



Equality Impact Assessment (EIA)

1. Topic of assessment

EIA title	Making Surrey Safer – Our Plans for 2020 - 2023
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EIA author	Sally Wilson
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2. Approval

	Name	Date approved
Approved by		

3. Quality control

Version number		EIA completed	
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4. EIA team

Name	Job title	Organisation	Team role
Sally Wilson		Surrey Fire and Rescue Service	Lead
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5. Explaining the matter being assessed

What policy, function or service is being introduced or reviewed?

The Making Surrey Safer Plan sets out the Surrey Fire and Rescue Service (SFRS) proposals for the future, including how we intend to transform our service to be ready to deal with future challenges. It sets out how we intend to keep people safe in the places they live and work and how we want to shift our resources to prevent emergencies from happening as well as responding when they have.

The Plan presents the Service's short and medium term aims in relation to managing and reducing risk in Surrey and the contribution made by the Service to regional and national resilience. It has been developed to address the key risks and challenges facing local communities and sets out the approach we aim to take working with and considering the views of the our communities.

The plan sets out the following proposals:

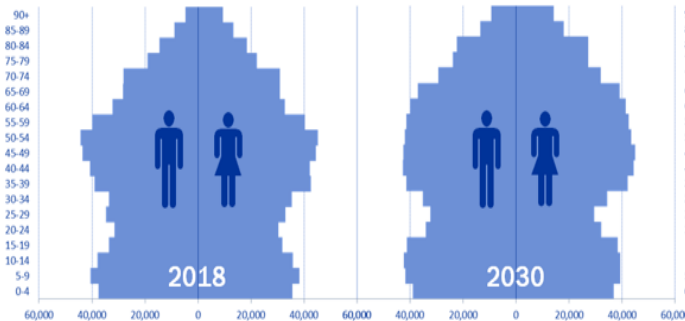
- * Do more to prevent emergencies from happening and make Surrey safer
- * Make sure we have the right resources in the right place at the right time to respond when you need us in an emergency
- * Continuously look at ways that we can improve what we do so that we are as effective and as efficient as we can be
- * Continue to strengthen our approach to collaboration with our partners
- * Invest in our people to make sure they have the best training and are as motivated as possible
- * Create a culture that is collaborative, inclusive and diverse

Population Snapshot

As people are living longer, the age profile of the population will alter. There will be an increase in the proportion of people aged over 60 and aged over 85.

Surrey's population in 2030

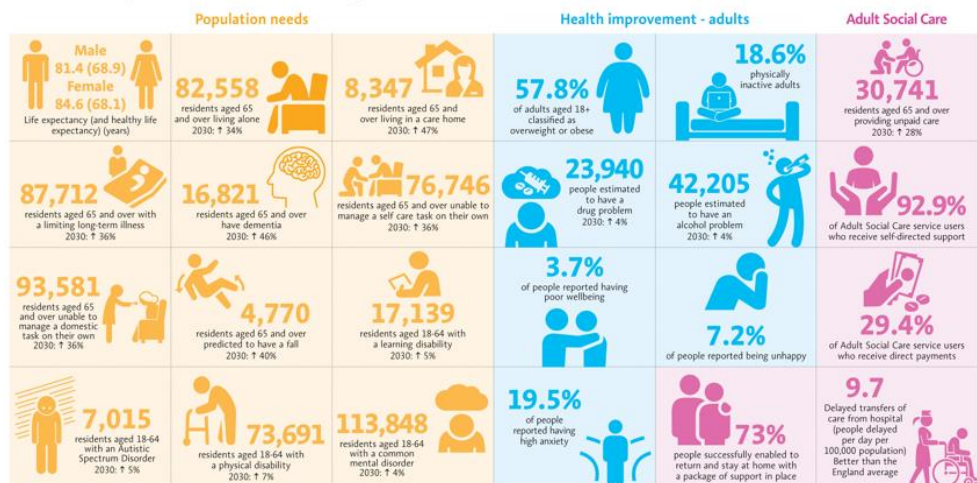
- The latest data shows Surrey's population is growing rapidly, with more people living longer, consistently high birth rates and high migration levels. For instance, by 2030, over 22% of Surrey residents will be aged 65 and over (compared to 19% in 2018).
- Organisations need to continue adapting to keep pace with the changing and increasingly divergent needs, expectations and aspirations of the population. This includes increasing numbers of older people with more complex care needs and growing numbers of children and young people.



Notes:

- All data is latest available from sources such as Joint Strategic Needs Assessment, Surrey County Council publications and central government datasets
- Benchmarking used to show where Surrey stands out compared to local authority peers, regional and/or national averages

Growing older in Surrey



What proposals are you assessing?

- Increase in resourcing and better targeting of community safety engagement
- Changes to crewing practices that relate to the way that fire cover is provided in several areas in the county
- Reviewing our response standard to ensure appropriate incidents are captured as critical
- Reviewing our processes to ensure we have the right people with the right skills in place to ensure we deliver a consistent service
- Engaging in cultural reform

Some proposals may need for Equality Impact Assessments (EIAs) to be completed on the detailed functional areas. Where necessary, these will sit alongside the appropriate consultation and engagement activity.

Who is affected by the proposals outlined above?

- All communities in Surrey
- Visitors to the county
- Surrey Fire and Rescue members of staff
- Fire Authority Members
- Surrey Local Authorities and other Emergency Services we work with
- Other Community Partners

6. Sources of information

Engagement carried out

Proposed Activities

Stage 1: Pre engagement activities: Jan - March 2019

Stage 2: Formal Consultation: March - May 2019

Residents, Partners, members

Consultation materials and hard copy surveys to:

- Libraries
- Fire stations
- Resident Associations
- GP Surgeries
- District & Borough Councils
- Community Centre
- Churches
- Parish councils

Social Media - SFRS, SCC, District & Boroughs and targeted local groups.

SCC Supplier Portal, Supply to Surrey

SFRS Website (intranet)

www.surrey-fire.gov.uk SCC Website

www.surreycc.gov.uk/consultations

[Talking Heads](#)

Articles:

- Surrey Matters e-newsletter
- Surrey Schools Bulletin
- SCC Confident in our Future
- SCC e-brief

SECAMB/ Surrey Police publications

Staff (including uniformed staff, On-call staff, Mobilising and Support staff)

- Message to staff – how to get involved
- Engagement with Area, Group and Assistant Group Commanders and team leads to develop proposals
- Union engagement
- Focus groups/ staff briefings at fire stations for affected staff.
- Development work with middle managers to prepare to lead through the consultation process and engage staff in a positive and constructive way
- Online survey
- Staff briefings

As of 1 January 2019 the Service operates from 26 (moving to 25) fire stations with 32 fire engines and 29 specialist vehicles, and we have:

- 466 wholetime firefighters

- 117 on-call firefighters
- 24 Joint Emergency Communication Centre (JECC) staff
- 59 support staff
- 60 volunteers

The equalities data for SFRS workforce for each of the 9 protected characteristics cannot be shown here. We have strict criteria on release of personal data, so any individual and their self-declared data will not be identified. The minimum number of staff we will release data for, is 100, to maintain anonymity and data protection.

The SFRS workforce numbers for the 9 protected characteristics are lower than this threshold, therefore this data will not be published. However the equalities data have been taken into consideration for the purpose of the equalities analysis for our Making Surrey Safer Plan.

Local Committees

- Engagement through social media and other communication channels
- Local/Joint Committee meetings in affected areas/meet with Chairs
- Online Survey

Partners and Neighbours

- Engagement and consultation through online survey and through online and social media communication channels
- Focus groups with affected partners (if required)

Public Meetings – TBC

External Equality Group and Voluntary, Community and Faith Sector engagement

- Face to face meetings with Surrey Equality Group
- Empowerment Boards and Surrey Coalition for Disabled people.
- Disability Alliance Network (DANs)

Data used

The following are some examples of the data we have used to support this work to date.

- Fatal Fires Report
- Surrey-i
- Community Risk Profile – Understanding the risks we face is a key part of our decision making process. It forms our planning for how and where we should use our resources to reduce the occurrence and impact of emergency incidents across Surrey. Our [Community Risk Profile](#) document has been developed setting out how the Service works to address risk in Surrey and to achieve the proposals set out in our Plan.
- SFRS local intelligence data
- Office of National Statistics (ONS) data
- Neighbourhood data

7. Impact of the new/amended policy, service or function

This EIA focusses on the overall impact of the Making Surrey Safer – Our Plan 2020-2023.

Impacts may come from changes to both the fire safety offer and the change to response times. There are potential impacts from the changes to fire cover at the stations of Banstead, Camberley, Dunsfold, Egham, Fordbridge, Gomshall, Haslemere, Guildford, Painshill, Walton and Woking. In some areas, response times are predicted to increase, and so it will take longer on average for an appliance to arrive at an incident. In other areas, response times are predicted to decrease, so on average the first appliance will arrive sooner than under the current system. Appendix C provides the response time data for each Borough/District, and is summarised in the following section.

A change in the way that community and business fire safety activities are delivered may have positive impacts to certain groups. For example the plan is to increase Safe and Well Visits from approximately 4,500 in 2018 to 20,000 by 2021. Targeted visits could have an overall positive impact for groups at risk of fire, including the elderly and people with disabilities.

EIAs will be completed considering the outcomes from the consultation for the proposed changes within Making Surrey Safer – Our Plan 2020-2023.

This will allow for a more detailed analysis of impacts at a local level than is appropriate in this document. Data obtained from the Office of National Statistics will allow SFRS to assess the impact from any change to the current provision at stations to the specific communities that they serve. Engagement and feedback from the consultation process will also feed in to the EIAs where appropriate. Internal data will allow SFRS to assess the impact on the staff that work at these stations.

The proposals within Making Surrey Safer – Our Plan 2020-2023 set out similar provision for fire cover at each of the stations as they have now, with the same amount of fire engines at the same locations. The primary difference would be the way in which they are crewed, so the impact will affect staff to a greater degree than the public.

Changes to crewing patterns from 'days and nights' to 'days only' will have an impact on staff. There may be positive and/or negative impacts to individuals depending on their personal circumstances. Patterns in terms of impacts to groups from shared protected characteristics will be assessed by the separate EIAs, using internal data regarding the specific staff at each station.

To understand the impact that the proposed changes to crewing patterns will have on the communities that they serve, response times have been analysed. The detail for the choice of data sets used, the different response times in the scenario proposed in the Plan and supporting data, are contained in Appendix C.

Summary of potential changes to fire cover:

- Average response times – on average a first appliance will arrive at a critical incident 12 seconds later under the Plan, up from 07:22 minutes to 07:34 minutes.
- Daytime response times on a weekday – no change.
- Daytime response times on a weekend - on average a first appliance will arrive at a critical incident 12 seconds sooner under the Plan.
- Night time response cover - on average a first appliance will arrive at a critical incident 38 seconds later under the Plan.

The proposed changes to response times per Borough/District are captured in Appendix C.

Where response times are reduced there is potential for a positive impact on all areas of the community, as at times of emergency the public would receive a more rapid response than the

current response. In the proposed scenario, these improved times are found, for the most part, on weekend days resulting from changes in fire and rescue cover at Walton and Haslemere.

Where response times are increased, there is potential for a negative impact on all areas of the community, as at times of emergency the public will have to wait longer for a fire appliance than the current response. There is evidence to suggest that the people most vulnerable to these outcomes are disproportionately likely to come from certain protected characteristics, the elderly and people with disabilities in particular. In the proposed scenario, these increased times are found, for the most part, at night, resulting from changes to night-time cover at Banstead, Camberley, Egham, Fordbridge, Guildford, Painshill and Woking.

The impacts on equalities in regards to people from specific protected characteristics are captured in Section 7a. The Action Plan in Section 9 sets out the mitigating actions to compensate for the potential negative impacts. Our Plan sets out an uplift in business and community safety activity and over a number of years such activity has driven down the number of preventable incidents.

7a. Impact of the proposals on residents and service users with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
<p>Age</p>	<p>The proposed Lifelong Learning programme will help to identify what community safety provision is most valuable for people in different age groups. The plan is to ensure that safety messages are delivered to residents at all stages of their lives in Surrey, to build communities resilient to fire and other emergencies.</p> <p>Increased, targeted use of our Safe and Well Visit programme should allow us to reduce the risk to vulnerable people in higher risk age groups. A focus on campaigns for older people will allow us to target those most at risk. An uplift in visits from 4,500 to 20,000 by 2021 will significantly increase our capacity.</p> <p>Increased use of wider community safety initiatives may be used to target accident prevention work to at risk groups. For example the Safe Drive Stay Alive programme has delivered road safety awareness</p>	<p>An increase in response times in certain areas at certain times through changes to fire and rescue cover may mean greater risk to life and serious injury. This could have a greater impact on the elderly given their vulnerability statistically to be injured or killed in fires.</p> <p>Increase in response times to road traffic collisions may hamper our ability to provide emergency first aid and extricate casualties as quickly as we can under the current resourcing model. This may have a greater impact on young people, as they are disproportionately likely to be involved in road collisions, are disproportionately likely to be killed or seriously injured in road collisions and are likely to be involved in road collisions at night where fire and rescue cover will be reduced.</p>	<p>A study by Arch and Thurston into Cheshire Fire and Rescue Service shows that in the period 2002-12 community fire safety provision was statistically correlated with a reduction in accidental dwelling fires (ADFs). Analysis on Surrey data in the period 2006 to 2017 indicates a correlation between the number of Safe and Well Visits and a decrease in dwelling fires in Surrey (see Appendix D).</p> <p>In England as a whole, research has demonstrated that older people, people with disabilities, those living in single parent households, males aged 46-60 who live alone and drink and smoke in the home and young people aged 16-24 (including students) are at a greater risk of dying in fires. Those aged 80 and over have a higher fire-related fatality rate, accounting for 5 per cent of the population but 20 per cent of all fire-related fatalities in 2016/17.</p> <p>Internal data shows that in Surrey, in the years 2009-18, 45% of fire fatalities fell into the age group 70+, although they only represented 14% of the population.</p> <p><u>Young People</u> Young drivers (aged 17-24) are known to be in the highest risk group for road traffic collisions. Department of Transport Data shows that in 2013 in Great Britain, drivers in this age group accounted for 5% of miles travelled but 18% of reported road traffic collisions.</p>

	<p>to approximately 13,500 young people in 2018.</p>		<p>The road safety charity Brake, highlight that in the UK, male drivers aged 17-20 are seven times more likely to crash than all male drivers, but between the hours of 2am and 5am their risk is 17 times higher (2005 data). This may not reflect the situation in Surrey.</p> <p>Data from Surrey County Council’s Travel and Transport Group shows that in the years 2004 to 2016, 25% of all people killed or seriously injured in road traffic collisions were aged 17-24. This age group only makes up 11% of the driving age population (17+).</p> <p>Surrey picture of the population</p> <p>There are estimated to be 72,900 children aged under 5 in Surrey (6.2% of the population). Elmbridge (7.4%) and Woking (7.2%) have the highest proportion of under 5s and Mole Valley the lowest (5.3%).</p> <p>There are estimated to be 169,500 children aged 5-16 (14.5% of the population). Elmbridge has the highest proportion of children (16.3%) and Runnymede the lowest (12.5%).</p> <p>There are estimated to be 104,400 people aged 17-24 making up almost a tenth of the population (8.9%). Runnymede (14.0%) and Guildford (13.8%) have the highest percentage due to the universities situated in these boroughs and Elmbridge the lowest (6.5%).</p> <p>There are estimated to be 605,300 people aged 25-64 making up just over half of the population (51.8%). Woking has the highest percentage (54.0%) and Waverley the lowest (48.9%).</p> <p>There are estimated to be 216,700 older people aged 65+, making up just under one in five (18.5%) of the population.</p>
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			<p>Mole Valley has the highest proportion of older people (22.8%) and Guildford the lowest (16.3%).</p> <p>Appendix B1 provides a breakdown of age groups per Borough/District.</p>
<p>Disability</p>	<p>Increased, targeted use of our Safe and Well Visit programme should allow us to reduce the risk to vulnerable people with disabilities.</p> <p>An uplift in visits from 4,500 to 20,000 by 2021 will significantly increase our capacity.</p> <p>Increased use of wider community safety initiatives may be used to target accident prevention work to at risk groups.</p>	<p>An increase in response times in certain areas at certain times through changes to fire and rescue cover may mean greater risk to life and serious injury. This could have a greater impact on those with mobility or mental health issues given their vulnerability statistically to be injured or killed in fire, and on people with mobility issues given that they may have greater difficulty escaping a fire.</p>	<p><u>Census 2011</u> In 2011 13.5% of residents in Surrey reported a health problem, with 7.8% limited a little and 5.7% limited a lot. The overall proportion reporting a health problem was unchanged from 2001.</p> <p>The proportion of the Surrey population reporting a health problem is highest in Spelthorne (14.9%) and lowest in Elmbridge (12.1%). Fewer Surrey residents reported a health problem than the national average. In England as a whole 17.6% reported a health problem with 9.3% limited a little and 8.3% limited a lot.</p> <p><u>Disability and Mobility:</u> Between April 2006 and March 2012, of the 16 people who died in a fire in Surrey, 7 (45%) were known to have mobility issues that affected their ability to escape the fire. All the people who were asleep at the time of the fire had additional underlying issues of restricted mobility, mental health and/or alcohol misuse. (CRP 2013/14)</p> <p><u>Mental Health:</u> The fatal fires analysis highlights mental health issues as a contributory factor to accidental dwelling fire deaths.</p> <p>9 of the 18 people who died in fires outside the home between April 2006 and March 2016 were suffering from mental health issues.</p>

			<p>The numbers of people with alcohol and drug dependencies are also forecast to rise by 4% by 2030.</p> <p><u>Race and ethnicity:</u> Differences in the levels of mental well-being and prevalence of mental disorders are influenced by a complex combination of socio-economic factors, racism, diagnostic bias and cultural and ethnic differences and are reflected in how mental health and mental distress are presented, perceived and interpreted.</p> <p><u>Gender:</u> Gender impacts significantly on risk and protective factors for mental health and expression of the experience of mental distress. Neurotic disorders including depression, anxiety, attempted suicide and self-harm are more prevalent in women than men, while suicide, drug and alcohol abuse, anti-social personality disorder, crime and violence are more prevalent among men. Gay, lesbian, bisexual and gender reassignment people are at increased risk for some mental health problems – notably anxiety, depression, self-harm and substance misuse – and more likely to report psychological distress than their heterosexual counterparts.</p> <p><u>Smoking (and Mental Health):</u> Surrey’s Joint Strategic Needs Assessment (JSNA) also identifies that mental health service users exhibit rates of smoking at least twice that found among the general population. Between April 2006 and March 2016, in 35% of the accidental fatal dwelling fires, smoking materials was the primary cause of the fires.</p> <p>Appendix provides a breakdown of B2 Long term illness or disability per Borough/District</p>
<p>Gender reassignment</p>	<p>There is no indication that there will be a significant impact on</p>	<p>There is no indication that there will be a significant impact on</p>	<p>Data on gender reassignment across the county is limited. The Office of National Statistics have identified the need for this data to inform further policy making decisions.</p>

	people with this protected characteristic.	people with this protected characteristic	
Pregnancy and maternity	The proposed Lifelong Learning programme will help to identify what community safety provision is most valuable for people in different age groups. The plan is to ensure that safety messages are delivered to residents at all stages of their lives in Surrey, to build communities resilient to fire and other emergencies.	An increase in response times in certain areas at certain times through changes to fire and rescue cover may mean greater risk to life and serious injury. This could have a greater impact for people generally in areas where cover will be reduced.	Expectant and new mothers could potentially be more at risk when escaping from a fire, as emergency evacuation may be difficult due to reduced agility, dexterity, co-ordination, speed, reach and balance. Mothers will also face the additional difficulty of evacuating babies and/or young children. Further research needs to be done to establish a link between pregnancy/maternity and risk from fire and other emergencies.
Race	Increased, targeted use of our Safe and Well Visit programme and business fire safety auditing should allow us to reduce the risk to residents and businesses from all groups. Community outreach programmes will assist in ensuring that people who have English as a second language will receive appropriate fire safety provision.	There is no indication that there will be a significant impact on people with this protected characteristic	<i>The breakdown of racial/ethnic groups by Borough/District can be found in the appendices (A and B3) to this document, and are taken from Surrey-i – 2011 census data.</i> In some areas there are populations of people from certain ethnic backgrounds notably larger than the Surrey average (mean). Elmbridge, Reigate and Banstead, Runnymede, Spelthorne and Woking are all cases in point. Of these, Runnymede is facing the biggest impact to response times under the proposed changes. It could be argued that the Indian community are disproportionately affected by the changes to response times, as the Indian population in Runnymede is 39% higher than the Surrey average. However there is no evidence to suggest that people from an Indian background in Runnymede will be disproportionately affected compared to the community of Runnymede as a whole. Furthermore Runnymede will retain a response time within the target of 10 minutes and quicker than the Surrey mean.

<p>Religion and belief</p>	<p>Increased, targeted use of our Safe and Well Visit programme and business fire safety auditing should allow us to reduce the risk to residents and businesses from all groups. Community outreach programmes will assist in ensuring that fire safety activities will take place in places of religious worship in order to reach a large audience.</p>	<p>There is no indication that there will be a significant impact on people with this protected characteristic.</p>	<p><i>The breakdown of religious groups by Borough/District can be found in the appendices (A and B4) to this document, and are taken from Surrey-i – 2011 census data.</i></p> <p>In certain areas there are populations of people from certain religions notably larger than the Surrey mean. Epsom and Ewell, Spelthorne and Woking are all cases in point. All of these boroughs will retain a response time within the target of 10 minutes and quicker than the Surrey mean, so it cannot be clearly argued that people from any particular religion will be disproportionately impacted by changes to fire and rescue cover.</p>
<p>Sex</p>	<p>There is no indication that there will be a significant impact on people with this protected characteristic</p>	<p>There is no indication that there will be a significant impact on people with this protected characteristic</p>	<p>Surrey’s population, according to the ONS’s estimates for 2017 is 50.9% female and 49.1% male in all age groups as a whole. Guildford Borough has the most statistically balance population, with 50% male and female, and Elmbridge Borough the least balanced, with 51.6% female and 48.4% male. Further information is available in Appendix B5.</p>
<p>Sexual orientation</p>	<p>There is no indication that there will be a significant impact on people with this protected characteristic</p>	<p>There is no indication that there will be a significant impact on people with this protected characteristic</p>	<p>Data on sexual orientation across the county is limited. ONS estimates are by County and are not broken down into Borough so do not contain the detail necessary for analysis. Estimates suggest that in 2013-15 97.3 % of the Surrey population was heterosexual, 0.7% gay or lesbian, 0.3% bisexual, 0.3% other and 5.1% don’t know or refuse to comment. This is broadly in line with National estimates. There is a slightly higher estimated percentage of heterosexual individuals compared to the National average (93.5%) a slightly lower estimated percentage of gay or lesbian (1.2% Nationally), a lower estimated percentage of bisexual (0.6 Nationally), a lower estimated percentage of “other” (0.4 Nationally) and a higher estimated percentage of those who didn’t know or preferred not to comment (4.4 Nationally).</p>

			<p>There is no strong evidence to suggest that people of any particular sexual orientation may be at a higher risk of injury from fire or other FRS-relevant incidents.</p>
<p>Marriage and civil partnerships</p>	<p>There is no indication that there will be a significant impact on people with this protected characteristic</p>	<p>There is no indication that there will be a significant impact on people with this protected characteristic</p>	<p>People who live alone, rather than those who live with partners, are at higher risk of accidental fires.</p> <p>The largest change (in the number of people living alone by age group, 2005 – 2015) is in the 45 to 64 age group, where the number of people living alone increased by 23% between 2005 and 2015, a statistically significant change. This is partly due to the increasing population aged 45 to 64 in the UK over this period, as the 1960s baby boom generation have been reaching this age group. The increase could also be due to a rise in the proportion of the population aged 45 to 64 who are divorced or never married.</p> <p>Appendix B6 provides a breakdown of marital status by Borough/District.</p>
<p>Carers (protected by association)</p>	<p>Increased, targeted use of our Safe and Well Visit programme should allow us to reduce the risk to vulnerable people in higher risk groups. Improved fire safety in these homes may help protect carers by association.</p>	<p>An increase in response times in certain areas at certain times through changes to fire and rescue cover may mean greater risk to life and serious injury. This is likely to have a greater impact on elderly and disabled residents. Their carers may be impacted by association but there is no clear evidence for this.</p>	<p>Further evidence needs to be gathered to establish whether carers do face greater risks by association.</p>

7b. Impact of the proposals on staff with protected characteristics

Protected characteristic	Potential positive impacts	Potential negative impacts	Evidence
Age	An increase in dedicated fire safety roles may provide opportunities for firefighters for whom the fitness requirements of an operational role can become progressively more challenging.	No specific issue has been identified at this stage	A 1990 study by Rogers et al found that, from the age of 30, VO2 max declines by 12% per decade. VO2 max is used as a factor in determining firefighter fitness. Separate EIAs will assess the impact of a move to day crewing to the specific employee demographics at several fire stations.
Disability	An increase in dedicated fire safety roles may provide opportunities for firefighters who develop disabilities that prohibit an operational role, such as reduced mobility.	No specific issue has been identified at this stage	Separate EIAs will assess the impact of a move to day crewing to the specific employee demographics at several fire stations
Gender reassignment		No specific issue has been identified at this stage	Separate EIAs will assess the impact of a move to day crewing to the specific employee demographics at several fire stations
Pregnancy and maternity		No specific issue has been identified at this stage	Separate EIAs will assess the impact of a move to day crewing to the specific employee demographics at several fire stations
Race		No specific issue has been identified at this stage	Separate EIAs will assess the impact of a move to day crewing to the specific employee demographics at several fire stations
Religion and belief		No specific issue has been identified at this stage	Separate EIAs will assess the impact of a move to day crewing to the specific employee demographics at several fire stations
Sex		No specific issue has been identified at this stage	Separate EIAs will assess the impact of a move to day crewing to the specific employee demographics at several fire stations
Sexual orientation		No specific issue has been identified at this stage	Data on the profile of the Service according to sexual orientation is not mandatory for employees to declare, and to date responses have been at low levels. This leaves the Service with limited data on the number of LGBT employees in Service. Therefore it is not possible to tell whether members of a particular sexual orientation are

			<p>impacted positively or negatively, for example therefore suffer an indirect impact through the service restructure. Efforts will be undertaken to capture better staff demographic data in order to better understand impacts in future. Positive action could be taken to mitigate any adverse risk.</p> <p>On a national level data from the Fire & Rescue Service Equality and Diversity Strategy 2008 – 2018 demonstrates that there is recognition that the number of gay, lesbian and bisexual Fire & Rescue Service employees who feel able to be open about their sexuality at work is less than 10 per cent of the national average.</p>
Marriage and civil partnerships		No specific issue has been identified at this stage	
Carers (protected by association)	No specific benefit has been identified at this stage, however there is potential for flexible working to have a positive impact to staff with caring responsibilities who are based at stations where day crewing will be implemented. This needs to be analysed in the individual EIAs for each region/station affected.	No specific issue has been identified at this stage, however there is potential for disproportionate impact to staff with caring responsibilities who are based at stations where day crewing will be implemented. This needs to be analysed in the individual EIAs for each region/station affected.	Separate EIAs will assess the impact of a move to day crewing to the specific employee demographics at several fire stations

8. Amendments to the proposals

Change	Reason for change

9. Action plan

Potential impact (positive or negative)	Action needed to maximise positive impact or mitigate negative impact	By when	Owner
An increase in targeted fire safety provision should reduce the risk to the most people most vulnerable to fire, which includes the elderly and people with restricted mobility, sensory impairments and mental health issues	Targeted campaigns in coordination with community engagement programmes will assist in delivering fire safety provision to people most vulnerable from fire and other emergencies.		
<p>The increase in response times through changes to fire cover at several fire stations may mean greater risk to life and serious injury. This could have a greater impact on the following groups:</p> <ul style="list-style-type: none"> the elderly given their vulnerability statistically to be injured or killed in fires, and on the elderly and parents with young children given that they may have greater difficulty escaping a fire. those with mobility or mental health issues given their vulnerability statistically to be injured or killed in fire, and on the disabled given that they may have greater difficulty escaping a fire. On Carers and the children or adults they 	<p>Additional investment will be allocated to fire safety provision. Prevention work will continue across the County, e.g. Safe and Well Visits (SAWVs), in order to inform and educate the public about reducing the risk of fire and other emergencies. Individuals at greatest risk, such as the elderly and people with mobility issues will be targeted to improve equality of opportunity in fire safety provision. The number of SAWVs is proposed to increase from 4,500 in 2018 to 20,000 by 2021.</p> <p>A key priority for Surrey County Council is to support people to live at home for longer. Telecare is the name given to the range of sensors which link with the traditional community or lifeline alarms. Telecare equipment ranges from pendants that can be worn to smoke and carbon monoxide detectors, and bed and falls sensors for those with mobility</p>		

<p>are caring for in particular given that they may have greater difficulty escaping a fire.</p> <ul style="list-style-type: none"> • Young people are statistically at a high risk from death and serious injury resulting from road traffic collisions. Reduction in night time fire and rescue cover may impact on the time it takes to rescue them. 	<p>difficulties. The sensors are designed to assist people of all ages to live more independently by monitoring their safety. In Surrey, when a linked smoke detector is activated, SFRS will respond. The predicted rise in the number of supported residents means that we will continue to work with partners to ensure they refer supported residents to us for advice via our SAWVs.</p> <p>Further roll-out of road safety education will assist in reducing the risks to young drivers. Road User Awareness Days and the Safe Drive Stay Alive programme can reach thousands of young people every year. Their impact needs to be assessed, as there is no clear evidence to show the correlation between increased road safety campaigns and a decrease in accidents.</p>		
<p>General impacts to people of different protected groups may not be immediately evident from existing analysis.</p>	<p>Robust equality monitoring during the consultation process may reveal patterns in views relevant to protected groups.</p>		
<p>Temporal fire patterns within Surrey, and specifically in the areas most directly affected by the proposed changes, need to be analysed to assess the potential impact on different groups.</p>	<p>Negative impacts may be mitigated by an increase of targeted fire safety provision, but the overall effect of such mitigation should be assessed. SAWVs will increase from 4,500 to 20,000 by 2021.</p>		

10. Potential negative impacts that cannot be mitigated

Potential negative impact	Protected characteristic(s) that could be affected
N/A	

11. Summary of key impacts and actions

Information and engagement underpinning equalities analysis	<p>Full public consultation on the Plan will take place and the findings of the final reports will be included in this EIA.</p>
Key impacts (positive and/or negative) on people with protected characteristics	<p>Increased business and community safety provision will benefit all sectors of our community and there will be an increased focus on fire safety for people who are most vulnerable, which includes people 65 and older and people with disabilities. Increases in response times might impact young drivers and older people.</p>
Changes you have made to the proposal as a result of the EIA	<p>Feedback will be considered in the final version of the EIA following consultation.</p>
Key mitigating actions planned to address any outstanding negative impacts	<p>Business and community safety work will see a significant increase across the county, including all areas which are being affected by a change in fire and rescue cover. Work will look into focussing on people and communities most vulnerable to fire and other emergencies and those who have had lower than average levels of fire safety engagement.</p>
Potential negative impacts that cannot be mitigated	<p>Feedback will be considered in the final version of the EIA following consultation.</p>