

People Impact Assessment (PIA)

Policy/activity or service area to be assessed:	What we aim to do - Reduce and remove risks in our communities using a combination of prevention, protection and response activities and help make Staffordshire a safer place to live, work and visit. In line with the safety plan 2020-2024 objectives below	Person completing assessment:	
Reason for this assessment: <i>(new policy / review etc)</i>	Review of policies and procedures (Prevention & Protection)	Date of assessment:	07/7/22

A 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. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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>1. Briefly describe the purpose, aims and objectives of the policy/activity: ¹</p>	<p>The vision of Staffordshire Fire & Rescue Service (SFRS) is to make 'Staffordshire The Safest place to live work and visit'. We will develop innovative prevention services to ensure we can deliver the right activities to the people who we prioritise within our communities. We will work with partners to enable us to deliver a range of services and improved outcomes, which will ensure safety and wellbeing for the communities of Staffordshire.</p> <p>Why is this important? Educating people can help prevent dangerous situations arising or escalating. We will prioritise our efforts to educate ourselves, our partners and our communities. We will engage to build a safe, informed and inclusive Staffordshire.</p> <p>Why is this important? It will equip people with the knowledge they need to stay safe while bolstering transparency, openness and trust within our communities</p>
<p>2. Who is the policy/activity aimed at: (communities, staff, partners etc)</p>	<p>All the policies and procedures which sit under the ownership of Central Prevent & Protect (CPP) exist to give guidance to all our staff who work within the role of prevention and protection work, including safeguarding and Fire investigation.</p>
<p>3. Who is responsible for the policy/activity: (Directorate/Department/individual)</p>	<p>Director 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:

1. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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

Eliminating any unlawful discrimination

Our Targeted Work

SFRS targets its collective capabilities and resources effectively to better protect those most at risk from fire, and takes a holistic approach to our work, looking at wider issues away from fire, for example, social isolation, warmer homes etc. that are all included within Home Fire safety Visits carried out by the Service formally known as safe and well checks. SFRS actively targets groups that are at higher risk such as those who are over 65 years old, living alone, have mental health issues, lower on socio-economic scale and those with hearing and vision difficulties. These people are potentially more at risk of fire due to the very nature of their characteristics, which are protected under the Equality Act 2010. Using "Exeter" and "Mosaic" data we can understand how they correlate with risk and we produce risk profiles identifying areas of concern. The Home fire safety visit process and the guidance from NFCC person centred approach promotes the elimination of unlawful discrimination as it applies consistency across the County as it allows us to positively target and prioritise specific risks of individuals due to their protected characteristics. It promotes a consistent approach by embracing national guidance provided by the Fire Sector Federation, National Fire Chiefs Council (NFCC), British Automatic Fire Sprinkler Association (BAFSA), the Insurance Industry and UK and European Fire Sprinkler Networks.

Work specific to Domestic properties and their occupiers

SFRS works with the communities of Staffordshire and Stoke on Trent, to actively safeguard people and property from fire, as well as enhancing their wellbeing. We complete this work by training our staff in prevent work and understanding how inequalities contribute to risk in domestic settings. The awareness packages include Home fire safety visit training, olive branch training, recognition of unconscious bias. This contributes to the delivery of a range of initiatives, campaigns, education and home visits, etc. For the majority, the individuals that we engage with are identified by factors that increase their risk of death or injury, based upon our statistical evidence and demand. This allows us to target and prioritise the inequalities that result in an increased risk such as over 65's, mental health issues, hearing impairments, etc, which are protected under the Equality Act 2010 – our Home safety visits formally Safe and Well visits are an example of this.

Work Within The Wider Community

The continuous review and consultation with staff, partners, community groups and customers allows monitoring of performance across all information, data gathering and analysis giving due regard to protected characteristics. The process of analysis is designed to identify the most vulnerable groups in our community and to focus service delivery to best meet the needs of the communities. We will then tailor our services by understanding the risk profile of individuals, groups and communities.

1. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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

Learning we gather

As a Service, we are required to adapt and meet constantly evolving and emerging risks across the communities and so therefore we seek to learn from all areas of our work, including Prevention and Protection. We seek to eliminate any unlawful discrimination by analysing incident, safe and well and Fire Safety datasets on a person level basis. This has proved hugely beneficial in the development of our Risk Profiles identifying person, property and building risks, which has been integrated in to our contact Centre and our Home Fire safety visit approach.

In addition to this, following every fire fatality we hold a case conference meeting to explore individual factors, which led to the unfortunate outcome. This in turn, feeds into our policy and procedural development processes.

Advancing equality of opportunity

Our Targeted Work

SFRS 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. Our fire safety teams across the county base their inspection programmes on risk, for example premises with sleeping accommodation, which pose a greater risk to life should a fire occur. Recognition of those most at risk from fire in our communities will enable them to be assessed and dealt with effectively. Our CYP projects and Princes Trust activity effectively target those who may be at risk of becoming socially isolated and disillusioned with social ethics.

Work specific to Domestic properties and their occupiers

When we have recognised an additional need of an individual, we will endeavour to go above and beyond where possible, to provide the correct solution, to aid their requirements. An example of this is the specialist equipment in addition to standard smoke alarms that we issue, such as specialist hard of hearing equipment, heat alarms, CO alarms, etc. The Home Safety Visit and person centred concept is designed to ensure that an interaction carried out by SFRS maximises its potential to ensure the Health and Wellbeing of individuals in our communities.

1. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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

Work Within The Wider Community

This priority is about developing the systems of collating and interpreting information to enable us to get a clearer understanding of the vulnerabilities and needs of our communities. An example of this is working with our colleagues to provide measures and information. It will also enable us to target the most vulnerable individuals and communities opening up access for our service users who would not usually engage with our activities. An example of this would be sharing information and data with colleagues in social care and health to identify individuals that would benefit from Assistive Technology due to their personal situation/vulnerabilities and all associated inequality contributing factors.

The Learning We Gather

We seek to advance equality of opportunity with partners and community groups, through our olive branch training work, our risk based inspection programme, as required by section 7.2d of the Fire Services Act 2004, and our learning which feeds into our data risk stratification.

Furthermore, we have worked in partnership with a variety of agencies and representatives from across the community, such as AGE UK, PHE and the Health & Wellbeing board, in order to develop a community fire safety training framework that will equip our staff to engage and interact effectively with people according to their needs in relation to any activity or intervention.

Fostering good relations between different groups

Our Targeted Work

Using the Local Authority Planning Portal Fire Safety 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). This allows the earliest possible intervention where changes to plans may need to be applied to premises to comply with fire safety legislation, reducing the regulatory burden on the end user.

SFRS also partake in the Primary Authority Scheme. This allows us to work on a national level with BUPA, Bromford Group, Horizon Care, Life ways (care Provider) and Busy Bees Nurseries, again reducing the regulatory burden, in line with the regulators code, by giving those companies a single point of contact for fire safety advice and guidance.

1. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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

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 NFCC to provide assistance and guidance for engagement. We will also have specific relationships with NGOs acting on behalf of disability, age (the young and the old as appropriate) religious groups, economically disadvantaged, refugees and asylum seekers and race equality advocacy.

Work specific to Domestic properties and their occupiers

We are continuously working with partner agencies to provide the correct level of service to our communities, by sharing of information and best practice. We maximise opportunities for engagement, by utilising our community fire stations and their facilities. Our prevent teams work closely with their local councils and attend locality meetings, in order to share case information and work together, in order to find an effective outcome for the client. We will have Service Level Agreements in place with our partner agencies, to provide a structured approach around our processes, allowing for effective work practices, these will cover all our partners who we refer into or vice versa, organisations such as Staffordshire Cares

We also advocate pro-active action at local level providing an intelligence lead risk based approach to all areas of our prevention and protection work. This is identified through data stratification and the use of our Risk profiles which has identified areas of the community more at risk of a fire death such as the elderly living alone.

Work Within The Wider Community

The process of information and data led Prevention and Protection work looks to build on the good relationships and identify new and beneficial partner and community groups to ensure we deliver a customer focused and needs based service. We recognise that the most knowledgeable, experienced and/or 'current' partners are not necessarily the most traditional, well-known or best resourced organisations. Clear and meaningful information is gathered and shared across the County and City to enable customer focused interventions to be delivered at the correct time and place using a partnership approach. An example of this would be the fatal fire reviews where partners, staff and family members meet to discuss, share and act upon information/intelligence that has been gained from the incident, to inform future work and limit/prevent re-occurrence.

1. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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

The Learning We Gather

We seek to foster good working relationships from our ongoing learning gained via Post Incident Questionnaires (PIQ), which are completed by service staff and volunteers following an Accidental Dwelling Fire. The PIQs, as well as seeking data and intelligence on causal factor, provide the opportunity for a follow-up engagement between the Service and the individual(s) whereby they can gain further information and support as required.

As previously mentioned our ongoing commitment to olive branch training and case conferences support the ongoing learning linked to person based risks and are always carried out in an inclusive manner, with partner and community group involvement.

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

Describe the NEGATIVE (detrimental) effect and provide supporting evidence for your rationale *	
Age	<p>Focusing upon a particular age group as part of a campaign or initiative could result in a reduction in service for other community members.</p> <p>There is a potential that initiatives targeted on certain age specific groups could leave the Service vulnerable to challenge of prejudice/stereotyping. Focus on age specific groups may create the feeling of alienation.</p> <p>Be mindful when dealing with small private companies that do not employ over 50s. Age legislation is in place and where a small company has an unvarying workforce prolife it may not mean they are operating discriminately.</p> <p>Building relationships with the young and the elderly need to be mindful of their differing communications preferences.</p>
Disability	<p>Focus upon a particular disability group as part of a campaign or initiative could result in a reduction in service for other community members.</p> <p>There may be instances where people with particular disability will not be able to use our packages due to their target or message.</p>

1. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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>Private organisations buildings, and this may be the case in terms of the premise of partners, need to be advised that the Service is bound by the PSED and therefore should we need to visit their premise without full access we may need to make suitable arrangements for them to visit on our premise if necessary.</p> <p>The majority of Service premise are accessible nevertheless service uses and community member need to be aware of the accessibility in relation to the building and its access, egress and use of building needs to be advised and where applicable recorded and detailed.</p>
Gender reassignment	<p>Possible partnership with a family business that still follows its own traditional family values. The Service needs to be mindful of this when entering into partnerships.</p> <p>Members of the staff, visitors and members of the community who are going through transition need to be treated sensitively and have access to the appropriate gender facilities they are living as.</p>
Marriage or civil partnership	<p>Business/partner/community group where religious beliefs do not recognise same sex relationships. This is illegal and the Service needs to operate within its legal obligation as listed above.</p>
Pregnancy or maternity	<p>Staff and/or volunteers may be exposed to inappropriate situations based on their own personal circumstance.</p>
Religion or belief	<p>A business/partner/community group that through its religious beliefs restricts the attire that may be worn. Sensitivity of religious and cultural dress codes needs to be observed internally and externally. The restriction of religious and belief attire is only permissible under Health and Safety regulation and requirements.</p> <p>Potential to exclude some religious groups as a result of not being aware of specific religious holidays/events/meeting places.</p> <p>Lack of local knowledge of our community could result in exclusion when carrying out particular community safety activity.</p>
Race	<p>Potential for a delay in delivery of materials or service due to specific language requirements</p> <p>Lack of local knowledge and understanding of our community could result in exclusion when carrying out particular community safety activity.</p> <p>International dealings with an organisation that is in dispute with another possible partnership business or businesses that currently do not understand that possible employees with an immigrant background who speak English at home can perform at similar levels to employees without an immigrant background.</p> <p>To progress community engagement with BME needs due regard considerations for the development of networks, volunteering, community advocates, and places of socialising and worship to enable more sustainable relationship building.</p>

1. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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

Sex	A business/partner/community group that does not have a current Equality and Diversity policy and does not provide equal pay. This is at risk of challenge and should be assessed as outlined above.
Sexual orientation	A business/partner/community group that has, in the past, refused specific training due to the individual's sexual orientation. This is at risk of challenge and should be assessed as outlined above.
Socio-economic disadvantage ²	Additional services may be required for certain individuals and provision may not be possible due to economic restraints.

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

1. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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

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)
AGE	<p>We will ensure that Data relating to Age is captured through our day to day data collection methods. In order to understand risk and engagement alongside access to services. This information will be reported on through our Prevent and Protect Directorate</p> <p>We will continue to engage and consult with internal and external stakeholders to inform our work.</p> <p>Where specific targeting based on age is required we will ensure that communities are fully informed of the rationale for this approach.</p>	CPP/ SDG	Review October 2022	
DISABILITY	<p>We will ensure that Data relating to Disability is captured through our day to day data collection methods. In order to understand risk and engagement alongside access to services. This information will be reported on through our Prevent and Protect Directorate</p> <p>We will continue to engage and consult with internal and external stakeholders to inform our work.</p>	CPP/SDG	Review October 2022	

1. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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>Where specific targeting based on Disability is required we will ensure that communities are fully informed of the rationale for this approach</p>			
GENDER REASSIGNMENT	<p>We will ensure that data relating gender reassignment is captured through our day to day data collection methods. In order to understand risk and engagement alongside access to services. This information will be reported on through our Prevent and Protect Directorate</p> <p>We will continue to engage and consult with internal and external stakeholders to inform our work.</p> <p>Where specific targeting based on Gender Reassignment is required we will ensure that communities are fully informed of the rationale for this approach</p>	CPP/SDG	Review October 2022	
MARRIAGE/CIVIL PARTNERSHIP	<p>We will ensure that Data relating Marriage/ Civil Partnership is captured through our day to day data collection methods. In order to understand risk and engagement alongside access to services. This information will be reported on through our Prevent and Protect Directorate</p> <p>We will continue to engage and consult with internal and external stakeholders to inform our work.</p> <p>Where specific targeting based on Marriage/ Civil Partnership is required we will ensure that communities are fully informed of the rationale for this approach</p>	CPP/SDG	Review October 2022	

1. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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>PREGNANCY OR MATERNITY</p>	<p>We will ensure that Data relating to Pregnancy or maternity is captured through our day to day data collection methods. In order to understand risk and engagement alongside access to services. This information will be reported on through our Prevent and Protect Directorate</p> <p>We will continue to engage and consult with internal and external stakeholders to inform our work.</p> <p>Where specific targeting based on Pregnancy or Maternity is required we will ensure that communities are fully informed of the rationale for this approach</p>	<p>CPP/SDG</p>	<p>Review October 2022</p>	
<p>RELIGION OR BELIEF</p>	<p>We will ensure that Data relating to Religion or Belief is captured through our day to day data collection methods. In order to understand risk and engagement alongside access to services. This information will be reported on through our Prevent and Protect Directorate</p> <p>We will continue to engage and consult with internal and external stakeholders to inform our work.</p> <p>Where specific targeting based on Religion or Belief is required we will ensure that communities are fully informed of the rationale for this approach</p>	<p>CPP/SDG</p>	<p>Review October 2022</p>	
<p>RACE</p>	<p>We will ensure that Data relating to Race is captured through our day to day data collection methods. In order to understand risk and engagement alongside access to services. This information will be reported on through our Prevent and Protect Directorate</p> <p>We will continue to engage and consult with internal and external stakeholders to inform our work.</p>	<p>CPP/SDG</p>	<p>Review October 2022</p>	

1. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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>Where specific targeting based on Race is required we will ensure that communities are fully informed of the rationale for this approach</p>			
SEX	<p>We will ensure that Data relating to sex is captured through our day to day data collection methods. In order to understand risk and engagement alongside access to services. This information will be reported on through our Prevent and Protect Directorate</p> <p>We will continue to engage and consult with internal and external stakeholders to inform our work.</p> <p>Where specific targeting based on sex is required we will ensure that communities are fully informed of the rationale for this approach</p>	CPP/SDG	Review October 2022	
SEXUAL ORIENTATION	<p>We will ensure that Data relating to Sexual Orientation is captured through our day to day data collection methods. In order to understand risk and engagement alongside access to services. This information will be reported on through our Prevent and Protect Directorate</p> <p>We will continue to engage and consult with internal and external stakeholders to inform our work.</p> <p>Where specific targeting based on Sexual Orientation is required we will ensure that communities are fully informed of the rationale for this approach</p>	CPP/SDG	Review October 2022	

1. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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

SOCIO-ECONOMIC DISADVANTAGE	<p>We will ensure that Data relating to Socio- Economic Disadvantage is captured through our day to day data collection methods. In order to understand risk and engagement alongside access to services. This information will be reported on through our Prevent and Protect Directorate</p> <p>We will continue to engage and consult with internal and external stakeholders to inform our work.</p> <p>Where specific targeting based on Socio Economic Disadvantage is required we will ensure that communities are fully informed of the rationale for this approach</p>	CPP/SDG	Review October 2022	
------------------------------------	--	----------------	------------------------------------	--

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

Signed: _____ (E&D)

Name: _____ **Diane Dunlevey** _____

Date: _____

1. For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
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