

Equality Impact Assessment

Date: 17.6.08

Directorate: Safer and Stronger

Unit: Cumbria Fire and Rescue Service

Function or Strategy: Organisational Development

Lead Officer responsible for EIA: Equality Officer and Head of Human Resources

This EIA applies to the following policies and documents:

<p>Cross cutting review of Cumbria Fire and Rescue Service Organisational Development</p>
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Table 1: Aims of function or strategy being assessed

Purpose of the function/strategy	Organisational Development
Does the function/strategy support a Council Plan objective, LAA indicator or National Indicator Set indicator? (please state)	<p>Cumbria Fire and Rescue Service targets 2008-09:</p> <ul style="list-style-type: none"> ▪ Equality for all groups in Cumbria ▪ Reduction in the number of accidental dwelling fires ▪ Reduction in secondary deliberate fires ▪ Improved Road Safety ▪ Greater Respect for others and reduced anti-social behaviour ▪ Continuous Improvement
Who is intended to benefit from the function/strategy?	Cumbria Fire and Rescue Service and the community that it serves
<p>Scope of function/strategy:</p> <ul style="list-style-type: none"> • One directorate • Cross directorate • Outsourced organisation 	Cross directorate

Introduction:

The Cumbria Fire and Rescue Service is located within the Safer and Stronger Communities Directorate of Cumbria County Council.

The Headquarters are in Cockermouth, however Cumbria Fire and Rescue Service operates four geographical localities Kendal, Workington, Carlisle, Barrow.

Cumbria enjoys an outstanding natural environment however the local context brings significant challenges to local delivery. Cumbria is the second largest county in England and covers 689,000 hectares including 245km of coastline. The population is low, with larger settlements around the edges of the county. The population is aging and many of these older people live in rurally isolated areas. Approximately 2% of the population can be classified as BME and "White Other".

Despite some affluent areas in Southlakeland and Eden, there are also pockets of significant deprivation. Wages in Cumbria are lower than the national average. Rural deprivation also presents many challenges even in more affluent areas. Transport and communication can be problematic.

Cumbria Fire and Rescue Service seeks to overcome these challenges through careful planning, risk management, innovation and partnership.

The service is delivered through 38 fire stations across the four localities and 850 staff are employed of which 253 are full time (regular) firefighters and nearly 500 are part time (retained) firefighters.

The over-arching principles of service delivery are:

- Prevention
- Protection
- Intervention
- Organisational Development

Phase 1: Gathering Information

Table 2: Information and feedback.

Type of information or feedback	Findings
<p>The following documents were considered:</p> <ul style="list-style-type: none">▪ The Fire and Rescue Service National Framework 2008-11▪ The Fire and Rescue Service Equality and Diversity Strategy 2008-11▪ Cumbria Fire and Rescue Service (CFRS) Service Delivery and Improvement Plan 2008-09▪ CFRS Direction of Travel Statement 2007▪ CFRS Integrated Integrated Risk Management Plan 2006-2010▪ CFRS Equality and Diversity Strategy▪ The Audit Commission CPA Report on CFRS 2007▪ Survey of current and ex-firefighters (CLG	<p>Included in issues section</p>

Publication) 2008

The following data/information was considered:

- CFRS Best Value Performance Indicators
- CFRS HR data summary
- CFRS FR1 summary forms
- Complaints and compliments to CFRS in the last 2 years
- CCC Best Value Survey 2007
- CCC Attitudes Survey
- CCC Intelligence Unit Data

Phase 2: Identifying the Issues

Ethnicity:

Issue	Impact (positive, negative, potential)	Further action required
Representation of BME in Cumbria Fire and Rescue Service	Currently negative	Positive actions to improve recruitment of BME to CFRS
Engagement with BME Groups	Outcome will be positive	Improved engagement
Lack of CFRS monitoring information regarding diversity	Negative	Improved monitoring of diversity
Appointment of Advocate	Positive	None
Attitudes to diversity from Cumbria attitudes survey. The minority group that Cumbrians feel least positive towards are: <ul style="list-style-type: none"> • Gypsy travellers (39%) • Refugees/asylum seekers (30%) • Muslims (28%), • Obese people (20%) • Gays and lesbians (14%) 	Negative	This indicates that prejudices are likely to exist in CFRS, indicates need to ensure core values for equality and diversity improvement are embedded through training and development

<ul style="list-style-type: none">• East European migrant workers (13%)		
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Disability:

Issue	Impact (positive, negative, potential)	Further action required
Impact of Fire on Disabled/Reduced Mobility	Negative	Ensure fire response and mitigation appropriately reflects known data on reduced mobility in Cumbria
Number of Disabled employed by CFRS	Negative	Positive action to encourage opportunities for disabled people in CFRS as an organisation
Engagement with Cumbria Disability Network	Outcome will be positive	Ensure appropriate engagement with CDN
Access to Fire Stations	Positive improvement at Kendal and Workington	Future programme of improvement
Need to share Home Safety Information to operational fire-fighters	Potential positive	Can information gathered from Home Safety visits be more appropriately used.

Gender:

Issue	Impact (positive, negative, potential)	Further action required
Number of female firefighters	Negative	Positive actions to improve recruitment of Women to CFRS
Number of female fire	Potential	Positive actions to

fighters seeking promotion		encourage women to seek promotion (longer term project).
Number of Males injured in all types of Fire	Positive	Community Safety team will need to target fire safety actions to men most likely to be at risk from fires
Employees may not be clear on procedures for reporting inappropriate behaviours	Negative	Identify training to ensure all employees clear on procedures for reporting inappropriate behaviours

Sexuality:

Issue	Impact (positive, negative, potential)	Further action required
Employees may not feel able to be open regarding sexuality	Negative	To ensure core values for equality and diversity improvement are embedded through training and development
Employees may not be clear on procedures for reporting inappropriate behaviours	Negative	Identify training to ensure all employees clear on procedures for reporting inappropriate behaviours
Engagement with	Negative	Develop engagement

Lesbian Gay Bi-Sexual (LGB) groups		with local LGB groups
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Religion/Belief:

Issue	Impact (positive, negative, potential)	Further action required
Engagement with different religious groups	Negative	Develop engagement with local religious/belief groups

Age:

Issue	Impact (positive, negative, potential)	Further action required
Number of young people killed or seriously injured in RTA	Negative	Community Safety activity targeted to young people 16-20 reviewed and improved
Citizenship Scheme	Positive	Outcomes evaluated
Home Safety Partnership with Adult Social Care	Positive	Process monitored
Appointment of Older Persons' advocate	Positive	None

Rurality:

Issue	Impact (positive, negative, potential)	Further action required
Volunteer Scheme	Positive	None
Impact of rurality on ability of CFRS to respond to Fires	Negative	Consider rurality issues and data in delivery of next Integrated Risk Management Plan (IRMP)
Satisfaction with CFRS in Best Value Satisfaction Survey 95% of service users fairly or very satisfied	Positive	None
Compliments and Complaints 2007/8 85 compliments 4 complaints 2006/7 35 compliments, 2 complaints Compliments from community and multi agency	Positive	None

Consultation

As the initial stage of internal review and identification of possible issues was completed, it was agreed that it was important to create opportunity for further internal and external consultation:

Internal:

CFRS Staff Focus Group
CFRS Service Managers team
Cumbria County Council Equalities team
Cumbria County Council Directorate Equality Group
Cumbria County Council Social Services Dept
Cumbria County Council Children Services Dept

External Consultation:

Age Concern Cumbria
AWAZ Cumbria
Cumbria Disability Network
LGB Network Cumbria
Trade Union Groups

It was agreed that a combination of focus groups and email would be used for consultation. New issues that were indicated in consultation would be added into the action planning stage. All groups involved in the consultation exercise would receive a copy of the final Equality Impact Assessment and covering letter indicating how issues raised had been addressed.

Phase 3: Action planning**Ethnicity:**

Action required	Lead Officer Timescale	Resource Implications	Performance Measure	Update Nov 09
Positive actions to improve	Senior Human Resources Officer/ Head	Within existing budgets	Equality indicator1	Many positive actions undertaken before recruitment in 2008 and

recruitment of BME to CFRS	of Service Delivery by March 09			number of applicants from BME backgrounds has increased. However number passing tests and securing employment has not improved and further work is needed, possibly coaching for written tests.
Improved engagement with BME Groups	Equality Officer by Sept 08	Within dedicated Equality budget	Equality Milestone 4	With CMCS and through targeted community engagement programme
Improved monitoring of diversity data across CFRS	SMT by Sept 08	Within existing budgets	Equality Milestone 1	New data system CFRMIS, will give improved diversity data for 2009-10.
Ensure core values for equality and diversity improvement are embedded through training and development	Senior Human Resources, Head of Service Delivery, Equality Officer, Learning and Development Manager By Sept 08	Within existing budgets	Equality Milestone 10	52 Equality training sessions delivered Staff Survey indicated 79% of staff understood importance of Equality, significant improvement on previous survey.

Disability:

Action	Lead Officer	Resource	Performance	Update Nov 09
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required	Timescale	Implications	Measure	
Ensure fire response and mitigation appropriately reflects known data on reduced mobility in Cumbria	Lead Officer for IRMP by August 08	Within existing budgets	New IRMP & Equality Milestone 5	New IRMP being undertaken will focus CFRS efforts on super out put areas where there is most risk. Two Advocates for vulnerable adults in place. Data is shared systematically with Adult Social Care.
Number of Disabled employed. CFRS is participating in Disability Work Experience Scheme, providing 2 places	Head of Human Resources by March 09	Within existing budgets	Equality indicator 1	One workplace experience successfully completed and participant now CFRS volunteer
Ensure appropriate engagement with Cumbria Disability Network	Equality Officer by Sept 08	Within Equality and Diversity dedicated budget	Equality Milestone 5	This is desired but has been difficult to achieve as Lead Officer for CDN has been on long term sickness.
Future programme of	Deputy Chief Fire Officer	Within existing	CCC Capital programme	Yes, PFI project continues and

access improvement	and Asset management /PFI team	capital programme	access indicators	disabled access created for Kendal Station Community Room.
Can information gathered from Home Safety visits be more appropriately used by operational fire fighters.	Head of Community Risk Management/ Deputy Chief Fire Officer	Within existing budgets	For initial consideration only	CFMIS new data system will improve data collected and enable transfer to other data systems.

Gender:

Action required	Lead Officer Timescale	Resource Implications	Performance Measure	Update Nov 09
Positive actions to improve recruitment of Women to CFRS	Senior Human Resources Officer/ Head of Service Delivery by March 09	Within existing budgets	Equality indicator 2	The number of women as new entrants to CFR increased by 25% in 2008-09. Positive Action Physical coaching test planned for next round of recruitment after data indicated that physical tests were proving stumbling block for many women.

Positive actions to encourage women to seek promotion (longer term project).	Senior Human Resources Officer/ Head of Service Delivery by March 09	Within existing budgets	Equality indicator 4	Yes, CFRS Network of Women launched Oct 2009 and regular coaching sessions to be offered to women.
Community Safety team will need to target fire safety activity to men most likely to be at risk from fires	Head of Community Risk Management	Within existing budgets	Equality indicator 7	CFRMIS will allow improved monitoring of HSV to ensure all vulnerable groups targeted.
Identify training to ensure all employees clear on procedures for reporting inappropriate behaviours	Senior Human Resources Officer/ Equality Officer/ Learning and Development Manager	Within existing budgets	Equality Milestone 10	Covered in Equality Training but further work planned on "Crossing the Line in 2010".

Sexual Orientation:

Action required	Lead Officer Timescale	Resource Implications	Performance Measure	Update Nov 09
To ensure core values for equality and diversity improvement are embedded through training and development	Senior Human Resources Officer/ Equality Officer/Learning and Development Manager	Within existing budgets	Equality Milestone 10	Included in Equality Training
Identify training to ensure all employees clear on procedures for reporting inappropriate behaviours	Senior Human Resources Officer/ Equality Officer/Learning and Development Manager	Within existing budgets	Equality Milestone 10	Much work on making procedures for reporting bullying and harassment clear has been undertaken. CFRS has 5 live cases (not specific to Sexual Orientation) and this indicates system being used.
Develop engagement with local LGB groups	Equality Officer	Within dedicated Equality Budget	Equality Milestone 6	CFRS has offered to sponsor local LBGT event and this open offer stands.

Religion/Belief:

Action required	Lead Officer Timescale	Resource Implications	Performance Measure	Update Nov 09
Develop engagement with local religious/belief groups	Equality Officer	Within dedicated Equality Budget	Equality Milestone 4	A joint Engaging Faith Day with NHS Cumbria was held at Kendal Fire Station in Oct 2009. 10 faith Groups attended.

Age:

Action required	Lead Officer Timescale	Resource Implications	Performance Measure	Update Nov 09
Road Awareness Training	Deputy Chief Fire Officer	Within existing budgets	Equality indicator 6	From review a new programme of Road Awareness has been

targeted to young people 16-20 reviewed by University Of Cumbria and revised				developed for schools in partnership with the Aerial Trust and will be delivered in 2010.
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Rurality:

Action required	Lead Officer Timescale	Resource Implications	Performance Measure	Update Nov 09
Consider rurality issues and data in delivery of next Integrated Risk Management Plan (IRMP)	Head of Community Risk Management	Within existing budgets	Revised IRMP	IRMP currently being refreshed and rurality issues are being considered. 2 Rural Advocates are shortly to be appointed to CFRS to undertake HSV in rural areas.

Programme for Review:

Equality Impact Assessments are living documents and need to be continuously updated as new issues and impacts arise. In consultation with Human Resources the Equality Officer will undertake a monthly review of the Equality Impact Assessment to ensure that its updated. The SMT will consider EIA on a quarterly basis alongside a performance report on equality and diversity.

CFRS Equality and Diversity Performance Measures 19th June 2008

Equality Target	No	2007-8	2008-9	2009-10	Diversity	Note
% Total Employees with a disability	Equality 1	852 staff 7 disability 0.8%	0.94% 8 disability	1% 9 disability	Disability	
% of new entrants to the operational sector that are women (retained and regular)	Equality 2	2 of 29 10.3%	5 of 37 13.5% (2/12 reg & 3/ 25 ret)	4 of 25 16% (4/25 ret)	Gender	National target 15% by 2013 (stretch target 18%)
% of new entrants that are BME across the whole organisation Note: wider definition than old BVPIs, includes "White Other".	Equality 3	3 of 36 5.5%	3 of 47 6.3% (1/12 reg & 1/25 ret plus 1/10 A & T)	3 of 35 8.5% (2/25 ret & 1/10 A & T)	Ethnicity	National target same percentage as local representation 2% (stretch target 2-5% above local rep)
Number of female firefighters promoted (regular and retained)	Equality 4	0	1	1	Gender	
Number of BME firefighters promoted (regular and retained)	Equality 5	0	0	1	Ethnicity	
The number of young people aged 16-24 years inclusive killed or seriously injured in road traffic accidents	Equality 6	2007 year 85	2008 year 80?	2009 year 70?	Age	
Reduce the number of males injured in all types of fires	Equality 7	76 male 55% 63 female 45% 139 total	73 males	70 males	Gender	
Number of Home Safety Visits to people with reduced mobility 221,000 Households in Cumbria 76,365 declaring long term illness = 34%	Equality 8	17.36%	20%	22%	Disability	
Number of Home Safety Visits for Adults aged 61 plus 221,000 households 55,748 with people aged 60 plus =25% of households	Equality 9	52.5%	54%	55%	Age	
Number of referrals from Adult Social Care for Home Safety Visits	Equality 10	no to be provided from Adult Soc Care	tbc	Tbc	Age Disability Rurality	
% of community volunteers recruited from BME Note: wider definition than old BVPIs, includes "White Other".	Equality 11	Not started until 08	Currently 2 of 22 volunteers	9%	Ethnicity	Local BME representation is 2%

9%

CFRS Equality and Diversity Milestones

Definition:	Title:	Diversity Strand
E& D Strategy in place, with resources allocated, performance measures, monitoring and review arrangements	Milestone 1	All
Agreed programme of Equality Impact Assessments delivered	Milestone 2	All
Commission 6 monthly Focus Group with Female fire fighters focused on barriers to employment with a view to developing supporting strategy	Milestone 3	Gender
Commission 4 locality engagement forums with a view to developing services and promoting safety for BME/ Migrant Workers	Milestone 4	Ethnicity/Religion/Belief
Commission 4 locality engagement forums with a view to developing services and promoting safety for Disability or reduced mobility	Milestone 5	Disability Age Rurality
Commission 6 monthly focus group with Gay Cumbria with a view to developing services and promoting safety.	Milestone 6	Sexuality
Commission 6 monthly focus group with traveller community with a view to developing services and promoting safety	Milestone 7	Rurality
Contribute on a monthly regarding Equality and Diversity issues to CFRS Weekly Update	Milestone 8	All
To have developed local, regional and national networks for E & D for CFRS	Milestone 9	All
All middle managers have undertaken training that encourages use of E & D targets in all appraisals	Milestone 10	All
Appointment of Older Person's Advocate for each locality completed	Milestone 11	Age
Appointment of Migrant Workers Advocate for CFRS in place	Milestone 12	Ethnicity/Religion/Belief

Date completed	19th June 2008
Signature	
Printed	S M Pender