

People Impact Assessment (PIA)

Policy/activity or service area to be assessed:	Automatic Fire Suppression Systems Domestic Strategy	Person completing assessment:	S Ruckledge 6860
Reason for this assessment: <i>(new policy / review etc)</i>	Draft policy going out for consultation	Date of assessment:	25/04/2016

An PIA involves analysing the effect, or potential effect, of the way we do our business upon groups that share protected characteristics as defined in the Equality Act 2010. This requires us to look at the equality data which we capture or have access to and to consider the outcome of our community engagement. We need to assess whether our policies and practices show ‘due regard’ for the three aims (see below) of the Public Sector Equality Duty (PSED). The analysis should highlight effects that *increase* equality, *decrease* equality or have *no impact* upon equality across the protected characteristics. Its purpose is not just to paint a picture, but to *identify practical steps* to improve our performance by:

- (a) Eliminating any unlawful discrimination,**
- (b) Advancing equality of opportunity and**
- (c) Fostering good relations between different groups.**

1. Briefly describe the purpose, aims and objectives of the policy/activity: ¹	<p>The Service plays a key leadership role in promoting better understanding of the benefits of fire suppression and, accordingly works to encourage building owners and developers to install these systems where there is a risk-based case for doing so, for example, where the risks to people are unacceptably high, or where there is a clear business case in terms of cost and benefit.</p> <p>Unlike in Wales, England has no legislation requiring domestic premises to be fitted with fire suppression systems.</p> <p>While Sprinklers play a positive role in reducing the human impact, economic and environmental cost of fire in any building they are installed in, we believe that our focus should be directed to those people and properties where the most significant impact can be achieved, domestic premises housing the most that present a significant risk due to their size, construction or use. Using a risk matrix to accurately identify risk and support the SDG’s, which will enable SFRS to move the risk to the suppression. This</p>
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2. Socio economic is not a Protected Characteristic under the Equality Act 2010. We will however demonstrate due regard to it because as a risk factor poverty has a significant contributor to inequality indicators. Also when present alongside a PCs or multiple PCs the risk increases exponentially

	<p>has already been successfully trailed in the WSDG. Economically this is more effective than moving the risk to the suppression.</p> <p>The Staffordshire Fire and Rescue Service (SFRS) are committed to reducing the impact of fire on our people, property and the environment, promoting business continuity within the communities of Stoke on Trent and Staffordshire by;</p> <ul style="list-style-type: none"> • Reducing fire deaths and injuries • Reducing the risks to fire-fighters • Protecting property and heritage • Minimising the effects of arson • Reducing the environmental impact of fire • Reducing the costs and the disruption to the community and business • Permit design freedoms and encourage innovative, inclusive and sustainable architecture
<p>2. Who is the policy/activity aimed at: (communities, staff, partners etc)</p>	<p>This strategy is aimed at all persons representing the organisation including paid and unpaid staff irrespective of their terms and conditions, stakeholders who have are able to support its implementation.</p>
<p>3. Who is responsible for the policy/activity: (Directorate/Department/individual)</p>	<p>Directorate of Prevent and Protect</p>

Equality Statement

Clearly explain and provide supporting evidence to show how the policy/activity satisfies the three aims of the Public Sector Equality Duty (PSED) and **DOES NOT** cause or have the potential to cause a **NEGATIVE** (detrimental) effect:

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Eliminating any Unlawful Discrimination

This strategy identifies how SFRS will implement its Automatic Fire Suppression Policy Statement with regard to domestic properties by working together with our collective capabilities and resources more effectively to better safeguard property and people from fire. A risk matrix will actively promote the elimination of unlawful discrimination as it applies to recognition of the protected characteristics as determined by the Equality Act 2010 and understanding how they correlate with risk in this context of domestic fire suppression and does not negatively affect any individual, it promotes a consistent approach by embracing national guidance provided by the Fire Sector Federation, Chief Fire Officers Association (CFOA), British Automatic Fire Sprinkler Association (BAFSA), the Insurance Industry and UK and European Fire Sprinkler Networks.

Advancing equality of opportunity

The strategy is to ensure that all those who use the services provided by SFRS, or whom we contact through any aspect of service delivery, are given the protection that they require based on an understanding of need and risk. Training and awareness packages have been developed for all staff and stakeholders on the cost benefit of domestic suppression and the appropriate reporting procedures are in place. Recognition of those most at risk from fire in our communities will enable them to be assessed and dealt with effectively.

Fostering good relations between different groups

We also advocate pro-active action at local level providing an intelligence lead risk based approach to the consideration of automatic fire suppression during the early design and planning stages of new build and refurbishments of high risk premises.

Using the Local Authority Planning Portal Fire Protection Officers in the Service Delivery Groups are able to identify any new housing developments within Stoke on Trent and Staffordshire. SFRS send out the pre-planning letter to the Local Authority Building Control (LABC) or the Approved Inspector (AI). These letters are currently being reviewed.

Current networking groups, such as Midland Heart and National Social Housing Fire Strategy Group can be utilised, along with the networks established by SDG Prevent and Protect Teams

SFRS will aim to target those partners identified as being in a position to add positive support to the campaign through a greater understanding and awareness of the use of sprinklers. Primary targets for such engagement will include: Members of Parliament; planners; Local Authority Councils; Stoke City Council; Staffordshire County Council; District and Borough Councils; building groups; and construction firms. Using the toolkit made available by the Chief Fire Officer's Association (CFOA) to provide assistance and guidance for engagement.

Where the policy/activity **DOES** or has the **POTENTIAL TO** have a **NEGATIVE** (detrimental) effect indicate which of the Protected Characteristics **MUST** be considered:

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Describe the NEGATIVE (detrimental) effect and provide supporting evidence for your rationale *	
Age	There are no negative effects to report regarding this policy
Disability	There are no negative effects to report regarding this policy
Gender reassignment	There are no negative effects to report regarding this policy
Marriage or civil partnership	There are no negative effects to report regarding this policy
Pregnancy or maternity	There are no negative effects to report regarding this policy
Religion or belief	There are no negative effects to report regarding this policy
Race	There are no negative effects to report regarding this policy
Sex	There are no negative effects to report regarding this policy
Sexual orientation	There are no negative effects to report regarding this policy
Socio-economic disadvantage ²	There are no negative effects to report regarding this policy

* **NOTE:** Where any **NEGATIVE** (detrimental) effects are likely to occur:

- (a) For the policy/activity to continue corrective actions/amendments **MUST** be taken to prevent/minimise unlawful discrimination
- (b) An action plan **MUST** be completed (next section)

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(c) Where a negative (detrimental) effect can not be avoided, continuation of the policy/activity (with or without amendment) **MUST** be justified

Action plan

This action plan **MUST** accompany the policy/activity and be used continually to assess any negative (detrimental) effects resulting from the delivery of or amendments to the policy/activity based on customer feedback and evaluation.

Negative/detrimental effect	Action needed to prevent/minimise it	By who	By when	Complete (tick)

All Completed PIA's should be submitted to E&D team for approval.

Signed: _____ **(E&D)**

Name: _____

Date: _____

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