



Buckinghamshire & Milton Keynes Fire Authority

Meeting and date: Fire Authority, 6 December 2023

Report title: Protection Strategy 2023-2025

Lead Member: Chairman of the Authority

Report sponsor: Area Commander Doug Buchanan

Author and contact: Group Commander Steve Hawkins – shawkins@bucksfire.gov.uk

Action: Decision

Recommendations: It is recommended that the Protection Strategy be approved by the Fire Authority.

Executive summary:

The Community Risk Management Plan 2025-30 (CRMP) will shape future considerations relating to service provision. However, in recognition of changing legislation, new guidance from the National Fire Chiefs Council (NFCC) and the findings from the Services' inspection report, it is appropriate and prudent to review and realign the protection strategy with immediate effect. This proposed Protection Strategy is for a shorter period than usual, noting a requirement to align future strategy with the Community Risk Management Plan (CRMP).

This revised strategy is designed to ensure the Service are giving due consideration to our legislative requirements and that our activities in respect of protection are considered and targeted to manage those premises considered to be highest risk and/or low compliance. The introduction of a risk-based interventions programme will provide clarity on how the Service will prioritise resource against planned and demand led activity.

Financial implications:

There is no anticipated increase in budgetary requirements within the life of the Strategy.

Risk management:

The Risk Based Interventions Programme (RBIP) is at the heart of this revised strategy. It is underpinned by a number of locally agreed data sets, which broadly align to NFCC guidance. This data allows the Service to identify the highest risk

commercial and residential premises and target our resources accordingly across planned and demand led activity.

Whilst the Service are committed to taking a supportive and advisory approach to businesses, as the enforcing authority for fire safety legislation, we also have a duty to take legal action where appropriate.

Legal implications:

The Authority has responsibilities under the Fire and Rescue Services Act 2004 to promote fire safety and to give advice about how to prevent fires, how to restrict their spread and about means of escape. However, it is also the enforcing authority for dealing with breaches by any Responsible Person (RP) of fire safety requirements imposed by the Regulatory Reform (Fire Safety) Order 2005 (the Order).

The Order does not apply to most domestic premises, but it does apply to the 'common parts' of residential properties, such as high-rise residential buildings, where typically the RP will be the owner of the freehold or leasehold.

This strategy and revised approach to protection interventions positions the Service appropriately to balance our various legislative requirements.

Privacy and security implications:

There are no direct privacy or security implications identified as part of the Protection Strategy.

Duty to collaborate:

Whilst there is no specific requirement to collaborate on Protection programmes, BFRS continue to work closely with the other Thames Valley FRs on a variety of protection activities.

There are regular meetings with Thames Valley Protection colleagues to discuss and progress opportunities of joint working and best practice.

Home Office Protection programmes are standing agenda items for the NFCC Southeast Protection and Business Safety Group. This group is currently exploring the feasibility of a Southeast Fire Engineering specialist.

The Protection team also consults upon and feeds back to both the Home Office and NFCC on all its programmes and proposed legislative changes.

Health and safety implications:

Any general Health & Safety issues have been considered as part of business-as-usual activities.

The continued delivery of the activities above, will lead to a reduction of risk for all residents in BFRS's highest risk buildings and improvements in firefighter safety due to more compliant premises.

Environmental implications:

There are no direct environmental impacts identified as part of the Protection activities considered within in this paper though throughout all Protection Activity there is an implicit acceptance that fire safety is concerned with the environment and the local community and any reduction in fires will have a positive impact on both.

The Authority will be working with the Building Safety Regulator (BSR) from October 2023. The BSR will be tasked with looking at the full impact (including environmental) of the full life of new high rise residential buildings.

Equality, diversity, and inclusion implications:

An increase in Protection activity and engagement will support life safety and assist businesses to comply with relevant legislation, supporting business continuity and the economy.

This continued and increased engagement with the Home Office through the NFCC around recent changes to legislation and guidance will assist in understanding different community needs and deliver accessible local services, building safer places.

An Equality Impact Assessment has been completed to accompany the Protection Strategy.

Consultation and communication:

Joint Consultation Forum (JCF) – July 2023

Business Transformation Board (BTB) – November 2023

Strategic Management Board (SMB) – October 2023

Background papers:

Appendix	Title	Protective Marking
1	Protection Strategy 2023-2025	
2	Risk-based interventions programme	
3	Equality Impact Assessment for the Protection Strategy 2023-2025	



1. Changes since the last version

Version: 3.0

Information Asset Owner: Head of Protection, Assurance and Development

Author: Head of Protection, Assurance and Development

Approval: Fire Authority

Date: 06 December 2023

- This strategy Document supersedes version 2.0, the previous Protection Strategy 2018 – 2023 and is intended to cover the remaining period of the current Public Safety Plan 2020-25. This updated Strategy provides clarity on Protection objectives, with a focus on intelligence led targeting of risk through a risk-based interventions programme.

Please note that as Service Documents are frequently updated, if you print a document, its accuracy cannot be guaranteed. Always check the intranet for the latest version.



Introduction

Buckinghamshire Fire and Rescue Service (BFRS) is responsible for enforcing fire safety legislation in most premises in Buckinghamshire other than single private dwellings. Our role is to ensure that those responsible for the premises, maintain appropriate and compliant fire safety standards.

Our protection staff meet our regulatory duties as detailed in the Regulatory Reform (Fire Safety) Order 2005 predominantly through the following activities:

- Responding to statutory building and licencing consultations
- Planned audits of high risk commercial and residential premises
- Re-active audits addressing complaints, post fire incidents and unwanted fire signals
- Providing advice and where necessary enforcement notices
- Prosecution of the most serious offenders

Key objectives for the period 2023-25

- Ensure protection activity is aligned to the Service Delivery priorities outlined in the Public Safety Plan 2020-25
- Ensure the Service is prepared and able to deliver against its legislative responsibilities in respect of protection requirements
- Make provision for adequate resource by means of qualified staff proportionate to identified risk
- Ensure that resource is appropriately directed by way of an evidence driven risk-based interventions programme
- Engage in Primary Authority Scheme partnerships
- Make provision for a suitable and supportive programme of business engagement through use of Protection grant funding
- Ensure our protection staff are appropriately qualified to deliver the above objectives
- Ensure our protection activities and interventions are suitably quality assured and evaluated

Our Priorities as described in the Public Safety Plan 2020-25

“Our priorities are always to prevent incidents that cause harm from happening and to render humanitarian services. We will do all we can to protect homes, public buildings and businesses from the effects of fire.”

“Our duty is also to ensure that wherever required, we provide a timely and proportionate emergency response to incidents, ensuring we are there to save life, mitigate damage and help safeguard our environment.”



“To achieve these priorities, we will identify and assess the full range of foreseeable risks within our area, from across a spectrum of local and national influences, and give our employees the tools they need to succeed in ensuring these risks are assessed and managed in the most effective, efficient and safest way.”

“We will align and integrate our Prevention, Protection and Response strategies, ensuring they complement each other towards achieving our vision.”

The purpose of this strategy is to provide a focus on the Protection, Assurance and Development Directorate’s priorities for Protection over the next two years in line with the above objectives and priorities. This will ensure that Buckinghamshire Fire and Rescue Service deliver the most effective activities to the risks and challenges set out in the Authority’s Public Safety Plan.

Legislative Requirements

Buckinghamshire and Milton Keynes Fire Authority (BMKFA) discharges all its functions under a backdrop of some key pieces of legislation. This legislation establishes the duties and obligations to provide an effective and efficient fire and rescue service. Those listed below are the primary ones pertaining to fire safety (protection):

The Fire and Rescue Services Act 2004

This is the core legislation for fire and rescue authorities (FRAs), establishing the legal powers and responsibilities of a fire authority. The Secretary of State prepares the Fire and Rescue National Framework under Section 21 of the Fire and Rescue Services Act 2004 to establish a set of key priorities, objectives and direction for fire authorities to follow.

The Regulatory Reform (Fire Safety) Order 2005 (RRO)

Every enforcing authority must enforce the provisions of this Order and any regulations made under it in relation to premises for which it is the enforcing authority’.

The Fire Safety Act 2021

The Fire Safety Act 2021 amends the existing Regulatory Reform (Fire Safety) Order 2005. It provides additional areas which the responsible person/duty holder for multi-occupied residential buildings must consider when managing and reducing risk of fire within their premises.

The Fire Safety (England) Regulations 2022



These Regulations have been introduced following on from the recommendations of the Phase 1 Grenfell Tower Inquiry. The Regulations impose additional measures on the responsible person for multi-occupied residential buildings.

The Building Safety Act 2022

The Act provides for a new regulator (the Building Safety Regulator [BSR]) to be established under the Health and Safety Executive. The aim of the regulator is to secure the safety of people in and around buildings with respect to the risk arising from them and to improve the standards of buildings.

Protection resources

It was recognised post Grenfell that the built environment posed a greater and more complex risk to communities than was previously understood to be the case. The Fire Authority has been prudent during the term of the Public Safety Plan 2020-25 in enhancing the resourcing of the protection establishment. The Service's full complement to conduct its protection activities is:

- 1 x Group Commander overseeing the protection function
- 4 x Station Commander managing protection staff and PAS (one of which is a level 5 fire engineer)
- 1 x Enforcement and Training Officer
- 3 x Watch Commander fire safety inspecting officers (level 4)
- 1 x PAS officer (also a level 5 fire engineer)
- 9 x non operational fire safety inspecting officers (level 4)
- 2 x non operational fire safety advisors (level 3)
- 4 x business engagement apprentices (subject to recruitment process)

The delivery of effective regulation depends on the competency of the professionals who carry out the work and BFRS is committed to complying with the National Fire Chiefs Council (NFCC) Competency Framework for Business Safety Regulators. This Framework takes cognisance of and includes all of the essential elements within the 'Common Approach to Competency for Regulators' produced by the Better Regulation Delivery Office.

In addition to our qualified inspecting officers, BFRS has provided a level of fire safety training to our operational staff. Not only does this enhance the frontline crews' understanding of how to respond to incidents in the built environment, but it also builds a stronger relationship with our protection teams. The crews can signpost fire safety concerns to qualified protection officers and in some cases provide advice and make the necessary interventions with commercial premise owners.



Risk Based Intervention Programme

Whilst this strategy focusses predominantly on Protection activity, BFRS recognise the importance of integrated risk-based interventions across the Prevention, Protection and Response functions to ensure effective community outcomes.

BFRS has adequate provision of qualified protection staff, proportionate to the risks the Service have identified (see appendix 1). However, unless activity is triaged and focussed, demand will outweigh available resource. For this reason, Buckinghamshire Fire and Rescue Service will take a risk-based approach to all of its protection activity, underpinned with intelligence led data sets. This approach will identify a 'live' list of premises on which the Service can programme its risk-based intervention activity. The data identifies the highest risk commercial and residential premises which will be subject to a three yearly audit programme. These same data sets will inform other fire safety activity such as consultations, complaints, unwanted fire signals and post fire audits, which will also be prioritised on the same risk-based approach.

Broadly speaking, the focus of activity will apply to premises where there is identified to be a risk to life, premises with historically poor compliance and premises with a greater risk of high economic, social value and historic value loss.

The Statutory Regulators' Code is a central part of the Government's 'Better Regulation Agenda'. Its aim is to embed a risk-based, proportionate and targeted approach to regulatory inspection and enforcement among regulators and seeks to ensure that the enforcement of regulation does not unnecessarily inhibit economic progress. In support of the Regulators' Code, BFRS follows the Enforcement Management Model (EMM) for its audits. The EMM is a logical system that provides enforcers with a framework for making fair and consistent enforcement decisions.

BFRS aims to work with those who wish to engage with it and comply with the RRO; however, it will take enforcement action under the RRO where compliance or a willingness to comply is not demonstrated.

Primary Authority Scheme

BFRS can support a consistent approach to fire safety legislation and support business through the Primary Authority Scheme (PAS). PAS is a statutory scheme providing a means for businesses to receive assured and tailored advice on meeting environmental health, trading standards or fire safety regulations through a single point of contact where businesses have a presence in more than one local authority area.



Primary Authority is based on legal partnerships between businesses and individual local authorities. Businesses can set up their own partnership or belong to a trade association (or other type of group) with an existing partnership.

A business can enter a legal partnership with a single local authority to secure greater coordination of regulatory and enforcement activities. It applies to a range of regulations, including the Fire Safety Order.

The advantages to business include:

- consistency of interpretation of Fire Safety regulations
- better intelligence
- advice and guidance
- access to specialist advice about Fire Safety

This in turn saves time and money whilst also ensuring compliance and supports economic growth and business continuity.

The advantages to BFRS include: more productive relationships with business, wider input into the safety agenda, quicker enforcement actions and enhancement of compliance across the relevant industries.

BFRS currently have 14 active PAS partners.

Business Engagement

The commercial landscape across Buckinghamshire and Milton Keynes is constantly changing and the types of businesses are varied.

The overarching aim of its business engagement is to make communities safer, healthier and more prosperous environments for the public, businesses and their employees across Buckinghamshire and Milton Keynes. BFRS will achieve this by promoting best practice across business sectors, provide advice and guidance to businesses on fire safety, arson prevention and sprinkler systems, in addition to our work on Automatic Fire Alarms (AFAs) and Unwanted Fire Signals (UFS).

BFRS promotes and encourages the use of Automatic Suppression Systems when working with businesses and premises occupiers while carrying out consultations.

In order to continue to do this valuable work, but not to the detriment of the risk-based interventions, the Service will employ additional staff making valuable use of the protection grant funding.

Assuring and Evaluating our Activities



BFRS are committed to ensuring the quality of the Services we deliver and understanding the impacts of our interventions. Our quality assurance and evaluation framework (in draft) identifies how we will periodically assess the range of activities undertaken by our staff to ensure competency and consistency. Additionally, we will evaluate the effectiveness of our interventions through regular review of the risk-based programme, taking account the correlation between audits and enforcement outcomes. Furthermore, we will develop a customer satisfaction survey for businesses which we have engaged through our activities.

Consultation/Publication/Communication

Development of this strategy is supported by engagement with:

The Protection Team

Joint Consultation Forum – October 2023

Business Transformation Board – November 2023

Following approval at the Fire Authority, the strategy is published on the BFRS Document Management System with an externally facing version published on the Bucks Fire website.

Appendix items

1) Equality Impact Assessment

2) Guidance Document for Risk Based Intervention Methodology

Service Document Guidance Note:

Protection Risk-Based Intervention Methodology



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1. Changes since the last version

Version: 1.0

Information Asset Owner: Head of Protection, Assurance and Development

Author: Head of Protection, Assurance and Development

Approval: Fire Authority

Date: 06 December 2023

This guidance is an initial document to set out the new guidance for the undertaking of the Service's new risk based intervention programme.

Please note that as Service Documents are frequently updated, if you print a document, its accuracy cannot be guaranteed. Always check the intranet for the latest version.

Introduction:

There are close to 24,000 commercial premises, HMOs, care homes and other residential properties within Buckinghamshire and Milton Keynes which are required to comply with the Regulatory Reform (Fire Safety) Order 2005.

Whilst Buckinghamshire Fire and Rescue Service (BFRS) has regulatory power over the entirety of these 24000 premises, in order to appropriately apply resource to risk, the Service must make provision for a risk-based intervention programme. This programme will align to the "NFCC guidance on risk, highest risk occupancies and prioritising fire safety interventions". The vast majority of our activity will be focussed on those premise types which fall under the Regulatory Reform (Fire Safety) Order 2005, but there may be exceptions, for example HM Prisons.

Utilising this methodology, the Service will triage planned and demand led activity applying proportionate activity to support our legislative

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Protection Risk-Based Intervention Methodology



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obligations and our management of community risk. It is important to acknowledge that risk-based interventions should be integrated across prevention, protection and response activity, but for the purposes of defining our approach to protection activity, this methodology focuses specifically on protection interventions and supports the intent of our Protection Strategy.

The property types identified by this methodology as highest risk are as follows:

- Hospitals
- Residential Care homes and institutions
- Hotels/motels/ boarding/Guest house
- Other commercial medical facilities
- Schools with sleeping risk
- HM Prisons
- Houses in Multiple Occupation
- Complex and large buildings open to the public

Risk groups:

The NFCC guidance sets out six risk groups as shown in the diagram below. The approach BFRS intends to take in terms of assessing risk and allocating protection interventions is aligned to those identified to be:

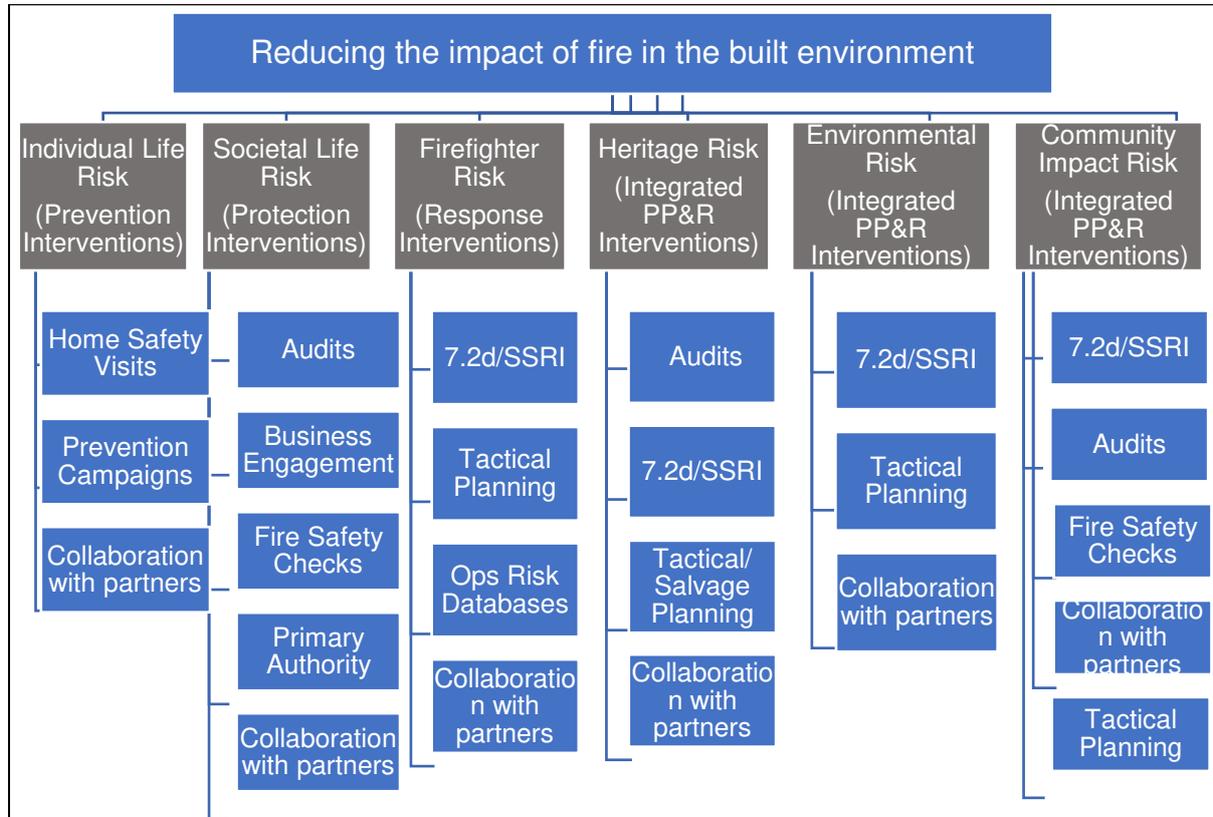
- Societal life risk
- Heritage risk
- Community impact risk

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Protection Risk-Based Intervention Methodology



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*7.2d – Fire and Rescue Services Act 2004 requirement to make arrangements for obtaining information needed for the purpose of extinguishing fires and protecting life and property in the event of fires.

* SSRI – Site specific risk information. The recorded outcome of a 7.2d visit

Identifying highest risk occupancy types:

The focus for BFRS risk-based interventions is to target those premises where there is risk to life in the event of a fire. The risk analysis that underpins the identification of “highest risk” is based on a number of considerations and factors in relation to both the likelihood and consequences of a fire occurring. Further consideration is given to the likelihood of non-compliance to meet the required level of fire safety management within a premise.

The factors that have been applied in developing a hierarchy of risk by commercial property type include the following:

- Sleeping risk
- Historic Fires (Nationally)
- Historic Fatalities (Nationally)
- Historic Injuries (Nationally)
- Historic inspection outcomes
- Index of multiple deprivation
- Residential within 10m

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- Number of employees
- Poor Food Hygiene
- Building size
- Address Age
- Surge Funding Property
- Travel time

In addition to commercial property types, it is recognised that residential flats also fall within the risk groups of societal life risk and community impact risk. As such, these are also considered within our risk-based intervention programme and are scored based on the following factors:

- Property Type (Gazetteer Classification)
- Count of Properties
- Height (OS Building Height)
- Commercial in Same Building (Dual use building)
- Industrial Building (within 100m)
- Index of Multiple Deprivation
- Demographic Classification of Residents
- Estimate Building Volume
- Travel Time of Nearest wholetime appliance
- Travel Time of Turntable Ladder

Weightings

Each factor is weighted differently based upon the level of risk that it represents. In order for scoring to be weighted evenly across the multiple buildings and a comparison can be effectively made the scores are weighted evenly to compare the same risk factors. The data within the range of each factor is proportionally scored within this range to come up with a score for 'poor inspection outcome'.

Data Quality:

The output data was compared with the historical inspection data. From this comparison it was identified that of the inspection outcomes which were moderate, significant or dangerous 36.2% fell within the top risk group calculated by the weightings. Fifty percent fell within the top two risk groups and 83.3% fell within the top half of the risk groups. This

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information provided an additional element of support to the weighting of the attributed factors.

Outcome:

The Outcome of the factors as measured and weighted above places the following premises as higher risk occupancies:

- Hospitals
- Residential Care homes and institutions
- Hotels/motels/ boarding/Guest house
- Other commercial medical facilities
- Schools with sleeping risk
- HM Prisons
- Houses in Multiple Occupation
- High risk buildings with high occupancy such as night clubs and shopping centres and specific large events
- Other premises and activities deemed high risk by the Protection Teams

This outcome is aligned with the higher risk occupancies as identified in the 'Higher Risk' occupancies – supplementary guidance on relative priorities for Risk Based Inspection Programme as compiled by the NFCC.

BRFS Risk-Based Intervention Resource allocation:

Planned interventions:

Audit: It is imperative that protection resources are effectively targeted. Planned audits of higher risk property types identified will be prioritised with a target of 1000 per year. Due to the nature of being high risk, this will likely involve a physical audit, but short audit and even remote audit can be considered where appropriate.

Business safe and well visits: in addition to audit, a supportive programme of business safe and well visits will be programmed throughout the year to target both high risk property types and other commercial premises as identified and directed by protection managers. These will not be resourced by inspectors qualified to level four or above.

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Primary authority scheme (PAS): to supplement the interventions above, BFRS will continue to be an active PAS partner.

In addition to planned activity, there are other demands on protection resource which include:

- Fire safety complaints
- Post fire audits
- Unwanted Fire Signals
- Building and licencing consultations

In order to make the most efficient and effective use of the protection teams time, BFRS will apply the same risk-based approach to the demand led activity to ensure the highest risk occupancy types remain our key focus.

Demand led interventions:

Complaints, unwanted fire signals and post fire occurrences: If these relate to property types identified as high risk, they will receive the same level of intervention as the planned audits. Where they do not originate from high risk property types, a triage approach should be taken and interventions other than physical audit should be utilised where possible, e.g. business safe and well visit or desktop audit.

Building and licensing consultations: as with the complaints and post fire occurrences, a triage approach should be taken to responding to consultation. Where they do not relate to property types identified as high risk, consideration should be given to how much time is spent, if any on this activity.

Review:

The identification and understanding of high risk property types should be kept under constant review and it is reasonable to assume that the audit process will identify individual properties which should be higher or lower on the list. Additionally, there may be themes that become apparent which raise or lower a particular property type in the order.

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Protection Risk-Based Intervention Methodology



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Furthermore, whilst it is appropriate to align resources based on a risk-based identification process, protection managers and staff are invaluable in terms of professional expertise, so it is entirely appropriate to allow some flexibility in terms of how and when interventions are delivered.

Compliance:

Given that audit activity is targeted at high risk and often complex premises as well as low compliance, it is reasonable to expect a correlation between audit numbers and outcomes. I.e, we should expect to see a reasonable percentage of audit outcomes to not meet the broadly compliant criteria. In order to assure the risk-based targeting, BFRS will monitor this correlation.

Consultation/publication/communication

Development of this guidance is supported by engagement with:

The Protection Team

Business Transformation Board – November 2023

Appendix Items

Equality Impact Assessment

Service Document Standard Form:

Equality Impact Assessment (EIA)

Linked documents: Equality Impact Assessment Guidance note



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1: Overview information

Name of activity / change / policy / procedure/project:	Protection Strategy
Directorate/department:	Protection Assurance and Development
Name(s) of person(s) completing the assessment	GC Steve Hawkins
Date of commencement of assessment:	19/06/2023

2: What is the aim and purpose of the activity / change / policy / procedure / project you are assessing?

The aim and purpose of this strategy is to provide a focus on the priorities of the Protection Department over the next year, to ensure BMKFA can deliver the most effective response to the risks and challenges set out in the Authority's Public Safety Plan. To align the Protection Strategy with the current Public Safety Plan.

3: Who will be affected by the activity / change / policy / procedure / project, and how? Consider members of the public, employees, partner organisations etc.

Responsible persons for non-domestic buildings and all the local community who work, live or visit the buildings and those who might be affected by it.
Fire Service personnel who are involved in Fire Safety visits (Protection and Prevention) and those involved in operational response and visits.
Specifically Protection Department personnel.
Local Authority and other partner agencies who might be involved in the regulations and processes involving non-domestic buildings.

4: What information is already available that tells you what impact the activity / change / policy / procedure / project has/will have on people? (please reference) Consider quantitative and qualitative data, consultation, research, complaints etc. What does this information tell you?

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Service Document Standard Form:

Equality Impact Assessment (EIA)

Linked documents: Equality Impact Assessment Guidance note



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Previous Protection Strategy
Public Safety Plan
Corporate Plan
Medium Term Financial Plan

Sets the constraints and organisational expectations regarding the fire safety activity undertaken by BFRS.

5: Does the activity/change / policy/procedure/project have the potential to impact differently on individuals in different groups? Complete the table below by ✓ the likely impact.

Assessment of impact on groups in **bold** is a legal requirement. Assessment of impacts on groups in *italics* is not a legal requirement, however it will help to ensure that your activity does not have unintended consequences.

Protected characteristic	Positive	Negative	Neutral	Rationale for decision (<i>use action plan in section 14 for negative impacts</i>)
Individuals of different ages	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. Specific activity identifies highest risk buildings and occupants which will include the elderly particularly those sleeping within care homes. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy.
Disabled individuals	✓			The Strategy is devised to contribute to the safety of

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Service Document Standard Form:

Equality Impact Assessment (EIA)

Linked documents: *Equality Impact Assessment Guidance note*



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				the whole community including this protected characteristic. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy. As part of the fire risk assessment the inclusion of the understanding of risk for those with disability is included and is an area that an audit would identify and challenge with reference to Emergency Evacuation Information Sharing.
Individuals transitioning from one gender to another	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy.
Individuals who are married or in civil partnerships	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected

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Service Document Standard Form:**Equality Impact Assessment (EIA)**

*Linked documents: Equality Impact Assessment
Guidance note*



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				characteristic then this will be considered within any fire safety strategy.
Pregnancy, maternity and new parents	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy.
Individuals of different race	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy. Advice on our website includes different languages and all inspecting officers have access to language line dedicated to Protection dept.
Individuals of different religions or beliefs	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. If any additional risk is identified

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Service Document Standard Form:**Equality Impact Assessment (EIA)**

Linked documents: Equality Impact Assessment Guidance note



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				within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy.
Individual's gender identity	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy.
Individual's sexual orientation	✓			The Strategy is devised to contribute to the safety of the whole community including this protected characteristic. If any additional risk is identified within a building that might be affected by a vulnerable person under this protected characteristic then this will be considered within any fire safety strategy.
<i>Individuals living in different family circumstances</i>	✓			The Strategy is devised to contribute to the safety of

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Service Document Standard Form:

Equality Impact Assessment (EIA)

Linked documents: *Equality Impact Assessment Guidance note*



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				the whole community including this particular group. If any additional risk is identified within a building that might be affected by a vulnerable person under this particular group then this will be considered within any fire safety strategy.
<i>Individuals in different social circumstances</i>	✓			The Strategy is devised to contribute to the safety of the whole community including this particular group. If any additional risk is identified within a building that might be affected by a vulnerable person under this particular group then this will be considered within any fire safety strategy. If any additional risk is identified within a building that might be affected by a vulnerable person under this particular group then this will be considered within any fire safety strategy.
<i>Different employee groups</i>	✓			The Strategy is devised to contribute to the safety of the whole community including this particular group. With a more joined up process the intention is to ensure that all pertinent people working for BFRS who will in any way be affected by or require to attend the building will have the necessary information to contribute to the safety of all

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Service Document Standard Form:

Equality Impact Assessment (EIA)

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				employees.
<i>Other, please specify</i>				

6: What further research or consultation is needed to check the impact/potential impact of the activity/change/policy/procedure/project on different groups? If needed, how will you gather additional information and from whom?

There is no direct further research within the Protection Strategy but changes in legislation and guidance continues to change and often focuses on vulnerable groups. This will continue to inform how the Protection team will enforce and instruct responsible persons. However, the department will be responding to legislation and guidance that comes from the government.

7: Following your research, considering all the information that you now have, is there any evidence that the activity/change/policy/procedure/project is impacting/will impact differently or disproportionately on some group of people?

There is an ongoing issue relating to evacuation of those with disabilities from high rise residential buildings that still hasn't been fully resolved. BFRS will wait for further guidance on this.

8: What amendments will you make/have been made to the activity/change/policy/procedure/project as a result of the information you have? If a negative effect has been identified, how could it/has it been lessened, does the original plan need changing?

Because BFRS will be following guidance and legislation there will be no need to change the strategy.

9: After these amendments (if any) have been made, is/will there still be a negative impact on any groups?

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Service Document Standard Form:

Equality Impact Assessment (EIA)

*Linked documents: Equality Impact Assessment
Guidance note*



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Yes – please explain below

No – go to section 11

10: Can continuing or implementing the proposed activity/change/policy/procedure/project, without further amendment, be justified legally? If so, how?

11: How can you ensure that any positive or neutral impact is maintained?

The way in which the Protection staff engage with all responsible persons will remain positive and will always take account of identified vulnerable persons within a building which will maintain the positive impact.

12: How will you monitor and review the impact of the activity/change/policy/procedure/project once it has been implemented?

We will respond to any inquiry and complaint that will identify concerns for vulnerable or those with protected characteristics. If we identify that our strategy needs to reflect a change to include something identified then we will look to review and ensure that this area has not been overlooked.

13: Sign off

Name of department head /

Steve Hawkins

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Service Document Standard Form:

Equality Impact Assessment (EIA)

*Linked documents: Equality Impact Assessment
Guidance note*



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project lead	
Date of EIA sign off:	19/06/2023
Date(s) of review of assessment:	19/06/2024

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Service Document Standard Form:

Equality Impact Assessment (EIA)

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14. Action Plan - the table below should be completed to produce an action plan for the implementation of proposals to:

- Lower negative impacts
- Ensure the negative impacts are legal under anti-discriminatory law
- Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups i.e. increase
- the positive impact

Area of impact	Changes proposed	Timescales	Resource implications	Comments

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