



LONDON FIRE BRIGADE

Report title

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## **Assault on Emergency Workers (Operation Hampshire)**

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Report to

Operational Delivery Directorate Board  
Commissioner's Board  
London Fire Commissioner

Date

17 November 2021  
14 December 2021

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Report classification:

### **For Decision**

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The subject matter of this report deals with the following London Fire Brigade (LFB) strategic priorities:

#### **The best people and the best place to work**

##### **Outward facing**

##### **Delivering excellence**

This report proposes the implementation of the Assault on Emergency Workers policy. The procedures within this policy have been adapted from Operation Hampshire initially started by the Metropolitan Police Service (MPS) and is demonstration of the LFB being an outward facing organisation. This will support staff to provide a safe workplace and provide an environment for staff to deliver excellence.

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Report number – LFC-0640

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For Publication

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## **PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE DECISION-MAKER**

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### **Executive Summary**

This report notes the current position for the London Fire Brigade (LFB) when staff are subjected to either physical or mental assault whilst carrying out the function of an emergency worker. There has been a notable increase of physical and verbal abuse in recent years against emergency workers. It will also note the underpinning legislation that imposes a duty of care under health and safety legislation

The Metropolitan Police Service (MPS) have adopted a procedure known as Operation Hampshire for dealing with attacks on police officers. This report makes recommendations for London Fire Commissioner (LFC) to adopt an adaptation of this procedure supported by a reporting, recording and data capture process. Operation Hampshire aims to appropriately support staff and to develop a process in order to capture and share information to support the criminal Justice (CJ) process.

## Recommended decision

That the London Fire Commissioner approves the implementation of the Assault on Emergency Worker (AOEW) policy (Appendix 1).

### 1. Introduction and background

- 1.1 Emergency Service work has its inherent risks. Colleagues from the MPS and London Ambulance Service (LAS) are exposed to abuse and violence regularly and there has been a rise in assaults on LFB staff. Attacks on LFB staff range from harassment, verbal and physical abuse including objects such as bricks, stones and fireworks being thrown at firefighters and fire appliances. Nationally eight firefighters required hospital treatment following assaults in 2018/19.
- 1.2 Government figures have shown that attacks on firefighters in England have increased 66 per cent in four years, from 578 in 2014/15 to 961 in 2018/19. In addition, the number of firefighters injured following attacks during this period have soared by 175 per cent, from 24 to 66. Table 1 details the increases against the type of attacks.

Year	Attacks on firefighters <sup>3</sup>							Injuries from attacks <sup>4</sup>		
	Total	Harassment	Objects thrown at firefighters/appliances	Physical abuse	Verbal abuse	Other acts of aggression	Unknown	Total	Slight	Serious
2010/11	868	39	250	45	472	62	0	26	24	2
2011/12	835	26	266	37	435	70	1	25	24	1
2012/13	616	22	158	26	353	53	4	53	53	0
2013/14	605	23	155	28	352	46	1	40	36	4
2014/15	578	25	149	25	323	56	0	24	23	1
2015/16	622	21	161	38	327	74	1	28	22	6
2016/17	739	18	206	44	404	64	3	50	46	4
2017/18	931	36	280	43	498	74	0	79	74	5
2018/19	961	33	206	58	577	87	0	66	58	8

- 1.3 The LFB Transformation Plan commits to deliver the best possible workplace for LFB staff. In the event that a member of staff has been assaulted, there is the opportunity to work with our Blue light partners in particular the MPS, to adopt a process that provides full victim support from the point of the assault through to a potential criminal prosecution.
- 1.4 Although the numbers are relatively low, attacks on LFB staff are matching the national trend and showing a general upward curve. The table 2 below\* indicates the volume and nature of assaults over the past 10 years using the IMS database. Table 3 indicates the figures and methodology using information from SERDs since 2019.

**Table 2**

	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20	Grand Total	10yr Average
Harassment	3	1	6	2	3	1	4	4	7	4	35	3.5
Objects thrown at firefighters/appliances	6	22	2	3	6	7	10	8	5	5	74	7.4
Other acts of aggression	4	10	5	11	4	8	10	11	9	5	77	7.7
Physical abuse	4	3	3	1	1	5	3	5	6	5	36	3.6
Verbal abuse	41	42	33	45	33	42	48	49	65	57	455	45.5
<b>Grand Total</b>	<b>58</b>	<b>78</b>	<b>49</b>	<b>62</b>	<b>47</b>	<b>63</b>	<b>75</b>	<b>77</b>	<b>92</b>	<b>76</b>	<b>677</b>	<b>67.7</b>

\*From 2010 through to 2019 there were a recorded 29 further attacks on firefighters that took place while performing normal activities (not at incidents), these additional figures bring the 10-year average to 70.6 attacks per year in London. However, it is almost certain that not all attacks are recorded.

**Table 3 \***

	2019/20	2020/21	2021/22 (To date)
Verbal assault	4	6	2
Physical assault - No Weapon	1	5	4
Physical assault – Weapon - Blade	-	5	-
Physical assault - Weapon – Projectile	-	-	2
Physical assault - Other	-	1	1
<b>Total</b>	<b>5</b>	<b>17</b>	<b>9</b>

\*information sourced from Safety Event Reporting Database (SERD)

- 1.5 In 2018, an attack on an emergency worker became a criminal offence under the Assaults on Emergency Workers (Offences) Act 2018 (AOEW). However, of the 9000 offenders convicted of an offence, only 17% received an immediate custodial sentence.
- 1.6 The Health and Safety Executive (HSE), defines violence at work as "any incident in which an employee is abused, threatened or assaulted in circumstances relating to their work". This can include verbal abuse or threats as well as physical attacks. Furthermore, the HSE state that physical attacks are "obviously dangerous, but serious or persistent verbal abuse or threats can also damage employees' health through anxiety or stress". Repeated verbal abuse can also lead to depression, reduced morale, and increased sickness absence.
- 1.7 The LFB have a few variants as to how an attack is recorded, and to date the records are for physical injuries. All attacks that occur at incidents are currently recorded post incident on the Incident Management System (IMS). This data is captured under the "attacks on firefighters" section. However, if any member of staff is attacked and injured whilst on normal duties this would be captured using the Sphera Cloud system and any uninjured staff member should be recorded as a near miss. Any attack on a member of FRS staff or control would not initially be recorded on IMS. There is now the facility to create an incident with the Incident type action code (ITAC) G7 code. G7 calls are notified to the duty NILO who will record this additionally on the NILO database.

- 1.8 This approach makes the analysis of data difficult to collate and measure and it is also weighted towards operational staff. The recommendations would allow for better alignment in recording and effectively capture any incident (attack) under the Operation Hampshire process from event through to prosecution.
- 1.9 Currently there is no facility to report a non-physical attack; although no physical harm has taken place the impact on a staff member may be negative. There is an option to create a G7 incident, but currently this may not be widely known by FRS staff.
- 1.10 At present there is a reactive support mechanism through the Officer of the Day (OOD) once an attack has been reported, with additional support from the Counselling and Trauma service if required. There is currently limited support to assist staff through any potential Police investigation or subsequent prosecution. A senior officer will be assigned to support staff when giving police statements, but the consistency of support for a member of staff could vary.

## **Legislation**

### **Assaults on Emergency Workers (Offences) Act 2018**

- 1.11 The AOEW legislation came into force in November 2018. The then Minister of State at the Ministry of Justice, Rory Stewart MP set out the underlying principles of the 2018 Act as follows:  
*"An assault on any individual or citizen in our society is a terrible thing, but an assault on an emergency worker is an assault on us all. These people are our constituted representatives. They protect society and deliver services on our behalf. Therefore, an attack on them is an attack on us and on the state, and it should be punished more severely than an attack simply on an individual victim".*
- 1.12 The new legislation could and should have a real impact if applied with the same sense of importance for which it was intended and with very strong supportive guidance to all Crown Prosecution Service (CPS) representatives. The CPS have recently reviewed and published new Guidance to Prosecutors for Assault on Emergency Workers cases which is more positively framed than the original.
- 1.13 LFB will continue to seek a review for cases and decisions where the spirit of the act has not been applied.

### **Police and Crime Act 2017**

- 1.14 The Policing and Crime Act received Royal Assent on 31 January 2017. The Policing and Crime Act 2017 further reforms policing and enables important changes to the governance of fire and rescue services.
- 1.15 The changes will build capability, improve efficiency, increase public confidence, and further enhance local accountability. It also places a duty on police, fire, and ambulance services to work together and enable police and crime commissioners to take on responsibility for fire and rescue services where a local case is made.

### **MPS Operation Hampshire**

- 1.16 Operation Hampshire guidance was first launched in March 2016 by the Metropolitan Police Service (MPS). In early 2019, the MPS Management Board made a conscious decision to create a dedicated team to increase the focus. The Operation Hampshire Team has expanded on the original work considerably.
- 1.17 The Operation Hampshire process is taking each stage of an assault and ensuring that there is a consistent and professional response:
  - a. Initial supervision of the incident.
  - b. Recording and investigating.
  - c. Provision of welfare and ongoing care.
  - d. Local Senior Leadership awareness and contact.
  - e. prosecution of the offender.
  - f. organisational learning.
- 1.18 The MPS wants to ensure that every officer or member of staff who is assaulted is treated as a victim, that they have meaningful support and the Senior Leadership Team (SALT) has an overview. Each investigation should be thorough, seeking every opportunity to prosecute offenders and make use of the Assaults of Emergency Workers Act. They must accurately capture the data in an end-to-end process. This will demonstrate to offenders that there are consequences to their actions and demonstrate to emergency workers that they will be supported. Being assaulted in the execution of duty should never be something society should accept and should always be considered as being in the public interest to pursue.
- 1.19 This whole process is addressed from both ends of the rank structure. Locally SALT needs to drive the response to every incident and have a mechanism for monitoring compliance with the process and an overview of the cases to make sure we are looking after our staff.
- 1.20 Social media demonstrates that many feel they can attack our staff with complete impunity. With the support of the CPS and Criminal Justice system, assaulting an emergency worker will be taken extremely seriously.
- 1.21 Following a presentation from the MPS to the Blue Light Collaboration team during March 2020, it was decided to present the initiative to be considered for adaptation and adoption into the LFB. The MPS are committed to assisting the LFB as part of a wider collaboration piece. An adoption of this initiative will be synergised with the LAS to show that LFB are committed to not only supporting our staff but also ensure any perpetrators are brought to justice.
- 1.22 CCTV or Body Worn Cameras may have details to assist with a prosecution. Any information that the LFB has will be provided to the MPS using the current process.

### **LFB Implementation**

- 1.22 In adopting Operation Hampshire as detailed in this report the LFB will be able to:
  - a. Provide a consistent professional response to all incidents involving assaults on emergency workers and ensure that we consider the impact on the individual and their wellbeing.
  - b. Improve the quality of evidential capture and investigation to support more successful Criminal justice (CJ) outcomes and ensure offenders are held accountable.

- c. Work closely with the Crown Prosecution Service (CPS) to ensure a robust application of the new Assault on Emergency Worker Act legislation.
  - d. Provide longer term support to LFB staff and be aware of the impact on staff both in and away from the workplace being cognisant of the often-unseen trauma associated with the exposure to violence.
- 1.23 LFB's existing policy on Work related violence (policy 783) gives a broad overview of different variations of violence at work and describes the managerial responsibilities. The Assault on Emergency Worker policy concentrates on utilising legislation and implementing a reporting process that will aid prosecution and victim support. Reference to Policy 783 will be made within the Assault on Emergency worker policy
- 1.24 Official LFB social media accounts will be used in conjunction with our internal communications to inform our staff of the Assault on Emergency Workers policy and inform communities of the Assault on Emergency Workers legislation. Informing our communities will assist with the objective to change societal views on attacking emergency workers

## **2. Objectives and expected outcomes**

- 2.1 Operation Hampshire would provide a key component of protective security arrangements for LFB staff. Support would be provided to ensure the best possible chance of a conviction through the justice system and will assist in collating an accurate account of events.
- 2.2 The implementation of this proposal would satisfy the requirement and statutory duty to collaborate within the Policing and Crime Act 2017, in order to improve effectiveness or efficiency.
- 2.3 In adopting the Operation Hampshire process, will assist in supporting the LFB transformation plan as it will drive real change in the support provided to our staff by improving our support. Additionally, it will deliver excellence by providing a robust system that is compatible with our blue light partners in delivering an effective service that supports our staff.

## **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 The Equality Impact Assessment was completed and signed off on the 28/10/21, The RAG rating is low and there is no negative impacts.

#### **4. Other Considerations**

##### *Workforce comments*

4.1 The revised version of this policy was submitted to Brigade Joint Committee for Health and Safety at Work BJCHSW on 22/06/21 but has yet to be agreed. There is potential that there may be minor changes following consultation with staff side.

##### *Sustainability comments*

4.2 The policy has been assessed by the sustainable development department who have confirmed that this policy is rated low risk for Sustainability Implications.

##### *Procurement comments*

4.3 Procurement have reviewed this policy and are content that there are no procurement implications arising from the proposed implementation of this policy.

#### **5. Financial comments**

5.1 There is no cost pressure arising from the publishing and implementation of this policy

## 6. Legal comments

- 6.1 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. Under section 327D of the GLA Act 1999, as amended by the Policing and Crime Act 2017, the Mayor may issue to the Commissioner specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.
- 6.2 By direction dated 1 April 2018, the Mayor set out those matters, for which the Commissioner would require the prior approval of either the Mayor or the Deputy Mayor for Fire and Resilience (the "Deputy Mayor").
- 6.3 The Commissioner must also comply with the requirements of the Health and Safety at Work Act 1974 (the "1974 Act"). Section 2 of the 1974 Act imposes a general duty on the employer to 'ensure, so as is reasonably practicable, the health, safety and welfare at work of all of his employees.'
- 6.4 This general duty extends (amongst other things) to the plan and systems of work, the provision of information, instruction, training and supervision and to the provision and maintenance of a working environment that is, so far as reasonably practicable, without risks to health and adequate as regards facilities and arrangements for welfare at work.
- 6.5 The proposed implementation of the policy as described in this report contributes to the Commissioner's compliance with its duties under the 1974 Act and the subordinate legislation made under that Act.

## List of Appendices

Appendix	Title	Open or confidential
1.	Assault on emergency Workers draft policy	Official- sensitive
2.	EIA	Official-sensitive

**Part 2 Confidentiality:** Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part 2 form, together with the legal rationale for non-publication.

**Is there a part 2 form – NO**

**ORIGINATING OFFICER DECLARATION:**

Drafting  
officer to



confirm the  
following  
(✓)

**Drafting officer**

SC J Virtue has drafted this report and confirms the following:

**Assistant Director/Head of Service**

AC J Smith has reviewed the documentation and is satisfied for it to be referred to Board for consideration.

**Advice**

The Finance and Legal teams have commented on this proposal.

Natasha Singh Legal Advisor, on behalf of General Counsel (Head of Law and Monitoring Officer)

Omolayo Sokoya Financial Advisor, on behalf of the Chief Finance Officer

## Assault on Emergency Workers

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New policy number:  
Old instruction number:  
Issue date: **28 May 2021**  
Reviewed as current: **28 April 2031**  
Owner: **Operational Resilience**  
Responsible work team: **Multi-agency Liaison, Security and Intelligence Team**

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## 1 Introduction

- 1.1 This Policy is designed to provide guidance for all LFB staff who have been a victim of an assault or hate crime whilst performing the role of an emergency worker.
- 1.2 The Assaults on Emergency Workers Act (AOEW), passed in 2018 makes provision for increased sentencing powers for offences of common assault and battery committed against an emergency worker.
- 1.3 Op Hampshire was launched in March 2016. In 2019, the Metropolitan Police Service (MPS) made a conscious decision to create a dedicated team to increase the focus. The Op Hampshire Team have expanded on the original work considerably assisting the LFB.

## 2 Assaults on Emergency Workers (Offences) Act 2018

- 2.1 In recent years it has been identified that the number on assaults on emergency workers has increased. The Minister of State at the Ministry of Justice set out the underlying principles of the 2018 Act as follows: "An assault on any individual or citizen in our society is a terrible thing, but an assault on an emergency worker is an assault on us all. These people are our constituted representatives. They protect society and deliver services on our behalf. Therefore, an attack on them is an attack on us and on the state, and it should be punished more severely than an attack simply on an individual victim".
- 2.2 Firefighting has its inherent risk, being assaulted or subject to hate abuse whilst on duty is not acceptable. LFB staff deserve and have the right to full victim support and care where subjected to an assault or hate crime.
- 2.3 The prosecution of offenders should always be considered to be in the public interest.
- 2.4 Although assaults are relatively low, attacks on LFB staff are matching the national trend and showing a general upward curve.

## 3 Definition of an Assault

- 3.1 An **assault** is any act (and not mere omission to act) by which a person intentionally or recklessly causes another to suffer or apprehend immediate unlawful violence. The term **assault** is often used to include a **battery**, which is committed by the intentional or reckless application of unlawful force to another person. *For example:*

- Threats of Violence
- Use of Weapons (Knife, Fireworks, etc)
- Physical attacks (Punching, Kicking, etc)

## 4 Definition of a Hate Crime

- 4.1 Any criminal offence that is perceived by the victim or any other person, to be motivated by hostility or prejudice based on a person's actual or perceived.

- Race
- Religion
- Sexual orientation
- Disability

Or any crime motivated by the hostility or prejudice against a person who is/perceived to be transgender.

4.2 The MPS are dedicated to ensuring that all victims of racial, religious or homophobic abuse can expect full victim support combined with LFB support mechanisms already available such as: Counselling and Trauma service [Policy number 915](#). The MPS and LFB will ensure that a thorough investigation will be conducted, and investigators will ensure that:

- All evidence is obtained at the earliest opportunity
- Prosecutions will be actively pursued against all offenders
- The Crown Prosecution Service (CPS) will be consulted with all charging decisions
- The victim is aware of their right to review (VRR)

4.3 Mental Health and the suspect's ability to know right from wrong at the time of offence is something the MPS does not want victims to be concerned with and would seek the victim to support the criminal justice process. Not all prosecutions will lead to a custodial sentence or fines, in some instances punishment may not be given but the outcome may benefit the individual such as:

- Community orders with a Mental Health Treatment Requirement (MHTR)
- Community treatment orders (CTO)
- Alcohol treatment
- Drug rehabilitation

## **5 Guidance for staff**

5.1 It is important that the information of an assault or a hate crime is effectively collated in the early stages to assist with the overall investigation. The process for reporting is noted in appendix one.

5.2 Staff who consider themselves a victim of an assault or hate crime, should report it to the MPS immediately using the 101 service or if in an emergency using a priority message on an Airwave radio or 999 if an Airwave radio is not available.

5.3 The line manager of the victim must be informed at the earliest opportunity after the initial report to the MPS.

5.3 The line manager must immediately inform the officer of the day (OOD) and Duty National Inter-agency Liaison Officer (NILO) of the incident. The line manager must then collate the information and update the Safety Event Recording Database (SERD) outlining the circumstances of the event.

5.4 A Local Accident Investigator (LAI) and a Senior Accident Investigator (SAI) will be allocated to the incident and must confirm that the Multi Agency Liaison, Security and Intelligence team (MALSI) has been informed of the incident using [LFBSecurity@london-fire.gov](mailto:LFBSecurity@london-fire.gov).

5.5 The MPS will lead the investigation and the MALSI will periodically review the incident and complete a shared database which is maintained by the MPS.

5.6 The MPS have the responsibility to update the victim of any progress, however the MALSI team will have regular meetings with the MPS to discuss an incident and feedback to the SAI/LAI maintaining an overview of the incident.

## **6 Guidance for Managers**

6.1 The purpose of this policy is to ensure that staff members are supported through the judicial process and the AOEW Act 2018 is fully utilised.

6.2 If a member of your staff is a victim of an assault or hate crime whilst performing the role of an emergency worker, you must ensure the incident has been reported to the MPS to determine the nature of the assault at the earliest opportunity.

- 6.3 The OOD and Duty NILO must be informed immediately after the police.
- 6.3 A SERD must be completed and information about the assault recorded at the earliest opportunity.
- 6.4 A SAI/LAI will be allocated, and victim support should be discussed and remain a priority throughout this process. It should be confirmed that the MALSI team is aware of the event using [LFBSecurity@london-fire.gov](mailto:LFBSecurity@london-fire.gov)
- 6.5 The MALSI team will liaise directly with the MPS and SAI/LAI, updates of the case will be fed back to the victims.
- 6.6 Support arrangements should be discussed with the victim and utilised where possible to aid recovery. These arrangements will not replace MPS victim support but will work alongside to ensure the victim has the maximum support available.

Support arrangements that may be considered:

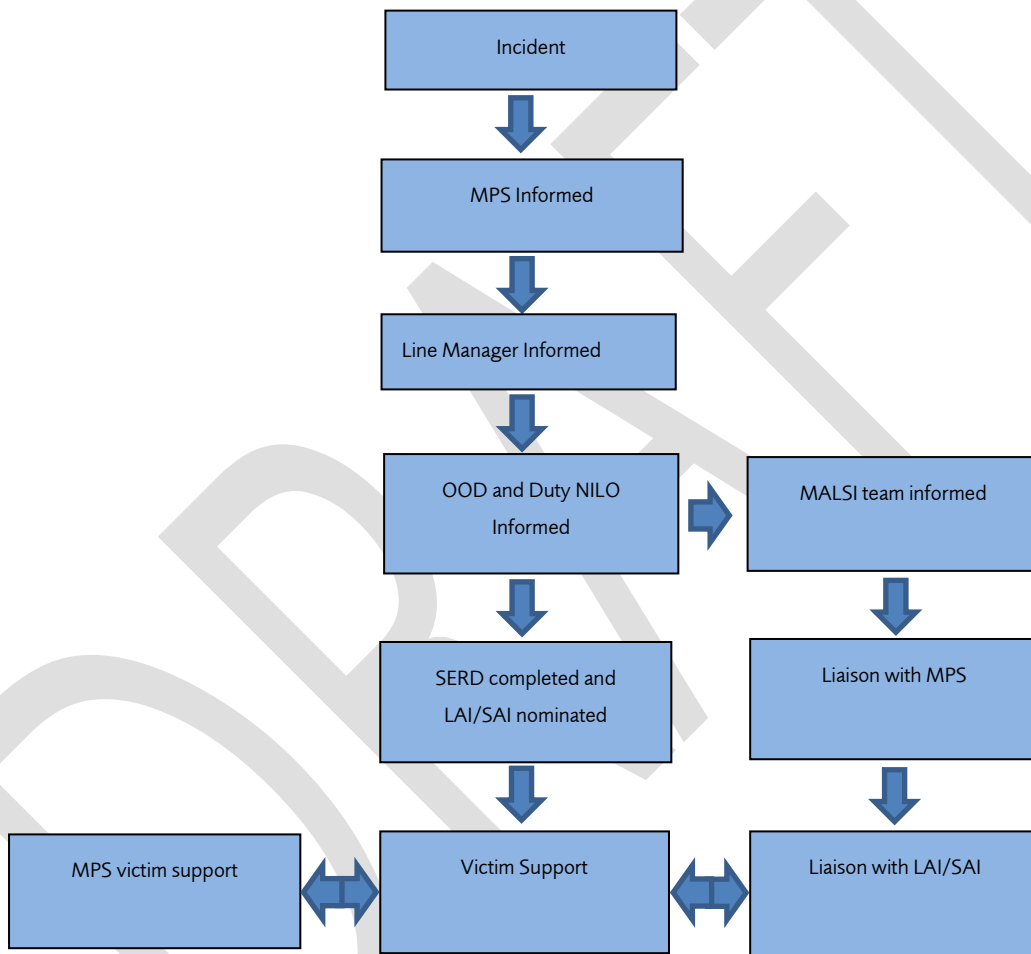
- Firefighters charity
- Occupational health services
- Counselling and trauma service
- Support groups internal /external
- Blue light first aiders

*This list is not exhaustive.*

## **7 Data Handling**

- 7.1 It is important that all information regarding the victim and the event is kept confidential following the initial reporting.
- 7.2 The MALSI team will collate the information to give a detailed overview of the event and will input the data on a shared document that will be maintained and stored by the MPS and only be accessible by the MPS and MALSI team.
- 7.3 The information collated by the MALSI team will assist the MPS to seek every opportunity and the full support of the commissioner to prosecute offenders and make best use of the AOEW Act 2018 legislation and we ensure that we capture the data in an end-to-end process actively seeking opportunities for organisational learning'.
- 7.4 CCTV or Body Worn Camera (BWC) maybe a source of information to aid a prosecution. Any information will be provided using the current procedures if requested by the MPS and will be in compliance with Data Protection legislation.

## Appendix one



# Document history

## Assessments

An equality, sustainability or health, safety and welfare impact assessment and/or a risk assessment was last completed on:

EIA		SDIA		HSWIA		RA	
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## Audit trail

Listed below is a brief audit trail, detailing amendments made to this policy/procedure.

Page/para nos.	Brief description of change	Date

## Subject list

You can find this policy under the following subjects.


## Freedom of Information Act exemptions

This policy/procedure has been securely marked due to:

Considered by: (responsible work team)	FOIA exemption	Security marking classification

## 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.

<b>1. What is the name of the policy, project, decision or activity?</b>
<i>Operation Hampshire (Assault on Emergency Workers)</i>

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

<b>High</b>		<b>Medium</b>		<b>Low</b>	<b>X</b>
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<b>2. Contact details</b>	
Name of EIA author	John Virtue
Department and Team	MALSI
Date of EIA	2/06/2021

<b>3. Aim and Purpose</b>	
What is the aim and purpose of the policy, project, decision or activity?	Develop new guidance to support staff and utilise the "assault on emergency workers act 2018 " (AOEW)
Who is affected by this work (all staff, specific department, wider communities?)	Any LFB employee that is carrying out the function of an emergency worker will be affected. This policy will afford more protection under the AOEW act 2018 legislation by ensuring that an attack on an emergency worker results in a severe punishment contribution to a societal change.

<b>4. Equality considerations:</b> the EIA must be based on evidence and information.	
What consultation has taken place to support you to predict the equality impacts of this work?	The FBU will be consulted as they represent the majority of the workforce. This will also be made available for





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	equality support groups to discuss at their meeting. Ongoing consultation will take place with the MPS.
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## 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)  <b>All Age groups affected</b>	Positive	This project will equally impact all LFB staff carrying out the function of an emergency worker in a positive manner. The project will clearly outline each stage to be completed should an assault occur. It will assist with the flow of information to help the police to successfully apply the AOEW act. Ultimately this will afford staff with an increased legal protection and working in collaboration with the Met Police and LAS help change some societal attitudes.	<i>The Assault on emergency workers act was created in 2018. According to current Crown Prosecution figures approximately 50 cases are reported and investigated daily. Between November 2018 and 2019 almost 20000 offences were charged under the Act. Current data does not break down and categorise individual data based on the protected characteristics. In order to achieve that within London Fire Brigade we will ensure that the reporting criteria allows us to collect and collate data that will highlight trends and ensure that we are able to respond accordingly.</i>
<b>Disability</b> (physical, sensory, mental health, learning disability, long term illness, hidden)	Positive	The project will assist with greater punishments for the perpetrator following an assault. All victims, identified under the Act, will be entitled to the same support	<i>According to current figures (Equalities summary September 2021) London Fire Brigade currently</i>



LONDON FIRE BRIGADE

		irrespective of their characteristics. Victim support will be assessed on individual requirements .	<i>employs 433 people who have a range of disabilities.</i>
<b>Gender reassignment</b> (someone proposing to/undergoing/ undergone a transition from one gender to another)	Positive	This project will have a positive impact on people proposing to/undergoing/ undergone a transition from one gender to another. This is because the policy directly addresses hostility towards people or is/perceived to be transgender.	<i>Current data from the CPS does not break down and categorise individual cases based on the protected characteristics. In order to achieve that within London Fire Brigade we will ensure that the reporting criteria allows us to collect and collate data that will highlight trends and ensure that we are able to respond accordingly.</i>
<b>Marriage / Civil Partnership</b> (married as well as same-sex couples)	Positive	This project will have a positive impact on Marriage/Civil Partnership. Should an assault occur on a victim who has a protected characteristic this will be classed as a hate crime	<i>According to the equality's summary 30/09/21 the LFB currently employees 327 people form the LGB community. This policy would have the potential to support these individuals</i>
<b>Pregnancy and Maternity</b>	Neutral	This Project will have neutral impact on Pregnancy and Maternity. legislation will allow the AOEW act to be applied following an assault	<i>I am not able to identify those affected by this policy as we do not have the data available. Following the implementation of this policy the data collected will provide an insight of this group and how this policy will affect them.</i>
<b>Race</b> (including nationality, colour, national and/or ethnic origins)	Positive	This project will have a positive effect on race because this is a protected group within legislation and is directly addressed within this policy affording a severe punishment should an assault occur	<i>According to the brigade statistics 30/09/21 we currently have 20 different ethnicity groups employed by the LFB this policy would directly impact those following an assault</i>
<b>Religion or Belief</b> (people of any religion, or no religion, or people who follow a particular belief (not political)	Positive	Should an attack occur on an emergency worker because of religion or belief this policy will assist with the victim support and conviction.	<i>We are not able to report on those affected by this policy in regard to race due to lack of data collected. This policy once implemented will be able to provide an oversight and some organisation learning.</i>
<b>Sex</b> (men and women)	Positive	This project will have neutral impact on sex as it will equally cover men and women that have been a victim of an attack	<i>According to data from the CPS there is a lower proportion of males in the affected group of Assault of an Emergency Worker however this policy will afford the same support regardless of sex.</i>

<b>Sexual Orientation</b> (straight, bi, gay and lesbian people)	Positive	Sexual orientation is a protected group within the policy and legislation . This results in tailored victim support and severe punishment for the perpetrator.	<i>According to the Equalities Summary 30/09/21 the brigade currently employs 5716 of which 327 people identify under the LGB heading this would directly affect all individuals following an assault.</i>
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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>
There will be a neutral impact to all groups following the implementation of this project.
The project will use a range of learning techniques including input by a member of my team, flow charts and document designed to simplify the process.

<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>	<i>No individual will be discriminated against within this project. A uniformed approach will be taken at every incident with regards to the reporting and delivery of victim support. This is to ensure we have a procedure that can be followed to ensure we have the best chance of conviction. A range of support mechanism will be made available.</i>
<b>Advance equality of opportunity between different groups?</b>	<i>The project and process will be applied to every individual where appropriate. the policy will be made available with the full victim support to all groups when necessary.</i>
<b>Foster good relations between different groups?</b>	<i>This project will contribute to a societal change and how an assault on an emergency worker is viewed. This will then create an environment where all groups feel supported creating a safer and more dignified workplace.</i>

8. Mitigating and justifying impacts		
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> ?		
Characteristic with potential adverse impact (e.g. age, disability)	Action being taken to mitigate or justify	Lead person responsible for action

**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)	John Virtue	Date	28/10/2021
Sign off by Inclusion Team	Shilla Patel	Date	27/10/21
Stored by			
Links			
External publication	Are you happy for this EIA to be published externally?	Yes <input type="checkbox"/>	No <input type="checkbox"/> If No state why: