



LONDON FIRE BRIGADE

LFC-23-062

## Prevention Strategy 2023 - 2026

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Report to:  
Service Delivery Board  
Commissioner's Board  
Fire & Resilience Board  
London Fire Commissioner

Date:  
24 May 2023  
13 June 2023  
29 June 2023

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Report by:  
Vicky Lowry, Head of Admin, Policy & Strategy – Prevention & Protection

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Report classification:  
For decision

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For publication

I agree the recommended decision below.

Andy Roe

London Fire Commissioner

Date **This decision was remotely  
signed on 27 July 2023**

# PART ONE

## Non-confidential facts and advice to the decision-maker

### Executive Summary

This report presents the LFB Prevention Strategy for approval, which supports the Community Risk Management Plan 2023.

#### Recommended Decision

#### For the London Fire Commissioner

That the London Fire Commissioner approves the Prevention Strategy attached at Appendix 1 for publication.

### 1. Introduction and background

- 1.1 The LFB Community Risk Management Plan (CRMP) 'Your London Fire Brigade' was published on 1 January 2023. To support the CRMP, a suite of strategies will be published, covering core areas of work including, but not limited to, Prevention, Protection and Response.
- 1.2 In May 2022, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) wrote to the Commissioner following their inspection outlining a cause of concern relating to Home Fire Safety Visits (HFSVs). In the letter, one of the recommendations stated that the Brigade should *develop a prevention strategy that clearly details how it will implement its prevention activity*. The Brigade has stated in its HMICFRS action plan that this action will be carried out by July 2023.

### 2 Objectives and expected outcomes

- 2.1 The Prevention Strategy is a 3 year strategy (with annual review points) and has been produced by Prevention & Protection staff, in collaboration with Strategy and Risk. It can be found in Appendix 1.
- 2.2 The Prevention Strategy will sit underneath the CRMP and will inform the Prevention Delivery Plan which will outline core Prevention activities in line with the strategy, and also the local Borough Risk Management Plans. Appendix 2 provides an overview of the proposed content of the Prevention Delivery Plan.
- 2.3 The intended audience for the Service Strategies is currently being discussed with Strategy and Risk, as well as the other Strategy authors. The Prevention Strategy is currently written for an external audience; however, it will also be a useful document to support internal

planning and resourcing. The Strategy will also be a useful tool for our key partner organisations such as Local Authorities. The Design and Digital Comms Teams are currently reviewing the strategies with a view to making them more aesthetically pleasing and accessible.

### 3 Equality comments

- 3.1 The LFC and the Deputy Mayor for Fire and Resilience are required to have due regard to the Public Sector Equality Duty (section 149 of the Equality Act 2010) when taking decisions. This in broad terms involves understanding the potential impact of policy and decisions on different people, taking this into account and then evidencing how decisions were reached.
- 3.2 It is important to note that consideration of the Public Sector Equality Duty is not a one-off task. The duty must be fulfilled before taking a decision, at the time of taking a decision, and after the decision has been taken.
- 3.3 The protected characteristics are age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership (but only in respect of the requirements to have due regard to the need to eliminate discrimination), race (ethnic or national origins, colour or nationality), religion or belief (including lack of belief), sex, and sexual orientation.
- 3.4 The Public Sector Equality Duty requires decision-takers in the exercise of all their functions, to have due regard to the need to:
  - eliminate discrimination, harassment and victimisation and other prohibited conduct.
  - advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it.
  - foster good relations between people who share a relevant protected characteristic and persons who do not share it.
- 3.5 Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
  - remove or minimise disadvantages suffered by persons who share a relevant protected characteristic where those disadvantages are connected to that characteristic.
  - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it.
  - encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- 3.6 The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- 3.7 Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:

- tackle prejudice
- promote understanding.

3.8 An Equalities Impact Assessment is attached to this report. This EIA will form the basis of the overarching EIA for all Service Strategies that sit underneath the CRMP which will be led on by Strategy and Risk.

3.9 There is currently one adverse impact identified which relates to the translation of online services. Work is currently underway to mitigate this risk as outlined in the EIA.

3.10 Throughout the lifecycle of this strategy community engagement activities will take place to ensure inclusivity and accessibility of our Prevention services. Feedback from communities will be regularly reviewed and used within our evaluation processes to shape our Prevention Delivery Plan and Borough Risk Management Plans.

#### 4 Other considerations

##### Workforce comments

4.1 A positive impact is anticipated due to Commitment 5 within the CRMP which refers to the fact that staff will be trained, developed, and upskilled to carry out Prevention activities.

##### Sustainability comments

4.2 The Prevention Strategy aligns to the LFB Sustainable Development Strategy. This Strategy will contribute to the protection of the environment and its resources, mitigating climate change and improving community safety, preventing incidents that may result in property loss, causes water wastage, and lead to the emission of pollutants into the environment through air and water.

4.3 The Strategy outlines adopting more sustainable methods for Home Fire Safety Visits to reduce fuel use, for example our online Home Fire Safety checker. There will be a review of the effectiveness of leaflets and paper resources, balancing environmental benefit with accessibility. Work will take place with our partners to support our communities, including those most affected by Covid-19 and the cost of living crisis.

4.4 Where any new policies and/or corporate projects arise, they are subject to the Brigade's sustainable development impact assessment process.

##### Procurement comments

4.5 There are no immediate procurement impacts. Once the plans have been more clearly defined, there may be a requirement for the provision of some support services contractually. Once these are defined, Procurement would support this with the most appropriate compliant process to maximise value for money. The Professional Services Category support this team and hold client liaison sessions on a periodic basis.

##### Communications comments

4.6 As set out in the Communications and Engagement Strategy 2023, communications activity will be designed to support the delivery of the Prevention Strategy over its lifetime. This

includes prevention campaigns designed to address the public risks identified and making it easier for the public to access services developing our online prevention services.

- 4.7 Communications and Engagement and Prevention will continue to work closely to address how we deliver the Home Fire Safety interventions, supporting robust risk prioritisation and signposting the public towards the correct intervention based on their individual circumstances. Community Engagement will activity drive how we adapt our prevention services to the evolving needs of London's communities, in a localized way, through the Borough Risk Management Plans. The delivery of this strategy will be supported by internal communications working to make sure that all staff have the information they need to deliver our prevention services as they change.

## 5. Financial comments

- 5.1 Within the Prevention Strategy there are 8 commitments to help deliver a number of outcomes, most notably for the needs of Londoners as they change in synergy with the Community Risk Management Plan (CRMP).

- 5.2 Each of these commitments includes a change in the way the service is delivered and therefore there will be both savings and investments required in different areas in meeting those commitments.

- 5.3 Each commitment should include a detailed analysis of the financial consequences and efforts made where possible or any business case to have a net nil impact financially i.e. Savings will offset any required investment. Where this is not possible, the business case should set out what non-financial benefits this additional investment will bring.

- 5.4 The LFB, in instances such as above, should seek further savings elsewhere in order to not have a reliance on the use of reserves.

- 5.5 Work is ongoing more widely between Finance and Transformation to assess how the CRMP will be resourced (financially and non-financially) and the timing of doing so across the length of the CRMP so there is longer term planning in place. As part of this, the Prevention Strategy will be a big part of that piece of work.

## 6. Legal comments

- 6.1 This report seeks approval of the LFB Prevention Strategy ('Strategy') set out at Appendix 1. The Strategy supports the Community Risk Management Plan.

- 6.2 Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (the "Commissioner") is established as a corporation sole with the Mayor appointing the occupant of that office.

- 6.3 Section 327A(5) of the Greater London Authority Act 1999 ('GLA Act') requires the Commissioner to secure that the London Fire Brigade is efficient and effective. The Mayor must hold the Commissioner to account for the exercise of its functions in accordance with Section 327A(8) of the GLA Act.

6.4 The core duties of the London Fire Brigade is primarily set out in the Fire and Rescue Services Act 2004, and the decision to roll out the Strategy is within the Commissioners general powers under that Act.

### List of appendices

Appendix	Title	Open or confidential*
1	Prevention Strategy	Open
2	Prevention Delivery Plan contents	Open
3	Equalities Impact Assessment	Open

### Part two confidentiality

Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part Two form, together with the legal rationale for non-publication.

Is there a Part Two form:        NO

## LFB Prevention Strategy 2023-2026

### **1. Strategic Ambition**

#### **Community Risk Management Plan**

The London Fire Commissioner's strategic ambition for London Fire Brigade (LFB) is to be trusted to serve and protect London. How we will achieve that is set out in our Community Risk Management Plan (CRMP), which is our Integrated Risk Management Plan, in accordance with the requirements placed on us by the requirements of the Fire and Rescue National Framework for England.

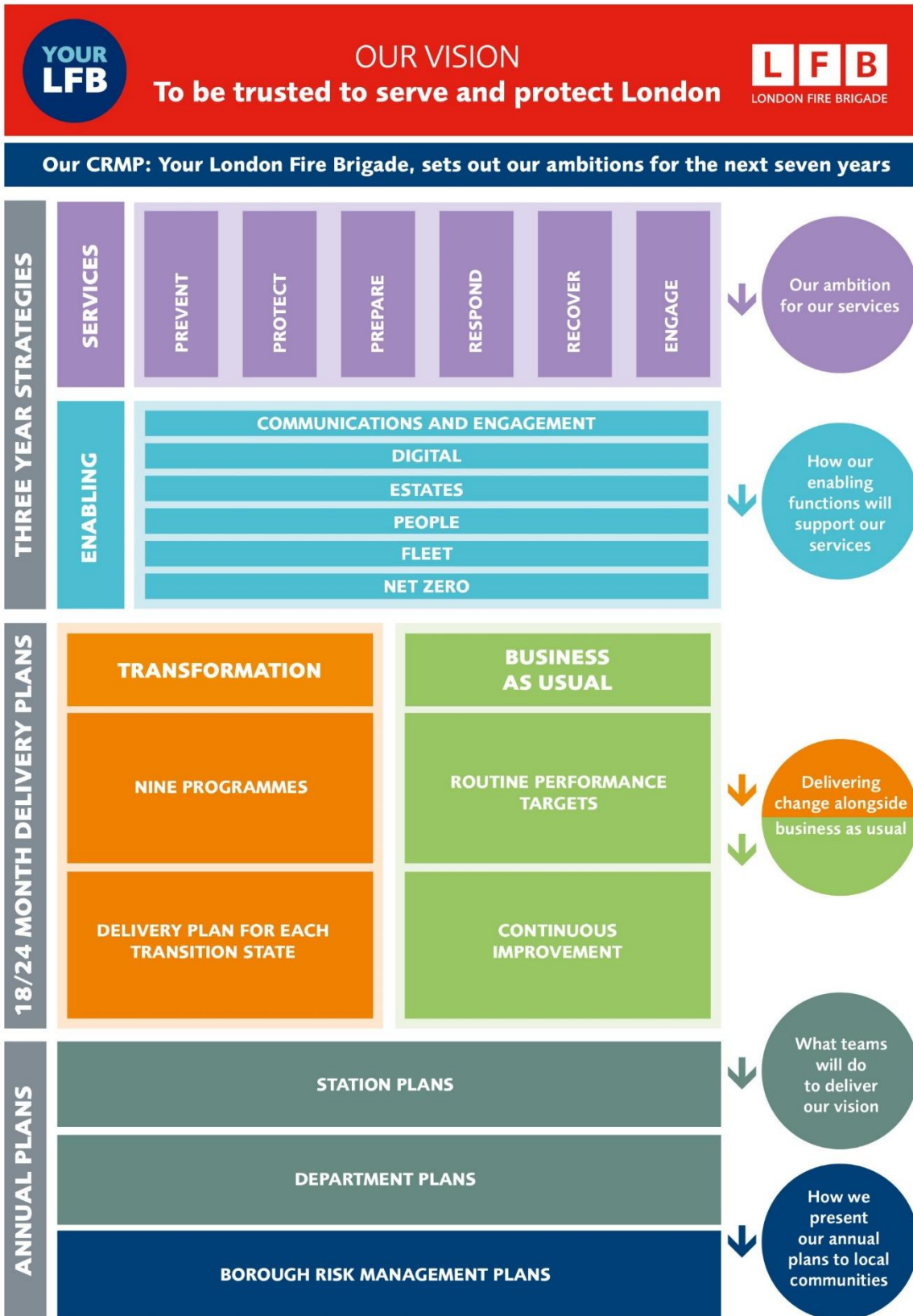
Prevention is one of the six services that will support delivery of that strategic ambition. There will be a strategy for each of those services which will provide more detail on our ambition for that service.

We define prevention as being the work we do to reduce the risk of fire and other hazards by changing people's perception and behaviour towards those hazards.

The services strategies work together to deliver integrated management of the risks identified in our Assessment of Risk (AoR). There are connections between them and as we develop our approach to these strategies, we expect these links to become stronger. They are all three-year rolling strategies that we will review each year once we have completed our annual revision of the AoR.

The CRMP seeks to make the Brigade more community-focussed and service-led. By this we mean firstly, that we will not only seek to make people safer, but also to feel safer and to do that we will engage with communities to better understand their lived experience and how it can shape our services. Service-led means that we will focus our support functions and internal services on enabling our front-line staff to deliver the services set out in these strategies; we refer to these as our enabling strategies.

All our strategies are delivered through delivery plans, which exist at a corporate, department, borough, and station level. Projects and initiatives that are intended to deliver transformative change are managed through the programmes in our change portfolio. This diagram sets out that relationship.





## **Strategic objectives for this strategy**

Prevention services are targeted at the most vulnerable and delivered by teams who understand the needs of local communities. Communities will access these services easily through in-person and virtual channels. We will have a wide range of services in place to help reduce risk in the homes of those who are most vulnerable to fire and other hazards.

People who live, visit and work in London want and deserve to be in a safe environment. LFB plays an essential role by seeking to reduce both accidental and deliberate fires, the resulting deaths and injuries and the social and economic costs. This is also mirrored in the work we do to mitigate against other risks such as drownings, road traffic accidents and carbon monoxide risks, to name a few.

Our Prevention strategy focuses on the core elements of our approach to make London the safest global city and target risks and behaviours to prevent injuries and deaths over the next three years. These include promoting fire safety and targeting risk, preventing fires in the home, promoting safer living via direct interaction and self-service tools, and raising awareness of safety in a full range of activities including water and road safety, and a range of Youth initiatives. This also includes supporting the most vulnerable residents and educating and informing tomorrow's young Londoners.

This Prevention strategy sets out how the key elements of prevention activities will be delivered through a range of projects, initiatives, and messages. We work in partnership and collaborate with a wide variety of organisations to achieve this at a national, pan-London, borough, and neighbourhood level. LFB also contributes to the national agenda set by the National Fire Chiefs Council (NFCC) as well as adopting best practice and national standards set by the NFCC.

The scope of Prevention work primarily includes Fire, Road and Water Safety, and Youth initiatives.

## **2. Context**

### **Assessment of Risk**

The Assessment of Risk (AoR) for London is the London Fire Commissioner's (LFC's) response to the requirement set out in the Fire and Rescue National Framework for England 2018 to 'identify and assess the full range of foreseeable fire and rescue related risks their areas face'. The AoR captures and rates these risks and is a key underpinning foundation to the CRMP.

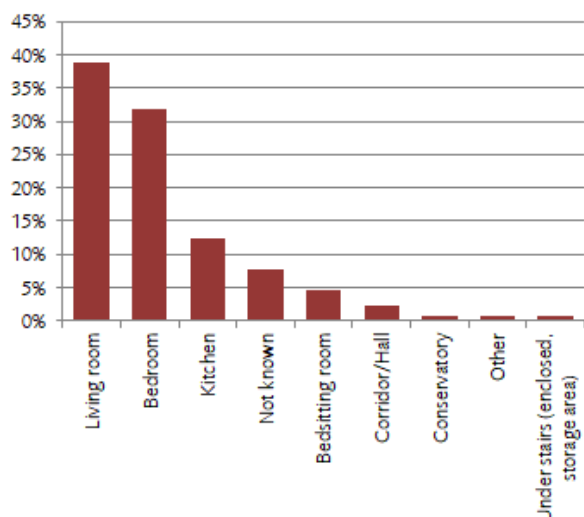
The table below shows a summary of the risks identified by the LFC as foreseeable in London and which fall within the remit of LFB to prepare for. The table positions each identified risk based on the likelihood of that type of risk being realised and the potential severity should such an event occur. It further sub-categorises the risks as Extraordinary Risks, Fire incident and 'Non-fire' incidents ('involving', with brief descriptors of some different circumstances in which those fire types could occur).

**Table 1 - Composite Summary of highest risks from LFB data (black text) and London Risk Register (white text)**

<b>Consequence</b>	5	<b>Fire</b> involving warehouses and bulk storage <b>Fire</b> involving manufacturing and processing plants	<b>Fire</b> involving landfill or wasteland <b>Non-fire</b> incidents involving outdoor water and boats	<b>Fire</b> involving rural land (urban rural interface) <b>Non-fire</b> incidents involving trains and transport buildings T7 larger Scale CBRN Attacks	<b>Fire</b> involving purpose-built flats <b>Non-fire</b> incidents involving road vehicles and urban infrastructure	
	4		R68 High Consequence Dangerous Goods, L54b Fires in large public and commercial buildings	<b>Fire</b> involving converted flats or HMOs <b>Fire</b> involving care homes and specialised living R83 Surface Water Flooding L21 Fluvial Flooding	<b>Fire</b> involving houses and bungalows_	
	3			<b>Fire</b> involving offices and call centres* <b>Fire</b> involving short stay accommodation* <b>Fire</b> involving retail outlets* <b>Fire</b> involving food and drink outlets* R91 Low temperatures and heavy Snow L19 Groundwater Flooding, HL19 Coastal/Tidal Flooding	<b>Fire</b> involving: private garages and sheds R54 Major Fire R63 Accidental Release of a Biological Substance, L54a Fires in purpose built high-rise flats T2 Attacks on Infrastructure T3 Attacks on Transport T6 Medium Scale CBRN Attacks	
	2					
	1					
		Likelihood	1	2	3	4

Our annually published Fire Facts Fatalities report gives us an overview of the characteristics of people who die in fires, as well as where they live and the factors that caused the fire. Key information from the report which is used to target Prevention activity includes the following:

**Location of Fire Start**



**Top Ignition Sources**

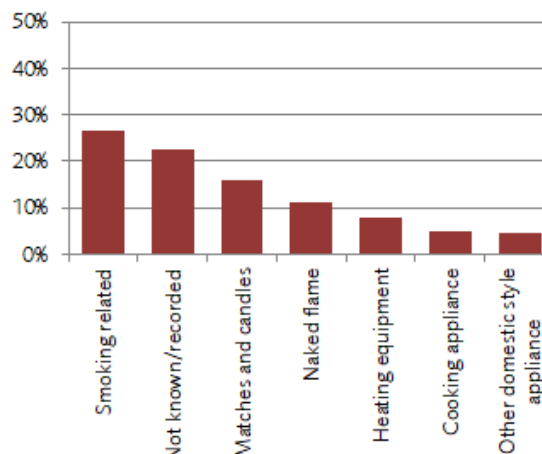


Table 3.5 Fire deaths by gender and age, since 2000

<i>number</i>		2000	2005	2010	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
<b>Female</b>		59	60	59	42	49	29	32	46	102	45	37	30	50
		29	30	26	22	23	9	5	14	51	22	16	13	24
	00 to 19	3	5	1	-	2	-	-	-	12	-	1	-	1
	20 to 39	6	4	2	3	5	2	-	-	17	2	2	2	3
	40 to 59	3	8	8	6	4	2	1	4	5	6	9	1	5
	60 to 79	7	8	8	5	8	2	2	5	16	6	3	8	9
	80 and over	9	5	7	8	4	3	2	5	1	8	-	2	5
	Unknown	1	-	-	-	-	-	-	-	-	-	1	-	1
<b>Male</b>		30	30	33	20	26	20	27	32	51	23	20	17	26
		3	2	-	-	-	-	-	-	8	1	1	-	7
	20 to 39	6	4	6	3	7	3	4	6	7	2	1	2	4
	40 to 59	11	15	8	6	9	4	8	8	14	10	8	4	3
	60 to 79	5	7	14	8	6	7	11	13	16	6	6	6	7
	80 and over	5	2	5	3	4	6	4	5	6	4	3	4	4
	Unknown	-	-	-	-	-	-	-	-	-	-	1	1	1

Accurate recording of data will continue to be a focus, to ensure that quality reporting, accurate analysis of trends, and good quality evaluation can take place. We continue to horizon scan to be prepared to adapt to external factors such as the rising cost of living, with particular focus on the rising costs of energy and fuel, and an ageing population, future health and care consequences arising from the Covid-19 pandemic, an increase in the use of e-bikes and e-scooters increasing the risk of lithium battery fires, and a forecast of an increase in drownings of young people due to the lack of access to swimming lessons during the pandemic, alongside increasing hot weather spells

An example of how we are seeking to react to data, is the #Chargesafe campaign launched in response to the rapid increase of e-bike and e-scooter fires. This cross-cutting campaign focuses on delivering prevention messages in the home (via in-person contacts and digital self-service tools), to those using e-bikes for work, as well as seeking to keep communities safer by calling for tighter regulation of online marketplaces where goods sold may not meet the same standards.

## **Statutory requirements and national standards**

The key strategic drivers for Prevention Activities include the following:

### **Statutory Duties**

The base line for Prevention activities is to meet our statutory obligations. These are primarily set out in Section 6 of the Fire Services Act 2004 which gives the Government responsibility for producing the Fire and Rescue National Framework. This framework outlines the Government's high-level priorities and objectives for Fire Services in England.

Other key legislation and frameworks that guide our Prevention work include:

- the Fire Safety Act 2021 - amends the Regulatory Reform (Fire Safety) Order 2005 (the Fire Safety Order) to clarify that responsible persons (RPs) for multi-occupied residential buildings must manage and reduce the risk of fire for the structure and external walls of the building, including cladding, balconies and windows, and entrance doors to individual flats that open into common parts. The Protection regime can be supported through identification of issues arising from Home Fire safety Visits.
- the Police & Crime Act 2017 - places a duty to collaborate on the Emergency Services
- the Fire & Rescue Equalities Framework 2017 - requires the police, local authorities, fire and rescue authorities, probation services and health services to work together to protect their local communities from crime and to help people feel safer.

Further iterations of this strategy will make specific reference to the Prevent and Serious Violence duties recently placed upon fire services. Work is underway to properly consider how the Brigade will collaborate with other agencies to meet these duties.

### **National Fire & Rescue Priorities**

#### **The National Fire Chiefs Council**

LFB are core participants in the work of the National Fire Chief's Council (NFCC) and regularly collaborate with other FRS on Prevention work. The NFCC Prevention Programme outlines key priorities for fire services. Other NFCC workstreams include the Fire Safety Competency Framework, the Person-Centred Framework, and the new Prevention and Safeguarding Standards. This strategy includes the work we will do that arises from these initiatives and will be updated to reflect any future changes in national direction.

#### **Assurance recommendations**

These include His Majesty's Inspectorate for Constabulary and Fire and Rescue Services (HMICFRS) Inspection Report for our service, the HMICFRS State of Fire and Rescue Report, the Grenfell Tower Inquiry, and the LFB Culture Review.

In its latest inspection report of the Brigade published in July 2022, HMICFRS set out a range of improvements that need to be made to our Prevention activity:

- develop a prevention strategy that clearly details how it will implement its prevention activity
- develop an effective system that assesses levels of risk among those people it has already identified as being at greatest risk from fire
- make sure it prioritises HFSVs for those people it has identified as being at greatest risk from fire; and
- develop a plan that addresses the HFSV backlog in a way that is both timely and prioritised on the basis of risk
- The brigade should better evaluate its prevention work, so it fully understands how effective it is at reducing the risk of fires and other emergencies
- The brigade should make sure its quality assures its prevention activity, so staff carry out HFSVs to an appropriate standard
- The brigade should improve its use of communications to provide fire prevention information and to promote community safety
- The brigade should ensure safeguarding training is undertaken by all staff

Much work has already been done to address these recommendations and this strategy sets out how the Brigade will address the remaining areas of improvement.

## **2.1 Mayoral Priorities**

This strategy supports the Mayor’s ambition for London by making people feel and be safer in their homes; working to address social and economic inequalities; supporting those who are most vulnerable and helping young people to flourish through initiatives such as our cadets programme.

## **3. Where we are now**

The past few years have been challenging for fire and rescue services in terms of resourcing. Budget savings have meant that there has been a lack of investment in Prevention activities, which has led to a need to streamline activities, focussing on areas that can have the most impact on people’s lives. This challenge was addressed in the latest [State of Fire report](#) ‘*We have continued to find some services didn’t always prioritise prevention activity enough. This is an area in which almost half of services need to significantly improve if they are to keep their communities safe.*’ In LFB’s [latest HMICFRS inspection report](#), published in July 2022, this was also reflected: ‘*I have concerns about the performance of London Fire Brigade in keeping people safe and secure from fires and other risks. In many areas, the strategic intent has yet to lead to demonstrable change in the service provided to the public of London. The brigade needs to improve how it prevents fires and other risks.*’

A ‘Cause of Concern’ was also issued to LFB in relation to the prioritisation of Home Fire Safety Visits (HFSV) based on levels of risk. LFB have addressed this concern through the adoption of a new approach to HFSVs based around risk prioritisation, with our resources focussed on the most vulnerable Londoners.

LFB still have work to do with regard to evaluating our prevention activities – this was also addressed in the latest HMICFRS report. LFB now have a dedicated evaluation lead to push forward with this important area of work, and a framework is being devised which will be used to proportionally evaluate all prevention activities going forwards. This will support the efficient and effective use of our resources.

Although the past few years have been a challenging time for Prevention in terms of funding, the Covid-19 pandemic and the cost of living crisis, LFB continues to deliver across a wide range of workstreams including initiatives such as Biker Down! for Road Safety which continues to receive excellent feedback, new work around Throwline Boards for Water Safety, ongoing in-depth reviews of fatal fires, with learning shared through annual reporting and case studies on our learning portal, and great examples of blue light collaboration initiatives such as the Safety First project which sees LFB, MPS and LAS working together to provide educational inputs to secondary schools and Youth work with success expanding Fire Cadets into every London Borough. The evaluation work will provide insights into each of these work activities to ensure LFB are working in the most effective and efficient way to reduce risk.

### **3.1 Adding social value through Youth Initiatives**

**LFB's Youth Vision** is to be a dynamic, innovative, inclusive, and forward-thinking youth provision within London Fire Brigade (LFB) to support young people within all 32 London Boroughs and the City of London.

**LFB's Youth Mission** is to lead the way in making London a safer city by working with its young people across all aspects of prevention including fire, water and road safety, alongside anti-social behaviour, and the consequences of actions, to drive and forge safer, stronger, healthier, and cohesive communities.

Our Youth schemes support this Prevention Strategy through education, engagement and intervention and span across a wide range of age groups, from primary school children to young adults. In addition, it is important that an emphasis is placed on adding social value through these initiatives in line with the Mayoral strategy - working together to help young people to flourish with access to support and opportunities particularly through our London-wide cadet scheme.

## **4. What we will improve**

In order to provide the most efficient service, tailored to the people that reside, work in, and visit London, the majority of LFB's resources that support Prevention work will focus on people that are most at risk from death or serious injury, and identified high risk locations, with risk-based prioritisation methods adopted in line with available resources. In particular, HFSVs are an extremely effective intervention in the reduction of risk from fire and smoke and therefore will continue to be carried out for those the Brigade deem most vulnerable.

The Covid-19 pandemic presented many challenges for the LFB, however this also presented opportunities for working in new and different ways. Methods that were adopted during lockdown to engage with communities such as the online Home Fire Safety Checker, and telephone HFSVs will continue to be developed to support self-service and alternative options for the delivery of HFSVs, offering person centred advice and support to reduce risk. This will include the adoption of a robust risk prioritisation approach, signposting the public towards the correct intervention based on their individual circumstances. This will be supported by a new service measure to ensure that high risk

individuals are seen as an urgent priority. Our wider Prevention service will also adapt to be more accessible through digital self-service and the facility of a non-emergency telephone service.

We will align our Prevention activities with the Commitments laid out in the CRMP – further detail can be found in Table 2.

<b>Commitment 1</b>	
We want to provide more localised services and give you more influence about what we do to reduce risk in your communities. We want to build trust between the Brigade and you, enhance our understanding of local risk profiles and vulnerabilities. We also want to build a workforce that better reflects and understands London’s communities, support the proper provision of services according to need and create opportunities for more integration within our communities.	
<b>How we will deliver commitments in Your LFB</b>	
<b>Empower local Brigade leadership</b> – Introduce Local Risk Management Plans, which will be co-designed with local residents and business, to enable fire stations to have greater control and influence to adapt <b>prevention</b> and <b>protection</b> activities to local risks.	We will support and empower Borough Commanders to develop their own local Borough Risk Management Plans.
<b>Local community engagement</b> – Community engagement sessions will run in each local area to enable us to better target prevention and protection activities to reach you and all of London’s diverse communities.	This will be done at a Pan-London level using the Community Forum, and Borough Commanders will use local feedback to inform their Borough Risk Management Plans, which will inform the Prevention Strategy.
<b>Local risk analysis</b> – Data will be available down to an individual property level to allow local areas to plan their prevention and protection activities to reduce local risks	
<b>Using technology to support local delivery</b> – Technology will be used to enable local Brigade staff to easily capture and share local risk information to enhance prevention, protection, and response services.	This will be done through the development of OneRisk.
<b>Deliver togetherness</b> – We will support London to realise people’s ambitions around inclusion and diversity.	

<b>Commitment 2</b>	
In this commitment, we’re moving away from one-size fits all, to tailoring our approach to meet your needs. In doing so we will become more accessible and inclusive. We want to increase public access and understanding of the services we provide, and their value. We want to improve how we can meet your needs by finding out how we can adapt our services to suit you.	
<b>How we will deliver commitments in Your LFB</b>	
<b>Online prevention and protection services</b> – You will be able to easily access answers to common questions in languages other than	We will develop our online prevention services so you can access advice on how to keep yourself and others safe.

English, to help you understand our services and request relevant preparedness, recovery, and engagement services.	
<b>Flexible ways to access services</b> – We will improve our understanding of your personal circumstances and needs to help us better target our prevention and protection activities.	We will do this using feedback from our community engagement sessions.
<b>Non-emergency line</b> – You will be able to access services through a broader range of methods and get non-emergency preparedness, response and recovery services for advice and reassurance.	You will be able to access out of hours support for very high-risk individuals through a dedicated service.
<b>Harnessing the power of social media</b> – We will use digital technology to help us understand your needs in more detail so we can adapt our prevention and protection services to support you.	This will include the data we gather from the online Home Fire Safety Checker.
<b>Community-led fire stations</b> – We will place our fire stations at the heart of your communities to ensure we are accessible and inclusive to all Londoners so that everyone can access our prevention, protection, and response services.	Opening up our fire stations will also support Mayoral priorities to add social value and build stronger communities.
<b>We will also open a new LFB Museum</b> – designed with local communities to provide a unique forum for engagement and education and where all will be able to access prevention, protection, and recovery services.	We will utilise our new Museum to provide education around prevention.

<b>Commitment 3</b>	
In this commitment, we want to become more proactive and flexible. We want to meet you and your communities’ evolving needs, while predicting future needs. We will also deliver a fit-for-purpose service based on evidence. This will improve our ability to respond to new risks such as those relating to the built environment and climate change.	
<b>How we will deliver commitments in Your LFB</b>	
<b>Future fit</b> – We will look to the future to ensure we are able to adapt our prevention, protection, and response services to the evolving needs of London’s communities.	This includes paying attention to emerging technologies which could be used to mitigate risk.
<b>Adapting to changing demands</b> – We will find underlying trends in our services and forecast to ensure we adapt our prevention, protection, and response services for future demands.	We will use incident data and evaluation methodology to achieve this.
<b>Predicting future needs</b> – We will use advanced modelling techniques to enable us to adapt our prevention, protection, and response services to changing risks.	We will utilise intelligence from advanced modelling techniques to inform our prevention activity. We will also use data to support and influence changes to legislation, policies and guidance
<b>Shared situational awareness</b> – We will improve the sharing of information at	We will achieve this through our internal learning groups, and a wider use of social



operational incidents within the Brigade, and with partners to improve our response services.	media to inform the community of local incidents.
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<b>Commitment 4</b>	
<p>In this commitment, we want to move from being focussed on targets to being focussed on outcomes.</p> <p>We will deliver our services according to your needs.</p> <p>We will improve how we communicate our services to London’s communities.</p> <p>We will support the wellbeing of our communities after an incident has occurred.</p>	
<b>How we will deliver commitments in Your LFB</b>	
<b>Improve awareness of our services</b> – We will do more to promote our prevention, protection, and response services so that everyone is aware of what we offer, how to access them and the value these bring to London’s communities.	We will raise awareness of risks and how to mitigate them through education and encouraging safe behaviours.
<b>Closer partnership working</b> – We will support you with guidance to make every interaction meaningful, so our prevention, protection and response services are more targeted and meet your needs.	
<b>Enhanced support services</b> – Through proactive and continued support, through all stages of our preparedness, recovery, and engagement services, we want to increase trust in the Brigade.	
<b>Automatic service recommendations</b> – We will enable everyone to easily find our prevention, protection and response services and confidently recommend wider Brigade and partner services.	We will achieve this through adopting a Making Every Contact Count (MECC) approach.
<b>Live incident updates</b> – We will support you during our response to an incident by sharing guidance and signposting you to other organisations if necessary.	We will develop our post incident strategy. We will work to narrow social, economic and health inequalities by ensuring that we meet communities needs before, during and after an incident to support Mayoral priorities.

<b>Commitment 5</b>	
<p>In this commitment, we will be learning from you to develop a shared understanding of excellence.</p> <p>We want to better train and equip our staff to provide you with the services that you need.</p> <p>We will do this by investing in them through modern training systems and assets.</p> <p>We will improve the provision of our <b>prevention, protection, and response services</b> by developing, tracking, and allocating skills, capability, and experience according to need and risk.</p>	
<b>How we will deliver commitments in Your LFB</b>	

<b>Deliver togetherness</b> – We will support London to realise people’s ambitions around inclusion and diversity.	In particular around accessing our prevention services and engaging with underrepresented groups to understand and accommodate their needs.
<b>Flexible workforce and deployment</b> – According to your needs, we will increase our ability to deliver services flexibly to meet operational demands whilst being flexible to wider social changes.	
<b>Organisational Learning Model</b> – We will improve our ability to learn together and develop so we have the right skills to meet your needs.	
<b>Improved training systems and assets</b> – Staff will be equipped with the right skills and career development opportunities to serve you better.	This includes all staff carrying out prevention activities.

<b>Commitment 6</b>	
<p>In this commitment, we want to ensure we are working as one Brigade, ending any siloed working. We want to have a culture that learns from its people and the people it serves. We want to be set up for success by empowering leaders at all levels in the organisation. We want to improve collaboration across all our functions and create effective service delivery. We will deliver services based on outcomes, while keeping our current performance standards. We will learn from our communities and support local leaders to respond effectively to community risk.</p>	
<b>How we will deliver commitments in Your LFB</b>	
<b>Support the frontline</b> – Our support services will better prioritise the improvements that our frontline staff ask for. This should free up more time for our frontline staff to be focused on delivering our prevention, protection, and response services to you.	We will support staff to carry out the prevention aspect of their role in an efficient and effective way.
<b>Improve collaboration</b> – We will work with our partners and other parts of the Greater London Authority to deliver more value and reduce the risk of duplicated effort.	For example, through the Public Health Collaboration group and local meetings such as Safer Neighbourhoods and Safeguarding Boards
<b>Improve technology to support frontline services</b> – We will streamline our support services to ensure that frontline service delivery of our prevention, protection and response services is optimised.	We will work efficiently to utilise the resources that we have to produce the best outcomes.

<b>Commitment 7</b>	
<p>In this commitment, we respond to Londoners’ expectations by improving our efficiency, knowing what works, and using your money effectively to improve your safety. We will do this by moving from being very experience-led to becoming more evidence-led. We want to improve workforce productivity and use this to achieve more efficient and effective use of our resources and risk management.</p>	

We also want to drive efficiencies that support value-for-money and enable us to re-invest efforts to enhance the effectiveness of frontline delivery.	
<b>How we will deliver commitments in Your LFB</b>	
<b>Measure outcomes</b> – We will be held to account for the value of the services we deliver and quality of our prevention, protection, and response service provision.	This will be done through community feedback and political scrutiny.
<b>Agile services that deliver value</b> – We will work with you to identify which prevention, protection and response services have the most impact and offer the most value for money.	We will have a dedicated evaluation function for Prevention activities, reviewing the overall effectiveness and efficiency of Prevention activities, projects and workstreams

<b>Commitment 8</b>	
<p>In this commitment, we want to not just influence partnerships with other organisations but also lead them.</p> <p>We want to formalise the way we partner with other organisations, such as housing associations, carers’ organisations, health and social care providers, day centres and voluntary bodies, so we can easily work with them to improve the safety of the people they support.</p> <p>We also want to shape policy and improve effectiveness through these partnerships.</p> <p>It is vital we gain an understanding of the built environment and risk across London to support wider societal priorities such as sustainability.</p>	
<b>How we will deliver commitments in Your LFB</b>	
<b>Adopt National Operational Guidance</b> – We will fully integrate national guidance into London Fire Brigade to deliver our services to national standards.	We will review and share learning from national and international incidents through our Prevention & Protection Learning Group and Operational Improvement Process
<b>Sharing services and learning</b> – We will work with partners to deliver better outcomes and value across the UK’s fire and rescue services.	We will do this through the National Fire Chiefs Council committees and support Mayoral priorities through working with other London based organisations through local Pan-London and local forums to improve resilience, including local authorities and the third sector.
<b>Net-zero 2030</b> – We will deliver environmentally sustainable outcomes for London through adjustments to the way we deliver our services.	We will work to deliver environmentally sustainable outcomes for London when carrying out Prevention activities, being mindful of fuel usage for Home Fire Safety Visits and adopting more sustainable methods for example our online Home Fire Safety checker. We will review the effectiveness of leaflets and paper resources, balancing environmental benefit with accessibility. We will work with our partners to support our communities, including those most affected by Covid-19 and the cost of living crisis.

## 5.1 Equalities, Diversity and Inclusion

In relation to EDI, accessibility is a crucial aspect for Prevention. Ensuring information is accessible to individuals utilising different methods, and available in different languages is key for fire safety

education. Working to support vulnerable individuals to keep safe from fire, road or water safety incidents is a key driver for our work, therefore targeting, and risk prioritisation is highly important.

The Independent Culture Review, published in November 2022, showed that there is still much to do with regards to EDI within LFB, and addressed the following with regard to Prevention specifically:

- LFB must work to engage with communities to build trusting and accessible relationships. The Grenfell Tower fire has changed the way we work, to focus more on building trust and better relationships with the communities we serve. Previously, their focus had largely been on communicating safety messages and encouraging people to fit smoke alarms. The scope of their work has changed significantly because of Grenfell.
- There is still a failure to properly reach many communities across London to make them realise that the Brigade is accessible to minorities.
- There is a need to drive up standards of behaviour and professionalism at Home Fire Safety Visits

LFB is committed to addressing these findings within Prevention activities. This includes driving up standards at Home Fire Safety Visits through enhanced training and quality assurance, working with the Community Engagement team to reach and understand the needs of underrepresented groups, and providing excellence in all Prevention activities to ensure people feel safe and well-informed. We are committed to ensuring each Prevention activity will have its own Equality Impact Assessment within 18 months of publication of this strategy, which will be regularly reviewed and will inform future iterations of the strategy.

Each EIA will consider differential evaluation of protected characteristics to ensure varying levels of impact are captured and reviewed.

## 5. Measuring Success

To measure our success, we have a set of corporate Key Performance Indicators (KPIs) which relate to Prevention activity.

These will allow us, the public and other stakeholders to be able to independently assess our progress against the commitments outlined in this plan. We are proposing to formally review and, where appropriate, change our Key Performance Indicators each year. This enables us to respond to feedback and allows us to introduce new indicators as our understanding of your expectations develops. These are the measures related to Prevention we will be measuring in 2023/24 which will be reported on against the CRMP:

	Measure	Target
ENGAGING WITH YOU	Community Satisfaction Rating	85%
	Development of Community Impact Tool	In Development
	Number of triages via our Online Home Fire Safety Checker	16,500 per year
PROTECTING YOU	Station staff time spent on Prevention activities	10%

	Percentage of very high and high risk home fire safety visits within target	To be set following 3 month implementation period
	Number of fire deaths (five year rolling average)	50
ADDING VALUE	Number of fire injuries (five year rolling average)	1,000
	Number of fires – Flat/House and Bungalow/Care Homes	2,400/1,700/330
	Accidental fire deaths in the home	35

In addition to the Corporate indicators, we will be introducing a set of service measures over the range of Prevention activities. Through our new Evaluation framework, we will ensure each Prevention activity has a formal set of aims and objectives, with success in terms of output and impact measured using quantitative and qualitative data. This information will be used to inform future activities to ensure maximum efficiency and effectiveness.

We will also quality assure all aspects of our Prevention Delivery work through a new QA framework, ensuring that staff are supported to deliver quality work through continuous feedback and learning, and systems are updated to address any systematic issues found. Through our new Evaluation framework, we will ensure each Prevention activity has a formal set of aims and objectives, with success in terms of output and impact measured using quantitative and qualitative data. This information will be used to inform future activities to ensure maximum efficiency and effectiveness.



## Appendix 2 – The Prevention Delivery Plan - Contents

<b>Content</b>	<b>Detail</b>
Introduction	How the document fits with the Prevention Strategy and Borough Risk Management Plans, details of review process.
Home Fire Safety Visits	Details the HFSV approach and the central work involved in policy, strategy, and training
Fatal Fires and Accidental Dwelling Fires	Details the central work to review fatal and accidental dwelling fires
Care and Assistive Technology	Details the Care Strategy and central work to encourage increased use of AT to mitigate fire risk
Arson	Details central work to address deliberate fires, including work with Firesetters
Mental Health	Details central work to support mental health in relation to incidents
Road Safety	Details central work, communications, and schemes regarding Road Safety
Water Safety and Flooding Prevention	Details central work, communications and schemes relating to Water Safety and Flooding
Safeguarding	Details work undertaken to meet the NFCC Safeguarding Standard and to maintain core safeguarding work
Youth	Details the LFB Youth Provision
Developing Workstreams	Details future planned work and collaboration including Social Value, Post Incident strategy and Volunteer strategy
Communications	Details Central work with the Communications department
Equalities, Diversity, and Inclusion	Details the findings of the Equalities Impact Assessment
Professionalising Prevention	Provides information relating to ensuring we have the right people with the right skills working on Prevention
Measuring Success	Details our work around Quality Assurance and Evaluation



LONDON FIRE BRIGADE

# Equality Impact Assessment (EIA) Form

The **purpose** of an EIA is to give **as much information as possible** about potential equality impacts, to demonstrate we meet our **legal duties** under the Equality Act 2010.

Please read the EIA Guidance [on Hotwire](#) before completing this form.

Once you open the template please save it on your OneDrive or SharePoint site. Do not open the template, fill it in and then click Save as this will override the template on Hotwire.

**NOTE – All boxes MUST be completed before the document will be reviewed.**

<b>1. What is the name of the policy, project, decision or activity?</b>
LFB Prevention Strategy 2023 - 2026

Overall Equality Impact of this policy, project, decision or activity (*see instructions at end of EIA to complete*):

High		Medium	X	Low	
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<b>2. Administration</b>			
Name of EIA author	Karen Bell		
Have you attended an EIA Workshop	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		
Department and Team	Prevention & Protection		
Date EIA created by author	May 2023		
Date EIA signed off by Inclusion Team			
Date Actions completed			
External publication	Are you happy for this EIA to be published externally?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>



		If No state why:
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3. Aim and Purpose	
What is the aim and purpose of the policy, project, decision or activity?	This strategy provides the direction for the Prevention Delivery Plan, and the local Borough Risk Management Plans (BRMPs). The report details how interventions will take place, why and who/what are the drivers to be considered and consulted.
Who is affected by this work (all staff, specific department, wider communities?)	<ul style="list-style-type: none"> <li>- All London residents and visitors to London</li> <li>- Prevention and Protection Teams</li> <li>- Borough/Station Commanders/Community Engagement</li> <li>- Local Authorities and Partners</li> </ul>
What other policies/documents are relevant to this EIA?	<p>Community Risk Management Plan (CRMP) 2023-2029  <a href="https://www.london-fire.gov.uk/about-us/your-london-fire-brigade-our-plan-for-2023-29/">https://www.london-fire.gov.uk/about-us/your-london-fire-brigade-our-plan-for-2023-29/</a></p> <p>HMICFRS Report 2021/22  <a href="https://www.justiceinspectrates.gov.uk/hmicfrs/news/news-feed/london-fire-brigade-still-has-much-to-do/">https://www.justiceinspectrates.gov.uk/hmicfrs/news/news-feed/london-fire-brigade-still-has-much-to-do/</a></p> <p>Independent Culture Review  <a href="https://www.london-fire.gov.uk/about-us/independent-culture-review/">https://www.london-fire.gov.uk/about-us/independent-culture-review/</a></p> <p>Regulatory Reform (fire safety) Order with amends 2021  <a href="https://www.legislation.gov.uk/uksi/2005/1541/contents/made">https://www.legislation.gov.uk/uksi/2005/1541/contents/made</a></p>

4. Equality considerations: the EIA must be based on evidence and information.	
What consultation and engagement has taken place to support you to predict the equality impacts of this work?	Consultation to take place with Equality Support Groups and Inclusion Manager.
Consultation must take place with ESGs (including RB ESGs), Learning Support and affected groups.	Community Engagement planned to take place with relevant groups such as people with hoarding tendencies, those who are hard of hearing and visually impaired.

5. Cultural consideration: the EIA must consider how the work improves the culture of the organisation	
How does this piece of work contribute to improving the culture of the organisation? How does this piece of	<p>The Paper details aligning Prevention with the CRMP Commitments.</p> <p><b>Commitment 1 – <i>We will work with you to provide localised services that meet your needs</i></b></p>

work improve staff divides? Can you provide evidence?

The release of the Independent Culture Review has to be seen as a pivotal moment as the catalyst for real change in terms of culture. From the investigation there were 23 recommendations with 33 outcomes attached. Recommendation 10 speaks of Borough Commanders building a *‘better understanding of and closer relationships with their local communities, which should include learning from them and seeking the input of diverse staff and the communities themselves.’* Borough Risk Management Plans is a piece of work that aligns with both the CRMP and the Independent Culture Review, both of which speak about developing and valuing our staff, giving a sense of belonging. The work for Borough Commanders to own and implement their own local Borough Risk Management Plan has already begun, working with Prevention and Protection, communities and station based staff. This has given staff the opportunity to own and steer a piece of work by utilising their lived experience, local knowledge, language, and cultural heritage as well as their links community groups i.e., deaf/hard of hearing, Jewish community, women’s refuge.

**Commitment 2 – We will make it easy for you to access our services.**

See Commitment 1 above for overarching engagement piece. See attached HFSV Strategy Paper and associated EIA which details staff and community engagement including the utilisation of skillsets within the workforce which may have been overlooked prior to Covid 19 pandemic. This piece of work involved valuable input from Control, FRS, and Operational staff groups, encouraging and embodying good internal partnership working.

**Commitment 3 – We will adapt our services as your needs change** and

**Commitment 4 - We will design services around your needs and concerns** can be taken together and address under Commitment 1 and 2 above. Adding to this both Commitments 3 and 4 can only be recognised from data/information collected by those physically engaging with the communities we serve and reporting back or members of the public sharing information on the HFSV online portal. In turn by listening and adapting thus improving the service we provide, those meeting with the communities are able to share a more positive interaction with both safe and communities feeling valued and listened to.

***Commitment 5 - We will enable our people to be the best they can be, to serve you better***

A new Home Fire Safety Visit training package is currently being developed to support the new HFSV approach. This will cover best practice in terms of knowledge and also behaviours of staff carrying out the visits. A new Safeguarding CBT package is also currently being developed which will enable staff to further support vulnerable Londoners.

***Commitment 6 - We will enable our people to be the best they can be, to serve you better***

Again, the collaborative work needed and currently demonstrated with Borough Risk Management Plans, supports this commitment, and successfully demonstrates Prevention commitment to working with all staff groups to identify and address risk.

***Commitment 7 - We will be driven by evidence to give you the value you expect***

The HMICFRS 2021/22 report looks at Effectiveness by identifying key areas that make LFB effective in relation to identifying, reducing, or eliminating risk, and looking at more community led initiatives, to better engage with all Londoners and visitors alike. This has already resulted in a new way to conduct HFSV, giving staff more time to focus on targeted HFSV and being able to prioritise high risk individuals and communities.

In addition, our new evaluation framework will capture qualitative and quantitative data from our staff and the community to enable us to ensure we are offering a service that is both efficient and effective over a range of prevention activities.

***Commitment 8 - We will work with other organisations to secure a safer future for everyone***

The Prevention & Protection Learning Group provides a forum for staff from all staff groups to come together to share knowledge in order to learn from incidents and events and improve LFB processes. In addition, the HFSV action plan has leads from across the organisation working together collaboratively to achieve a common goal and support culture change within the organisation.



LONDON FIRE BRIGADE

**4. Wellbeing considerations**

How will this piece of work impact the physical and mental wellbeing of staff and communities in London?

Feedback from Fire Station staff is that they feel that we are moving in the right direction when it comes to providing our services to those who need it most, leading to an increased sense of making a difference. Having an established Prevention strategy will also support staff in developing their own local BRMPs.

## 5. Assessing Equality Impacts

**Use this section to record the impact this policy, project, decision or activity might have on people who have characteristics which are protected by the Equality Act.**

Protected Characteristic	Impact: positive, neutral or adverse	Reason for the impact	What information have you used to come to this conclusion?
<i>Example: Age</i>	<i>Adverse</i>	<i>Moving this service online will adversely affect older people, who are least likely to have access to a computer or smart phone and may not be able to use the new service.</i>	<i>GLA Datastore: X% of the London community are aged 70 or over. GLA data shows that only 10% of those over the age of 70 have regular access to a computer or smart phone.</i>
<b>Age</b> (younger, older or particular age group)	Neutral	<p>See Appendix 3 for Prevention and Protection data. Current as at 30/4/23</p> <p>See Appendix 4 for LFB age data. Current as at 30/4/23</p> <p><b>Staff</b></p> <p>Prevention and Protection is made up of both FRS and Operational personnel with 80.99% being FRS. When looking at the age range of both Operational and FRS staff within Prevention and Protection the majority fall between the ages of 40-49 representing 21.35%. There is a smaller percentage of staff falling within the age ranges of 60-64 and 65+. These age ranges, 60-64 and 65+, combined represent 10.68% of Prevention and Protection.</p>	<p>LFB Equalities data</p> <p>Office of National Statistics Internet use data and report <a href="https://www.ons.gov.uk">https://www.ons.gov.uk</a></p> <p>Age UK 'Mind the digital gap: older Londoners and internet during the pandemic' (July 2021 document) <a href="https://www.ageuk.org.uk/london/projects-campaigns/mind-the-digital-gap/">https://www.ageuk.org.uk/london/projects-campaigns/mind-the-digital-gap/</a></p>

		<p>*When comparing these figures to LFB age specific related data, Prevention and Protection make up 6.90% of the workforce and 24.70% of staff within the combined 60-64 and 65+ age ranges</p> <p>* For comparison, data excludes Control Staff as there are no staff within Control working within Prevention and Protection.</p> <p><b>London Community</b></p> <p>According to the Office of National Statistics (internet users 2020) 92% of all adults in the UK recently accessed the internet. 99% of all adults in UK aged 16-44 years recently used the internet with the % dropping to 54% for those aged 75+ years. London continued to be the UK region with highest internet use at 95%. It is a fair assumption that the rise in numbers could be attributed to the Covid 19 pandemic.</p> <p>Looking at both the HMICFRS 2021/2022 report and the CRMP and its commitments, some services will be moved online to improve efficiency and it is highly likely that during the 3 year period which this strategy covers, that accessing more services online will be considered and rolled out. However, it is important to recognise that according to ‘Mind the digital gap: older Londoners and internet during the pandemic’ (July 2021 document) when looking at age ranges 65-74 and 75+ years, of those aged 65-74 years 26% of those surveyed do not trust the internet, 19% do not have access to equipment/broadband, 14% have health issues which prevent use of equipment and 19% said it takes too much time. The data is comparable for those aged 75+ . It is reasonable to assume that some Prevention and Protection staff may have some of the same concerns as listed above in relation to online/internet use.</p> <p>By working with Borough Commanders, community groups and partners, such as Age Concern, to formulate a robust Borough Risk Management Plan efficiency savings will consider age and the ability to access online material</p>	
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		and services. In addition, telephone HFSVs will also be offered to those who are unwilling or unable to access online services, mitigating this risk. The strategy will be reviewed annually, giving the opportunity to amend/adapt/implement new ways of working and delivering services to all age groups.							
<b>Disability</b> (physical, sensory, mental health, learning disability, long term illness, hidden)	Positive	See Appendix 3 for Prevention and Protection data. Current as at 30/4/23 See Appendix 4 for LFB data. Current as at 30/4/23  <b>London community</b> Age-standardised disability, 2011 and 2021, England and Wales Units: Age-standardised proportion Source: Office for National Statistics – Census 2021							
		<table border="1"> <thead> <tr> <th>Disability</th> <th>2011 (age-standardised proportion)</th> </tr> </thead> <tbody> <tr> <td>Disabled under the Equality Act</td> <td>19.5</td> </tr> <tr> <td>Not disabled under the Equality Act</td> <td>80.5</td> </tr> </tbody> </table>		Disability	2011 (age-standardised proportion)	Disabled under the Equality Act	19.5	Not disabled under the Equality Act	80.5
		Disability		2011 (age-standardised proportion)					
Disabled under the Equality Act	19.5								
Not disabled under the Equality Act	80.5								
Those with disabilities will usually fall into the High risk category for HFSVs which will lead to a faster response from LFB.									
<b>Gender reassignment</b> (someone proposing to/undergoing/ undergone a transition from one gender to another)	Neutral	LFB do not currently record data related to gender reassignment.  However, the Stonewall ‘LGBT in Britain, Trans Report’ published in 2018 it is understood that many transgender people are reticent about interacting with organisations in a number of situations, due to the discrimination and abuse that they experience in day-to-day life.  When engaging the LGBTQ+ community we will work with and be guided by LFB LGBT Equality Support Group Secretary, Chair, and wider networks to ensure inclusive language and behaviours.	Stonewall report available here: <a href="https://www.stonewall.org.uk/system/files/lgbt_in_britain_-_trans_report_final.pdf">https://www.stonewall.org.uk/system/files/lgbt_in_britain_-_trans_report_final.pdf</a>						

<p><b>Marriage / Civil Partnership</b> (married as well as same-sex couples)</p>	<p>Neutral</p>	<p>The proposed strategy does not seek to target individuals based on marriage/civil partnership.</p> <p>LFB do not currently record data related to marriage/civil partnership.</p>	
<p><b>Pregnancy and Maternity</b></p>	<p>Neutral</p>	<p><b>Staff</b></p> <p>The strategy and working with staff either pregnant or falling within the maternity guidance set out in policy would be subject to the same guidance within policies:</p> <p>0555b Maternity, maternity support and adoption provisions, including maternity and adoption support leave and shared parental leave - uniformed staff  <a href="https://londonfire.sharepoint.com/sites/BWD/_layouts/15/viewer.aspx?sourcedoc={54b0dfe1-e6f7-4f89-b7b7-bb53f3a4d38a}">https://londonfire.sharepoint.com/sites/BWD/_layouts/15/viewer.aspx?sourcedoc={54b0dfe1-e6f7-4f89-b7b7-bb53f3a4d38a}</a></p> <p>0555a Maternity support and adoption provisions – FRS and Control staff  <a href="https://londonfire.sharepoint.com/sites/BWD/_layouts/15/viewer.aspx?sourcedoc={95845138-4e40-4ade-b556-d12ef72baebf}">https://londonfire.sharepoint.com/sites/BWD/_layouts/15/viewer.aspx?sourcedoc={95845138-4e40-4ade-b556-d12ef72baebf}</a></p> <p>0135 maternity provisions health and safety arrangements – pregnant staff and maternity returnees  <a href="https://londonfire.sharepoint.com/sites/BWD/_layouts/15/viewer.aspx?sourcedoc={0014a212-dbbc-4be9-b4cd-61f5cbec9e7a}">https://londonfire.sharepoint.com/sites/BWD/_layouts/15/viewer.aspx?sourcedoc={0014a212-dbbc-4be9-b4cd-61f5cbec9e7a}</a></p> <p>These policies will be looked at in conjunction with any other policy, guidance notes as highlighted by appropriate ESG’s and union representative bodies.</p> <p><b>London Community</b></p>	<p>Birth data from London Datastore  <a href="https://data.london.gov.uk/dataset/births-by-mothers-country-of-birth-in-london#:~:text=Since%202001%2C%20the%20number%20of,most%20recent%20year%20(2021).">https://data.london.gov.uk/dataset/births-by-mothers-country-of-birth-in-london#:~:text=Since%202001%2C%20the%20number%20of,most%20recent%20year%20(2021).</a></p>



According to London Datastore, data collated by Office of National statistics, since 2001, the number of live births being recorded in London has changed from 104,162 to 110,944 births per year. The proportion of births which were to mothers who had been born outside the UK has changed from 43% in 2001 to 57% in the most recent year (2021).

In 2021, the region of origin which supplied the largest number of births to non-UK-born mothers in London was Asia with 21,394, followed by the Post-2004 EU accession countries which provided 11,090. The region of origin which has seen the largest change since 2001 is the Post-2004 EU accession countries, which went from 1,612 live births per year in 2001 to 11,090 in 2021.

**Number of live births in London by mother's place of birth, 2001-onwards**

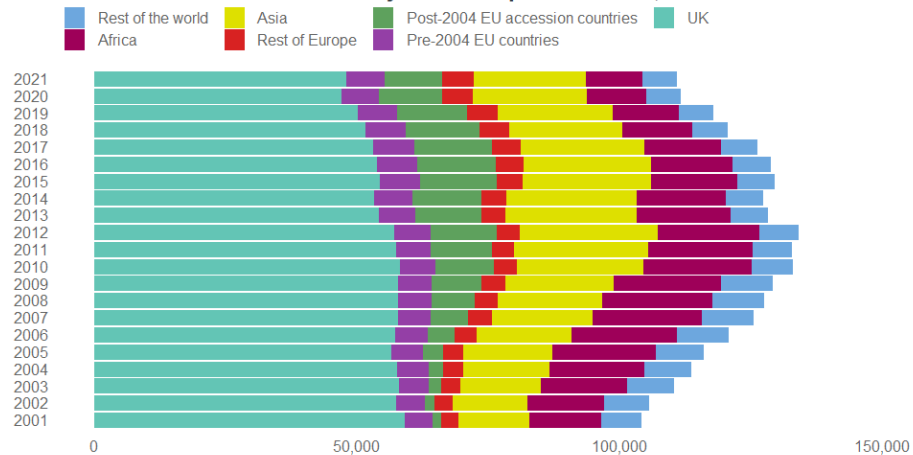


Chart: GLA City Intelligence  
Source: ONS Births by parents' country of births statistics

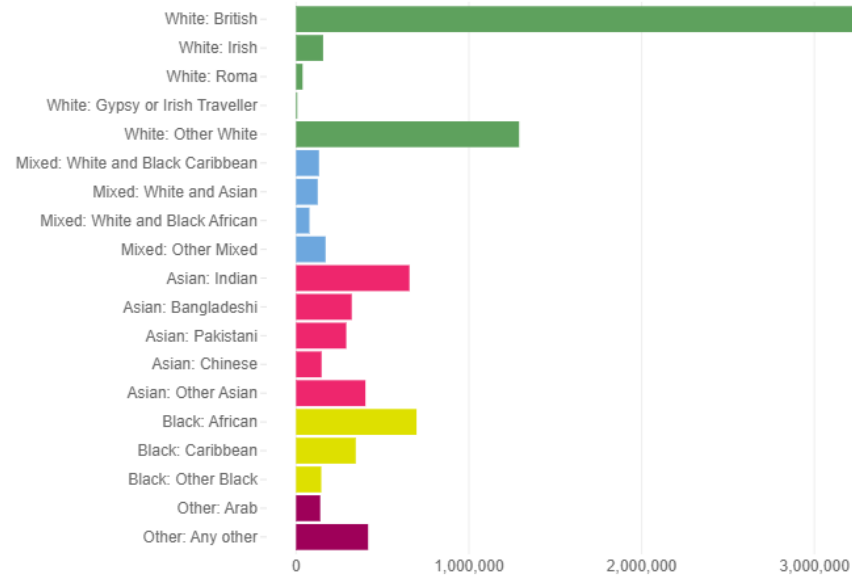
The data is based on births and not based on single pregnancy.

Multiple births currently account for approximately 3% of all live births.

(University College London Hospital) and therefore affects the data above.

		<p>Looking at the Prevention Strategy and the commitments contained within, in particular commitments 1-4, pregnant people and the way they access services will be a consideration as their ‘confinement’ changes throughout the gestation period and access to maternity care/rights develops. More focussed consultation can be addressed as part of the work undertaken by the Borough Commanders whilst formulating Borough Risk Management Plan. Within this piece of work the demographics of those pregnant will need to be considered as the data shows changes in birth origin of those pregnant and with this may come language and/or cultural differences that may affect the way pregnant people interact with service providers. This can be explored in conjunction with addressing race, religion, and belief as Protected Characteristics within this EIA.</p> <p>LFB do not collate specific data on pregnancy and maternity.</p>	
<p><b>Race</b> (including nationality, colour, national and/or ethnic origins)</p>	<p>Adverse</p>	<p>See Appendix 3 for Prevention and Protection data. Current as at 30/4/23 See Appendix 4 for LFB data. Current as at 30/4/23</p> <p>Contained within the Prevention Strategy paper targeted work is proposed to seek out individuals/communities who may not ordinarily engage with the service and as such may be omitted from receiving prevention interventions. It is highlighted within the Independent Culture Review and HMICFRS report 2021/2022 that work needs to be done to better engage and serve people from ethnic minority backgrounds. This can only be done with consultation and partnership work utilising the ethnically diverse team that Prevention and Protection currently have and will continue to build on. With the support from relevant ESG’s (B&amp;EMM and Fairness), rep bodies, Community Engagement, and other resources both internal and external i.e. GLA Race Network forum, we will be able to understand the needs of and engage with the ever-changing demographic of London and therefore fulfil the commitments made within the Prevention Strategy paper. It is clear from the data provided that an annual review of the Strategy is needed as the landscape of London continuously changes.</p>	<p>LFB Equalities data – 30/4/23</p> <p>London Data Store for Census data <a href="https://data.london.gov.uk/dataset/ethnic-groups-borough">https://data.london.gov.uk/dataset/ethnic-groups-borough</a></p> <p>CRMP.</p>

		<p><b>Staff</b></p> <p>According to LFB ethnicity data from 30/4/2023, 24.48% of Prevention and Protection staff are from a BAME background. This is in comparison to *17.09% of overall LFB staff teams/directorates, including Prevention and Protection, who identify as coming from a BAME background.</p> <p>* For comparison, figures do not include Control Staff as they are not included in the Prevention and Protection data. Overall figures also include those who have either ticked 'prefer not to say' or fall within the 'not known' category due to omission of selection.</p> <p><b>London community</b></p> <p>At the 2021 census, London had a population of 8,799,720. Around 37% of the population were born outside the UK. The attached visual demonstrates the change in London diversity over the years up to and including the 2021 census</p> <p>data.<a href="https://en.wikipedia.org/wiki/File:London_ethnic_demographics_from_1961_to_2021.gif">https://en.wikipedia.org/wiki/File:London_ethnic_demographics_from_1961_to_2021.gif</a></p>	
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London population by ethnic group – census 2021

According to the CRMP 2023-2029 there are over 300 languages spoken within London and over 40% of Londoners describing themselves as Black, Asian or from other ethnically diverse communities.

Having the above data in conjunction with the information collected from community groups, local authorities & partners, local knowledge obtained by staff and the work undertaken to map out the Borough Risk management Plan we will continue to engage, adapt, and amend our way of working in order to ensure that communities who may not ordinarily engage with our service, their needs are met. Additionally, by doing so we aim to and should improve our efficiency rating as noted within the HMICFRS 2021/2022 report. This piece of work will build on work already started to improve community relations and build trust in our service.

		<p>The Borough Commander Risk Management Plans are one of the tools that is being used and we will continue to use to address language and cultural barriers, coupled with separated community engagement pieces and using the information collected by the Community engagement Team.</p> <p>LFB currently provides HFSV literature in multiple languages. The new HFSV online portal was designed in consultation with a number of community groups and is currently able to be translated utilising the Google translate function, however there is further work to be done to ensure our online services are fully accessible. This piece of work formed part of the efficiency measures put in place following the recommendations within the HMICFRS 2021/22 report and as a result of the Covid 19 pandemic forcing LFB to look at the way we work and effectively reach out to the London community.</p>	
<p><b>Religion or Belief</b> (people of any religion, or no religion, or people who follow a particular belief (not political))</p>	<p>Positive</p>	<p><b>Staff</b></p> <p>LFB does not record data on religion or religious belief. With staff across all work groups identifying as Arab, Asian, Bangladeshi, Black (including Caribbean, African, mixed and other), Chinese, Indian, Latin American, Mixed, Pakistani and White (including British, Gypsy/Irish traveller, Irish, mixed and other) it is a fair assumption that the Service is made up of personnel with various religions/religious beliefs.</p> <p>All Staff groups within Prevention and Protection have access to either a dedicated prayer room or quiet room for prayer within LFB’s 102 fire stations, head office, Control and other satellite sites.</p> <p>Uniform (both workwear and PPE) are worn for customer facing roles within Prevention and Protection. Any additional or adaptation to uniform items to allow personal to adhere to religious/cultural belief will be discussed on a case-by-case basis with line management, in conjunction with policy 320 –</p>	<p>London Datastore for census data  <a href="https://www.ons.gov.uk/people-populationandcommunity/culturalidentity/religion/bulletins/religionenglandandwales/census2021#:~:text=London%20remains%20the%20most%20religiously,religion%20other%20than%20%E2%80%9CChristian%E2%80%9D">https://www.ons.gov.uk/people-populationandcommunity/culturalidentity/religion/bulletins/religionenglandandwales/census2021#:~:text=London%20remains%20the%20most%20religiously,religion%20other%20than%20%E2%80%9CChristian%E2%80%9D</a>.</p>

		<p>Wearing of uniform and personal appearance. The same will apply to any PPE to be worn.</p> <p><b>London Community</b> See above (Race). When addressing any racial disparity, religion and religious belief will be considered within the same piece of work contained within our race equality work.</p> <p>According to Office of National Statistics London remains the most religiously diverse region of England in 2021, with over a quarter (25.3%) of all usual residents reporting a religion other than “Christian”; the North East and South West are the least religiously diverse regions, with 4.2% and 3.2%, respectively, selecting a religion other than “Christian”.<sup>29 Nov 2022</sup></p> <p>Working with community groups, faith leaders and any other appropriate subject matter specialists respecting a person’s religion/religious belief will be one of the deciding factors in how we communicate and engage with the London community, this includes respecting religious holidays/customs/traditions.</p> <p>The Inter Faith Network produces an annual calendar of religious festivals/dates celebrated within the UK. They are also a source for information when referencing many faiths. <a href="https://www.interfaith.org.uk/resources/religious-festivals">https://www.interfaith.org.uk/resources/religious-festivals</a></p>	
<p><b>Sex</b> (men and women)</p>	<p>Positive</p>	<p>See Appendix 3 for Prevention and Protection data. Current as at 30/4/23 See Appendix 4 for LFB data. Current as at 30/4/23</p> <p><b>Staff</b></p>	<p>LFB data</p> <p>London Datastore Office of National Statistics</p>

		<p>Of the 384 members of staff working within Prevention and Protection 141 are female and 243 are male (36.72% female/63.28% male). *Across the general workforce 17.12% are female and 82.88% are male.</p> <p>*For comparison these figures do not include Control as Control data is not included with Prevention and Protection data.</p> <p>Within the Prevention Strategy we are not targeting specific people based upon sex. However, in relation to sex, we recognise the England and Wales demographic and the London demographic, according to national census data showing an almost 50/50 in terms of male and female breakdown. LFB recognises the need to have a workforce representative of the community it serves and as such Prevention and Protection are committed to further diversifying its staff by working with Outreach, Community Engagement, and partners to identify additional ways to attracting more females. We are also committed to working with appropriate ESG's to help identify both female FRS and female operational staff who may not have considered a role within Prevention and Protection however may be well suited. We will also work with ESG's and rep bodies to identify, adapt an overcome any barriers that female members of staff maybe facing preventing them from applying for positions within Prevention and Protection.</p> <p><b>London Community</b></p> <p>According to the Office of National Statistics on census day 2021 there were 30,420,100 women (51.0% of the overall population) and 29,177,200 men (49.0%) in England and Wales. It is worth noting that the census allowed for only two options male or female. The most densely populated local authorities across England and Wales were all London boroughs, with Tower Hamlets (15,695 residents per square kilometre), Islington (14,578 residents per square kilometre) and Hackney (13,611 residents per square kilometre)</p> <p><b>London's population by gender</b></p>	<p><a href="https://data.london.gov.uk/dataset/london-s-diverse-population-">https://data.london.gov.uk/dataset/london-s-diverse-population-</a></p>
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		<table border="1" data-bbox="766 236 1572 529"> <thead> <tr> <th data-bbox="766 236 1391 363"></th> <th data-bbox="1391 236 1572 363">Number (thousands)</th> </tr> </thead> <tbody> <tr> <td data-bbox="766 363 1391 402"><b>Total</b></td> <td data-bbox="1391 363 1572 402">9106</td> </tr> <tr> <td colspan="2" data-bbox="766 402 1572 443"><b>Gender</b></td> </tr> <tr> <td data-bbox="766 443 1391 481">Male</td> <td data-bbox="1391 443 1572 481">4554</td> </tr> <tr> <td data-bbox="766 481 1391 529">Female</td> <td data-bbox="1391 481 1572 529">4552</td> </tr> </tbody> </table> <p data-bbox="766 529 1052 555"><i>Office of National Statistics 2019</i></p> <p data-bbox="766 596 1688 769">The proposed strategy does not seek to target individuals based on sex. However as highlighted within the Independent Culture Review and, to a lesser degree, within the HMICFRS 2021/22 there is a need to promote trust within the community when providing a service to women, particularly those who may have experienced domestic violence or sexual abuse.</p> <p data-bbox="766 810 1688 983">The recent high-profile cases of misogyny, rape, and murder, some of which perpetrated by people in positions of trust and the inappropriate behaviours towards women reported within the Cultural Review and UK HMICFRS reports, requires LFB to look at the way we engage with women and rebuild community trust.</p> <p data-bbox="766 1024 1688 1165">We will work with our appropriate ESG groups, Community Engagement and target women’s groups with our Borough Risk Management Plan work to identify how best to engage with those feeling vulnerable by the actions recently publicised.</p>		Number (thousands)	<b>Total</b>	9106	<b>Gender</b>		Male	4554	Female	4552	
	Number (thousands)												
<b>Total</b>	9106												
<b>Gender</b>													
Male	4554												
Female	4552												
<b>Sexual Orientation</b> (straight, bi, gay and lesbian people)	Neutral	<p data-bbox="766 1209 1648 1273">See Appendix 3 for Prevention and Protection data. Current as at 30/4/23 See Appendix 4 for LFB data. Current as at 30/4/23</p> <p data-bbox="766 1315 1666 1382">Within the Prevention Strategy we are not targeting specific people based upon sexual orientation, however according to Stonewall reporting, people</p>	<p data-bbox="1706 1209 2101 1347">LGBTQ+ research information and data <a href="https://www.stonewall.org.uk/get-involved/stonewall-research">https://www.stonewall.org.uk/get-involved/stonewall-research</a></p>										



		<p>from the LGBTQ+ communities face many barriers to accessing services, receive unfair treatment and face daily discrimination. For these reasons they are often reticent about engaging with a service such as Fire and Rescue. For these reasons we will be working closely with appropriate ESG's and through these ESG's will develop appropriate channels to help us build on and feed into work undertaken to map out Prevention initiatives such as Borough Risk management Plans. We will include working with appropriate ESG's and any other organisation determined as appropriate by appreciate ESG's to ensure language and behaviours are compliant with the Equality Act, LFB policies and complementary to the commitments set out within the CRMP.</p> <p><b>Staff</b></p> <p>LFB currently collect data which records number of staff who identify as lesbian, gay or bi-sexual (LGB).*The data shows that 5.98% of all staff identify as LGB</p> <p>4.95% of Prevention and Protection staff have identified as LGB.</p> <p>*For comparison these figures do not include Control as Control data is not included within the Prevention and Protection data.</p> <p><b>London Community</b></p> <p>According to the Office of National Statistics The 2021 census question on sexual orientation was a voluntary question asked of those 16 years and over. 92.5% of the population aged 16 years and over) answered the question. Around 43.4 million people (89.4%) identified as straight or heterosexual. Around 1.5 million people (3.2%) identified with an LGB+ orientation ("Gay or Lesbian", "Bisexual" or "Other sexual orientation"). The remaining 3.6 million people (7.5%) did not answer the question.</p>	<p>Office of National Statistics data <a href="https://www.ons.gov.uk/people-populationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021">https://www.ons.gov.uk/people-populationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021</a></p> <p><a href="https://www.ons.gov.uk/people-populationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021">https://www.ons.gov.uk/people-populationandcommunity/culturalidentity/sexuality/bulletins/sexualorientationenglandandwales/census2021</a></p>
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		<p>Within London</p> <p>86.19% identified as straight or heterosexual</p> <p>2.23% identified as gay or lesbian</p> <p>1.52% identified as bisexual</p> <p>0.37% identified as pansexual</p> <p>0.05% identified as asexual</p> <p>0.06% identified as queer</p> <p>0.04% identified as all other sexual orientations</p>	
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<b>6. Impacts outside the Equality Act 2010</b>	
<b>What other groups might be affected by this policy, project, decision or activity?</b>	
Consider the impact on: carers, parents, non-binary people, people with learning difficulties, neurodiverse people, people with dyslexia, autism, care leavers, ex-offenders, people living in areas of disadvantage, homeless people, people on low income / in poverty.	
<p>By working closely with Pan London and local community groups, we can align our Prevention work to those most in need. Carers are a particular target group for us due to the nature of the people they care for and their increased risk of fire. Parents with small children are also a target audience for fire safety information. Our Youth activities seek to be as accessible and inclusive as possible, therefore engaging with the non-binary community is important to ensure our facilities are acceptable and our staff have the knowledge and understanding around working with diverse young people. Those living in poverty are also at a higher risk from fire and are targeted for fire safety interventions utilising our datasets.</p>	

<b>7. Legal duties under the Public Sector Equality Duty (s149 Equality Act 2010)</b>	
How does this work help LFB to:	
<b>Eliminate discrimination?</b>	We have committed to ensuring our Prevention activities are inclusive and accessible to all.

<p><b>Advance equality of opportunity between different groups?</b></p>	<p>Local engagement through Borough Risk Management Plans and Pan London engagement, for example through the Community Forum, will support equality of opportunity for different groups.</p>	
<p><b>Foster good relations between different groups?</b></p>	<p>As above. Engagement will also be carried out with the ESGs and specific groups such as Domestic Violence support groups.</p>	
<p><b>8. Mitigating and justifying impacts</b></p>		
<p>Where an <b>adverse</b> impact has been identified, what steps are being taken to <b>mitigate</b> it? If you're unable to mitigate it, is it <b>justified</b>?</p>		
<p><b>Characteristic with potential adverse impact (e.g. age, disability)</b></p>	<p><b>Action being taken to mitigate or justify</b></p>	<p><b>Lead person responsible for action</b></p>
<p>Race</p>	<p>Currently our online resources are able to be translated utilising the Google translate function, however this is complicated for some and doesn't cover all languages spoken in London. Work is currently underway to utilise the newly acquired GLA Translations contract to translate our online services.</p>	<p>Vicky Lowry/Daniel Wood (Comms)</p>
<p><b>9. Follow up, actions and evaluation</b></p>		
<p>Where the Inclusion Team or other stakeholders have recommended <b>actions</b> in order to demonstrate due regard, these must be recorded here and delivered in accordance with time scales. Additionally, what is the organisational learning in relation to this piece of work in regards to the Equality Act 2010.</p>		
<p><b>Action recommended and person responsible for delivery</b></p>	<p><b>Target date Action to be completed by</b></p>	<p><b>Date action completed</b></p>
<p>Engage with the Inclusion Team for sign off</p>	<p>July 2023</p>	
<p>Engage with Community Groups</p>	<p>September 2023</p>	
<p><b>Lessons learnt and evaluation</b></p>		

Free text

**Now complete the RAG rating at the top of page 1:**

**High:** as a result of this EIA there is evidence of significant adverse impact. This activity should be stopped until further work is done to mitigate the impact.

**Medium:** as a result of this EIA there is potential adverse impact against one or more groups. The risk of impact may be removed or reduced by implementing the actions identified in box 8 above.

**Low:** as a result of this EIA there are no adverse impacts predicted. No further actions are recommended at this stage.

## Document Control

Signed (lead for EIA / action plan)	Vicky Lowry	Date	19/5/23
Sign off by Inclusion Team		Date	
Stored by			
Links			
External publication	Are you happy for this EIA to be published externally?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/> If No state why: