

EIA Stopping SFRS Cadets programme

Did you use the EIA Screening Tool

1. Explaining the matter being assessed

Change to a service or function

Summarise the strategy, policy, service(s), or function(s) being assessed. Describe current status followed by any changes that stakeholders would experience.

Surrey Fire and Rescue Service (SFRS) developed a fire cadet programme to support young people in their education and public service life. It was designed according to national standards and pro-social modelling. To enable SFRS to consider its impacts on both the public and SFRS, a limited trial of 10 cadets and volunteers was commissioned based at Guildford Fire Station (FS). This pilot started in September 2021 and is due to end in June 2023. The pilot is supported by five volunteers working for SFRS.

The removal of the cadet's programme from Guildford FS and more widely, not offering it as a service to the remainder of the county, will not impact on the current young cadets. They will continue to receive their qualifications and come to a natural end on the programme. The perception is that there could be an impact on future/potential young people. However, this has been mitigated by other areas of SFRS delivery, particularly the educational programme. With the current pilot there was concern around equality of access for all young people given the limited numbers on the programme and the geographical location.

How does your service proposal support the outcomes in [the Community Vision for Surrey 2030](#)?

- Children and young people are safe and feel safe and confident.
- Everyone benefits from education, skills and employment opportunities that help them succeed in life.
- Everyone lives healthy, active and fulfilling lives, and makes good choices about their wellbeing.

Are there any specific geographies in Surrey where this will make an impact?

- County-wide.

Assessment team – A key principle for completing impact assessments is that they should not be done in isolation. Consultation with affected groups and stakeholders needs to be built in from the start, to enrich the assessment and develop relevant mitigation.

Equality Impact Assessment

Detail here who you have involved with completing this EIA. For each include:

- Damian Watts
- Surrey Fire and Rescue
- Lead for Prevention

- Danni Lamaignère
- Surrey Fire and Rescue Service
- Specialist

- Dal Rai
- Surrey Fire and Rescue Service
- Specialist

- Bernie Beckett
- Surrey Fire and Rescue Service
- Specialist

- Dan Quin
- Surrey Fire and Rescue Service
- CFO, SFRS

2. Service Users / Residents

Who may be affected by this activity?

There are 9 protected characteristics (Equality Act 2010) to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships

Though not included in the Equality Act 2010, Surrey County Council recognises that there are other vulnerable groups which significantly contribute to inequality across the county and therefore they should also be considered within EIAs. If relevant, you will need to include information on the following vulnerable groups (Please **refer to the EIA guidance** if you are unclear as to what this is).

- Members/Ex members of armed forces
- Adult and young carers*
- Those experiencing digital exclusion*
- Those experiencing domestic abuse*
- Those with education/training (literacy) needs
- Those experiencing homelessness*
- Looked after children/Care leavers*
- Those living in rural/urban areas
- Those experiencing socioeconomic disadvantage*
- Out of work young people)*
- Adults with learning disabilities and/or autism*
- People with drug or alcohol use issues*
- People on probation
- People in prison
- Migrants, refugees, asylum seekers
- Sex workers
- Children with Special educational needs and disabilities*
- Adults with long term health conditions, disabilities (including SMI) and/or sensory impairment(s)*
- Older People in care homes*
- Gypsy, Roma and Traveller communities*
- Other (describe below)

(*as identified in the Surrey COVID Community Impact Assessment and the Surrey Health and Well-being Strategy)

Equality Impact Assessment

Age

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

The removal of the cadet's programme from Guildford Fire Station and more widely, not offering it as a service to the remainder of the county will not impact on the current young cadets. They will continue to receive their qualifications and come to a natural end on the programme. The perception is that there could be an impact on future/potential young people to engage with SFRS has been reduced. This could affect their view of risk and be less safe in the future. There may also be an impact on their wellbeing if they do not have access to a structured programme and the discipline offered by cadets and it may also have an indirect impact on recruitment opportunities for the service.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

The skills and attributes that the current group of young people have gained will be used by SFRS. The volunteers will be offered opportunities to continue with SFRS such as on the Youth Engagement Scheme (YES), community activities, safe and well visits or Firewise. The service will also offer continuing volunteer opportunities for working with young people across other schemes.

For young people who have not been involved in the scheme the service will signpost opportunities to join other emergency services cadet programmes as well as those offered by military and third sector organisations.

Highlight the access to educational material online through communications. Continue with the educational programme where (this year) 65% of all Key Stage 2 pupils received fire safety input from SFRS teams. This educational input is provided across all educational establishments, including Special Educational Needs and Disabilities (SEND), and will capture those young people who are no longer able to attend cadets.

Additional programmes such as Youth Engagement Scheme (YES) will continue to deliver courses to those young people who are in need of extra care and support. This will continue to minimise the impact on this cohort and is more inclusive because it relies on referrals from other agencies and is county wide.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Nil.

Any negative impacts that cannot be mitigated?

Nil.

Equality Impact Assessment

Disability

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

As per Age.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

As per Age.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Nil.

Any negative impacts that cannot be mitigated?

Nil.

Gender Reassignment

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

As per age. All provision to young person's interventions is made without prejudice.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

As per Age.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Nil

Any negative impacts that cannot be mitigated?

Nil

Race

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

As per Age.

Equality Impact Assessment

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

As per Age.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Nil.

Any negative impacts that cannot be mitigated?

Nil.

Sex

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

As per Age.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

As per Age.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Nil.

Any negative impacts that cannot be mitigated?

Nil.

Sexual orientation

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

As per Age.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

As per Age.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Nil.

Equality Impact Assessment

Any negative impacts that cannot be mitigated?

Nil.

Religion

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

As per Age.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

As per Age.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Nil.

Any negative impacts that cannot be mitigated?

Nil.

3. Staff

All

Describe here the considerations and concerns in relation to the programme/policy for the selected group.

The current volunteers for the cadet's programme will no longer be required. However, the skills and attributes that they have gained will be used by SFRS. The volunteers will be offered opportunities to continue with SFRS such as on the YES, community activities, safe and well visits or Firewise.

Describe here suggested mitigations to inform the actions needed to reduce inequalities.

Offer continuing volunteer opportunities for working with young people across other schemes.

What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decision makers need to be aware of?

Nil

Any negative impacts that cannot be mitigated?

Nil.

4. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation below.

- **Outcome One: No major change to the policy/service/function required.** This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken
- **Outcome Two: Adjust the policy/service/function** to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
- **Outcome Three: Continue the policy/service/function** despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are:
 - Sufficient plans to stop or minimise the negative impact
 - Mitigating actions for any remaining negative impacts plans to monitor the actual impact.
- **Outcome Four: Stop and rethink the policy** when the EIA shows actual or potential unlawful discrimination. (For guidance on what is unlawful discrimination, refer to the [Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act](#) concerning employment, goods and services and equal pay).

Recommended outcome:

Outcome 1.

Explanation:

The current cadre of young people on the cadet's programme will be unaffected. Potential cadets will have the opportunity to learn with SFRS or be able to access course specific to their needs. The volunteers will continue to be offered opportunities. The learning from the cadet's pilot will be used by the educational team to enhance their offering to schools.

Equality Impact Assessment

5. Action plan and monitoring arrangements

Insert your action plan here, based on the mitigations recommended.

Involve you Assessment Team in monitoring progress against the actions above.

Item	Initiation Date	Action/Item	Person Actioning	Target Completion Date	Update/Notes	Open/Closed
1	22/11/2022	Offer continuing volunteering opportunities	Damian Watts	N/A		
2						
3						

6a. Version control

Version Number	Purpose/Change	Author	Date
1	Draft EIA	Damian Watts	22.11.22
2.	Update draft EIA	Danni Lampaignere Tina Thorburn Dalwinder Rai Bernie Beckett	23.11.22
3.	Update and approve	Dan Quin	24.11.22

The above provides historical data about each update made to the Equality Impact Assessment.

Please include the name of the author, date and notes about changes made – so that you can refer to what changes have been made throughout this iterative process.

For further information, please see the EIA Guidance document on version control.

Equality Impact Assessment

6b. Approval

Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

Approved by	Date approved
Head of Service	24.11.22
Executive Director	24.11.22
Cabinet Member	24.11.22
Directorate Equality Group	N/A

Publish:

It is recommended that all EIAs are published on Surrey County Council's website.

Please send approved EIAs to: **INSERT SHARED EMAIL ACCOUNT ADDRESS**

EIA author:

6c. EIA Team

Name	Job Title	Organisation	Team Role
Dal Rai	EDI Partner	SFRS	EDI
Tina Thorburn	Business Manager	SFRS	Business Manager
Damian Watts	AC- Prevention and Protection	SFRS	AC- Prevention and Protection
Danni Lamaignere	People and OD Lead	SFRS	People and OD Lead
Bernie Beckett	Chief of Staff	SFRS	Chief of Staff
Dan Quin	CFO	SFRS	CFO

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Equality Impact Assessment

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