



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.

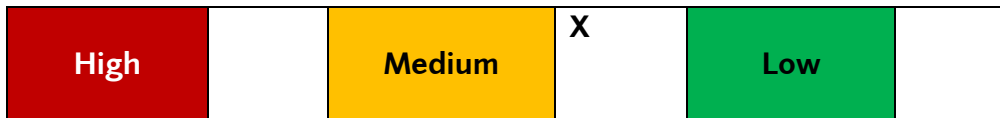
Please read the EIA Guidance [on Hotwire](#) before completing this form.

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.

1. What is the name of the policy, project, decision or activity?

Fire Escape Hoods

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



2. Contact details

Name of EIA author	Daniel Kipling
Department and Team	Operational Policy and Assurance
Date of EIA	09/09/21

3. Aim and Purpose

What is the aim and purpose of the policy, project, decision or activity?	The provision of Fire Escape Hoods to firefighting crews to utilise for the rescue of persons trapped by products of combustion. This EIA is a review of the original EIA produced on 16 December 2019
Who is affected by this work (all staff, specific department, wider communities?)	<i>Operational staff and London communities</i>

4. Equality considerations: 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?

Consultation took place with community and support groups, via what was at the time called the Cultural Change team, to understand the impact that the introduction of this equipment would have on individuals who by virtue of disability, faith or culture would potentially have less access to the hoods for rescue. This process concluded that the hoods would take precedence for life saving activities, but further work should be done to understand this issue more.

This work has now progressed, and LFB is working with a variety of stakeholders to determine a British Standard for Fire Escape Hoods. This group includes the NFCC, HSE, Equipment specialists, the prison service, the BSI, The Fire Industry Association, as well as representatives from disability groups. This work will also consider methods of working with these groups so they are familiar with the hoods and their benefits.

The Fire Brigades Union and Equality Support groups were also consulted during the development of this equipment.

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>
Age (younger, older or particular age group)	Adverse	The provision of fire escape hoods may have a negative impact on young people as they are potentially intimidating to wear in a fire situation. The need to provide one fire escape hood on a BA set for fast rescue means that it is not possible to have a range of sizes in the initial stages, so younger people (and consequently smaller) will be required to wear a one size fits all hood. The benefits of providing one size and increasing speed of rescue out-weight the disadvantages of ill-fitting hoods, because these are proven to still be effective at preventing ingress of fire gases.	The hoods were tested on young children during the R&D phase. Whilst this testing indicated that the hoods would not cause an issue, this was carried out in controlled conditions that do not replicate fire scenarios. Research has indicated that the four fire gases which the hood protects wearers against are major contributors to negative long term impacts of fire on members of public. By providing fire escape hoods, casualties will have improved survivability post fire.
Disability (physical, sensory, mental health, learning disability, long term illness, hidden)	Positive and Adverse	The provision of fire escape hoods may have a positive impact on individuals who, by virtue of their disability, have mobility issues. Individuals who have mobility issues must be helped to escape a fire situation, which may take longer and require more firefighters than self-rescue. The	Research on the fire escape hoods has indicated that protection against the four main fire gases improves survivability and post incident recovery. Initial discussions with representatives of the National Autistic Society has indicated that further

		<p>provision of fire escape hoods means that these individuals have respiratory protection during that time, which improves survivability and post-incident recovery. The hoods can also be worn with glasses and hearing aids for those who require these.</p> <p>Conversely, some disability groups may find the hoods intimidating to wear, particularly in fire situations. This may also be applicable to individuals with mental health conditions such as anxiety and panic attacks. Therefore they may be adversely affected by this. Further work needs to be done in this area and is being picked up by the British Standard work so that this can be better understood.</p>	work needs to be done to understand how this adverse impact can be mitigated (see below)
<p>Gender reassignment (someone proposing to/undergoing/ undergone a transition from one gender to another)</p>	Neutral	The introduction of fire escape hoods has a neutral impact on individuals in this group because gender reassignment does not affect access to this equipment for operational use or as members of the public requiring rescue	
<p>Marriage / Civil Partnership (married as well as same-sex couples)</p>	Neutral	The introduction of fire escape hoods has a neutral impact on individuals in this group because marriage/civil partnership does not affect access to this equipment for operational use or as members of the public requiring rescue	
<p>Pregnancy and Maternity</p>	Positive	Provision of fire escape hoods during fire situations improves survivability and post-incident recovery. This is particularly effective for people who are pregnant because they have an increased risk of harm to the unborn child.	
<p>Race (including nationality, colour, national and/or ethnic origins)</p>	Neutral	The Fire Escape Hoods are placed over individual's heads. This may negatively affect some individuals of races where they are more likely to have hair that prevents effective placing of the hoods – for instance Rastafarians or afros.	

Religion or Belief (people of any religion, or no religion, or people who follow a particular belief (not political))	Negative	The Fire Escape Hoods require the removal of headwear in order to be effective. This may negatively affect some individuals where headwear forms part of their religion or belief, for example Islam and Sikhism.	Consultation with community groups via Cultural change
Sex (men and women)	Neutral	The introduction of fire escape hoods has a neutral impact on individuals in this group because sex does not affect access to this equipment for operational use or as members of the public requiring rescue	
Sexual Orientation (straight, bi, gay and lesbian people)	Neutral	The introduction of fire escape hoods has a neutral impact on individuals in this group because sexual orientation does not affect access to this equipment for operational use or as members of the public requiring rescue	

6. Impacts outside the Equality Act 2010
What other groups might be affected by this policy, project, decision or activity?
People with learning difficulties, neurodiverse people, autism.
Further work needs to be done to make the fire escape hoods more accessible for these groups (for instance education, communication with these communities)

7. Legal duties under the Public Sector Equality Duty (s149 Equality Act 2010)	
How does this work help LFB to:	
Eliminate discrimination?	<i>The provision of this item will enhance survival and health prospects for diverse members of the public in challenging conditions.</i>

<p>Advance equality of opportunity between different groups?</p>	<p><i>the provision of this item will enhance survival and health prospects for members of the public in challenging conditions.</i></p>
<p>Foster good relations between different groups?</p>	<p><i>The provision of this item will enhance survival and health prospects for members of the public in challenging conditions. It will raise awareness amongst our diverse communities re fire survival, particularly with any education awareness, which will foster good relations, with good, effective and transparent communication.</i></p>

<p>8. Mitigating and justifying impacts</p>		
<p>Where an adverse impact has been identified, what steps are being taken to mitigate it? If you're unable to mitigate it, is it justified?</p>		
<p>Characteristic with potential adverse impact (e.g. age, disability)</p>	<p>Action being taken to mitigate or justify</p>	<p>Lead person responsible for action</p>
<p>Age</p>	<p>LFB is a key stakeholder in the British Standard work, which has representatives from these groups so that we can better understand this issue and develop ways to overcome the adverse impact (i.e. education and communication initiatives). This group will also consider whether the Standard can be used to improve access for these groups (for instance can the design of the hoods be made more colourful to make them less intimidating for young children)</p>	<p>Station Officer Steve Collins</p>
<p>Disability</p>	<p>LFB is a key stakeholder in the British Standard work, which has representatives from these groups so that we can better understand this issue and develop ways to overcome the adverse impact (i.e. education and communication initiatives). This group will also consider whether the Standard can be</p>	<p>Station Officer Steve Collins</p>



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	used to improve access for these groups (for instance can literature be developed to inform these groups about the hoods so that they are aware of them and not intimidated)	
Religion or Belief	LFB is a key stakeholder in the British Standard work, which has representatives from these groups so that we can better understand this issue and develop ways to overcome the adverse impact (i.e. education and communication initiatives). This group will also consider whether the Standard can be used to improve access for these groups (for instance can new designs of the hoods be developed to facilitate their use without the requirement to remove headwear)	Station Officer Steve Collins

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)	Dan Kipling	Date	22/10/21
Sign off by Inclusion Team	Shilla Patel	Date	22/10/21
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: