

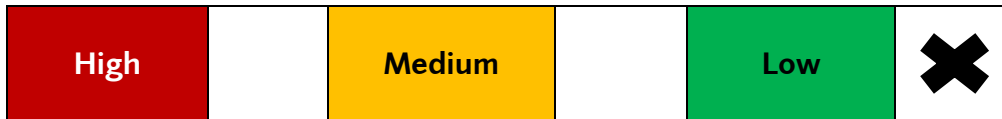
## Equality Impact Assessment (EIA) Form

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.**

| 1. What is the name of the policy, project, decision or activity? |
|---|
| Fire Safety Delivery – Operational Risk Information Review        |

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  | SC Paul Osborne                                       |
| Department and Team | Regulatory Fire Safety - Delivery                     |
| Date of EIA         | 26/06/21 – Updated from previous known EIA (11-10-18) |

| 3. Aim and Purpose   |  |
|--|--|
| <p>What is the aim and purpose of the policy, project, decision or activity?</p> | <p><b><u>Operational Risk Inspection (ORI) historic information</u></b></p> <p><i>Due to the length of time the project has run for and its impact on brigade processes it is considered beneficial to provide the following background information in support of the project:</i></p> <p>Operational Risk is the risk to the safety of fire fighters within the built environment and for the people who live and work in these buildings.</p> <p>Gathering and using operational risk information has developed over time with different LFB departments using their own systems and procedures.</p> |

The LFB have procedures in place to gather a wide range and a large amount of operational risk information data and this is collated through a number of LFB IT systems which have proven to be resilient and a good facility to collate this information.

Regulatory Fire Safety (RFS) gather risk information under Regulatory Reform (Fire Safety) Order and operational crews gather risk information under the Fire Services Act. There are opportunities to improve the sharing of relevant risk information between LFB departments.

Operational risk information (ORI) was collated using a paper-based system. With the introduction of the Appliance Workload App (delivered as part of the Mobile Data Terminal (MDT) replacement project) there is now the opportunity to provide a smarter way of inputting and sharing risk information. In addition, the way we assess risk within a premise has not been updated in some time to take into account emerging trends or lessons from RFS or operational incidents.

In summary, the ORI ensures operational familiarisation with higher risk buildings, with a Premises Risk Assessment (PRA) being carried out where necessary. The PRA captures information available to all staff groups that contributes to reducing the risk to the communities we serve and our staff.

#### **Building Risk Review (BRR)**

In late 2019, the National Fire Chiefs Council (NFCC) Protection Board launched the BRR Programme to understand and help reduce the fire risk in high-rise residential buildings. The programme, supported by Government funding, aims to meet the ambition set out by the Secretary of State for Housing, Communities and Local Government in September 2019 to, 'significantly increase the pace of inspection activity across high rise residential and other high-risk buildings to ensure all have been inspected or reviewed by the end of 2021.'

Phase two of the BRR started to roll out in April 2020, with the aim of ensuring all high rise residential and other high-risk buildings are inspected or reviewed by 31 December 2021. In order to meet the Secretary of State's commitment and the December 2021 deadline, the Fire Protection Board have agreed that FRSSs will be able to use a combination of initial risk assessments (such as the Operational Risk Inspections, fire safety inspections and desktop audits) to provide information on a minimum data set agreed by the Board. This data set will then be shared with Government partners to inform other work across the Building Safety Programme, including the prioritisation of buildings in scope for safety cases under the new Building Safety Regulator.

With the BRR now well underway in London and with the close links to the ORI (as an initial risk assessment), there is an overlap of both work and data. Therefore, the BRR has been incorporated into the ORI project.

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|  | <p><b><u>ORI Objectives:</u></b></p> <ul style="list-style-type: none"> <li>• Review and rationalise current risk information systems to evaluate the current entries and carry out the necessary interventions to increase the underpinning knowledge and understanding of staff with these systems.</li> <li>• To ensure that known high rise buildings are visited and reviewed by LFB staff and entries made to our systems as appropriate</li> <li>• To create a new PN800 Management of Operational Risk Information policy that encompasses understanding and identifying risk and provides a uniform approach to gathering, recording, prioritising and sharing of operational risk information.</li> <li>• The relevant risk information will be easily available to the right people at the right time in a format that is easy to understand and use.</li> <li>• To ensure staff have a better knowledge and understanding of risk and their responsibilities of ensuring the data collected and entered is relevant and accurate.</li> </ul> <p><b>Building Risk Review (BRR)</b></p> <ul style="list-style-type: none"> <li>• To complete the BRR in line with the trajectory set out and provided to the NFCC Protection Board (with allowance for minor variations).</li> <li>• Full completion of the assurance process for the 8005 buildings/data points supplied by Ministry for Housing Communities Local Government (MHCLG) by 31 December 2021.</li> </ul> |
| <p>Who is affected by this work (all staff, specific department, wider communities?)</p> | <p><b><u>FRS, Operational and control staff</u></b></p> <p>This project involves a range of staff from across the Brigade. Staff that are impacted by this project have been subject to training and/or updated as the project has progressed regarding the part they play in improving the capture of operationally important information.</p> <p>Firefighter safety will be improved by operational personnel having an increased;</p> <ul style="list-style-type: none"> <li>▪ awareness of risks within specific premises so they are better prepared and can implement safe systems of work.</li> <li>▪ understanding of risks which will be supported by an increased level of training.</li> </ul> <p><b><u>Our communities</u></b></p> <p>Our communities will be impacted as public safety will be improved because crews will have access to the relevant risk information enabling them to make quicker and more informed decisions on the incident ground.</p>   |



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|  | With the completion of the BRR, the high rise (18m+) buildings within London will have been subject to a risk-based assurance process, helping to support the benefits of the ORI. |
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**4. Equality considerations:** the EIA must be based on evidence and information.

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| What consultation has taken place to support you to predict the equality impacts of this work? | <p>As a corporate governance level 2 project, senior managers from the following departments have been consulted and are supporting this project;</p> <ul style="list-style-type: none"><li>• ICT</li><li>• Development &amp; Training</li><li>• Health &amp; Safety</li><li>• Grenfell Tower Investigation and Review Team</li><li>• Central Operations</li><li>• Fire Safety Regulation</li><li>• Brigade Control</li><li>• General Counsel's Department</li><li>• Finance</li></ul> <p>The project has been implemented in a phased risk-based approach, borough by borough, similar to the implementation of the Immediate Emergency Care (IEC) project.</p> <p>This EIA is linked to the Project Status Report for the ORI. The report and this EIA are subject to periodic review which are disseminated to stakeholders.</p> <p>This EIA is a working document and will be reviewed regularly throughout the project. The Inclusion team have been consulted to provide the relevant guidance, advise and support for this EIA.</p> |
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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?  |
|---|--------------------------------------|--|---|
| <b>Age</b><br>(younger, older or particular age group)  | Neutral                              | This project should not impact this protected characteristic.<br><br>If any legal documentation is used or quoted then the legal definition will be used, as required. | <p><b>Staff:</b> This project is based on normal working practices.</p> <p><b>Community/Public:</b> This project is based on normal working practices.</p> <p>If people with this protected characteristic are impacted, then this will be factored in when regularly reviewing this EIA as the project progresses.</p> <p>The BRR project has allowed staff from all three staff groups who have been shielding, to undertake meaningful work as part of the BRR team.</p> |
| <b>Disability</b><br>(physical, sensory, mental health, learning disability, long term illness, hidden) | Neutral                              | All communications and documentation regarding the ORI are in a clear format and has been communicated orally and in writing.  | <p><b>Staff:</b> This project is based on normal working practices.</p> <p><b>Community/Public:</b> This project is based on normal working practices.</p>  |

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|--|----------------|--|---|
|  |                | <p>Communications and documentation are proofread by a third party to see if any adjustments and formatting needs to be addressed. Advice and support regarding communication will be requested from the Learning Support Team as necessary.</p> <p>All electronic communications and documentation will be provided in a format that provides the reader the opportunity to 'zoom' in and out. They will also be able to change the colour and contrast of the document to support their own learning style.</p> <p>If any legal documentation is used or quoted then the legal definition will be used, as required.</p> | <p>If people with this protected characteristic are impacted, then this will be factored in when regularly reviewing this EIA as the project progresses.</p> <p>The BRR project has allowed staff from all three staff groups who have been shielding, to undertake meaningful work as part of the BRR team.</p>  |
| <p><b>Gender reassignment</b><br/>(someone proposing to/undergoing/ undergone a transition from one gender to another)</p> | <p>Neutral</p> | <p>This is a gender-neutral project, gender neutral language is used in all communications and documentation.</p> <p>If any legal documentation is used or quoted then the legal gender definition will be used, as required.</p>  | <p><b>Staff:</b> This project is based on normal working practices.</p> <p><b>Community/Public:</b> This project is based on normal working practices.</p> <p>If people with this protected characteristic are impacted, then this will be factored in when regularly reviewing this EIA as the project progresses.</p> <p>The BRR project has allowed staff from all three staff groups who have been shielding, to undertake meaningful work as part of the BRR team.</p> |
| <p><b>Marriage / Civil Partnership</b><br/>(married as well as same-sex couples)</p>                                       | <p>Neutral</p> | <p>This project should not impact this protected characteristic.</p>   | <p><b>Staff:</b> This project is based on normal working practices.</p>   |

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|---|---------|---|---|
|   |         | <p>If any legal documentation is used or quoted then the legal definition will be used, as required.</p>  | <p><b>Community/Public:</b> This project is based on normal working practices.</p> <p>If people with this protected characteristic are impacted, then this will be factored in when regularly reviewing this EIA as the project progresses.</p> <p>The BRR project has allowed staff from all three staff groups who have been shielding, to undertake meaningful work as part of the BRR team.</p>   |
| <b>Pregnancy and Maternity</b>  | Neutral | <p>This project should not impact this protected characteristic.</p> <p>If any legal documentation is used or quoted then the legal definition will be used, as required.</p> | <p><b>Staff:</b> This project is based on normal working practices.</p> <p><b>Community/Public:</b> This project is based on normal working practices.</p> <p>If people with this protected characteristic are impacted, then this will be factored in when regularly reviewing this EIA as the project progresses.</p> <p>The BRR project has allowed staff from all three staff groups who have been shielding, to undertake meaningful work as part of the BRR team.</p> |
| <b>Race</b> (including nationality, colour, national and/or ethnic origins) | Neutral | <p>This project should not impact this protected characteristic.</p> <p>If any legal documentation is used or quoted then the legal definition will be used, as required.</p> | <p><b>Staff:</b> This project is based on normal working practices.</p> <p><b>Community/Public:</b> This project is based on normal working practices.</p> <p>If people with this protected characteristic are impacted, then this will be factored in when</p>   |

|   |         |   |   |
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|   |         |   | <p>regularly reviewing this EIA as the project progresses.</p> <p>The BRR project has allowed staff from all three staff groups who have been shielding, to undertake meaningful work as part of the BRR team.</p>  |
| <p><b>Religion or Belief</b> (people of any religion, or no religion, or people who follow a particular belief (not political))</p> | Neutral | <p>This project should not impact this protected characteristic.</p> <p>If any legal documentation is used or quoted then the legal definition will be used, as required.</p> | <p><b>Staff:</b> This project is based on normal working practices.</p> <p><b>Community/Public:</b> This project is based on normal working practices.</p> <p>If people with this protected characteristic are impacted, then this will be factored in when regularly reviewing this EIA as the project progresses.</p> <p>The BRR project has allowed staff from all three staff groups who have been shielding, to undertake meaningful work as part of the BRR team.</p> |
| <p><b>Sex</b> (men and women)</p>   | Neutral | <p>This project should not impact this protected characteristic.</p> <p>If any legal documentation is used or quoted then the legal definition will be used, as required.</p> | <p><b>Staff:</b> This project is based on normal working practices.</p> <p><b>Community/Public:</b> This project is based on normal working practices.</p> <p>If people with this protected characteristic are impacted, then this will be factored in when regularly reviewing this EIA as the project progresses.</p> <p>The BRR project has allowed staff from all three staff groups who have been shielding, to</p>  |



|  |         |   |   |
|--|---------|---|---|
|  |         |   | undertake meaningful work as part of the BRR team.  |
| <b>Sexual Orientation</b> (straight, bi, gay and lesbian people) | Neutral | <p>This project should not impact this protected characteristic.</p> <p>If any legal documentation is used or quoted then the legal definition will be used, as required.</p> | <p><b>Staff:</b> This project is based on normal working practices.</p> <p><b>Community/Public:</b> This project is based on normal working practices.</p> <p>If people with this protected characteristic are impacted, then this will be factored in when regularly reviewing this EIA as the project progresses.</p> <p>The BRR project has allowed staff from all three staff groups who have been shielding, to undertake meaningful work as part of the BRR team.</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, 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>This project should have a positive impact for staff and the communities they serve by improving the brigades Response and Resilience headings within the Transformational Plan, specifically:</p> <ul style="list-style-type: none"> <li>• Planning and preparing for emergencies that may happen and providing a high quality, effective and resilient response to them.</li> <li>• Using our resources in a flexible and efficient way arriving at incidents as quickly as we can.</li> </ul> <p>The project will further deliver outcomes under the pillar of 'Delivering Excellence' by understanding and communicating risk information to better deliver our services.</p> |

| 7. Legal duties under the Public Sector Equality Duty (s149 Equality Act 2010) |   |
|--|---|
| How does this work help LFB to:  |   |
| <b>Eliminate discrimination?</b>   | Ensuring that staff understand the progress and results of this project will ensure all staff have the same opportunities to understand and use the findings so no group will be discriminated against. Embedding our Togetherness Strategy as part of the transformation and ongoing work should reduce inequality, as will additional work such as bespoke training for managers as already provided by the Cultural Change team. |
| <b>Advance equality of opportunity between different groups?</b>               | As the communications and documentation will be a standardised accessible to all format, all groups will have the same information provided in the same way so there will be no barriers to equality of opportunity.  |
| <b>Foster good relations between different groups?</b>                         | As all groups will be able to understand and implement the findings and be provided with the same information there will be no barriers between groups.   |

| 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.



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**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) |  | Date                         |   |
| Sign off by Inclusion Team          | Shilla Patel   | Date                         | 02/07/2021                                      |
| Stored by                           |  |                              |   |
| Links                               |  |                              |   |
| External publication                | Are you happy for this EIA to be published externally? | Yes <input type="checkbox"/> | No <input type="checkbox"/><br>If No state why: |