



Open Report on behalf of Mark Baxter, Chief Fire Officer

Report to:	Executive
Date:	06 February 2024
Subject:	Community Risk Management Plan 2024-2028
Decision Reference:	I031961
Key decision?	Yes

Summary:

The report presents the proposed Community Risk Management Plan, (CRMP, previously called the Integrated Risk Management Plan), covering the period from April 2024 to April 2028. We request approval of the CRMP and associated documents including the Community Risk Profile and Equality Impact Assessment.

Recommendation(s):

That the Executive:

1. Approves the Lincolnshire Fire and Rescue Service Community Risk Management Plan (CRMP), to cover the period 2024 to 2028 in the form of the documents presented in this Report and;
2. Approves the publication of the CRMP, (and associated documents), with immediate effect.

Alternatives Considered:

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| 1. | Not to approve the CRMP. This would place the County Council in breach of its responsibilities under the Fire and Rescue National Framework for England 2018, and would have a detrimental impact on future inspections of the Lincolnshire Fire and Rescue by the His Majesty's Inspector of Constabularies and Fire and Rescue Services (HMICFRS). |
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Reasons for Recommendation:

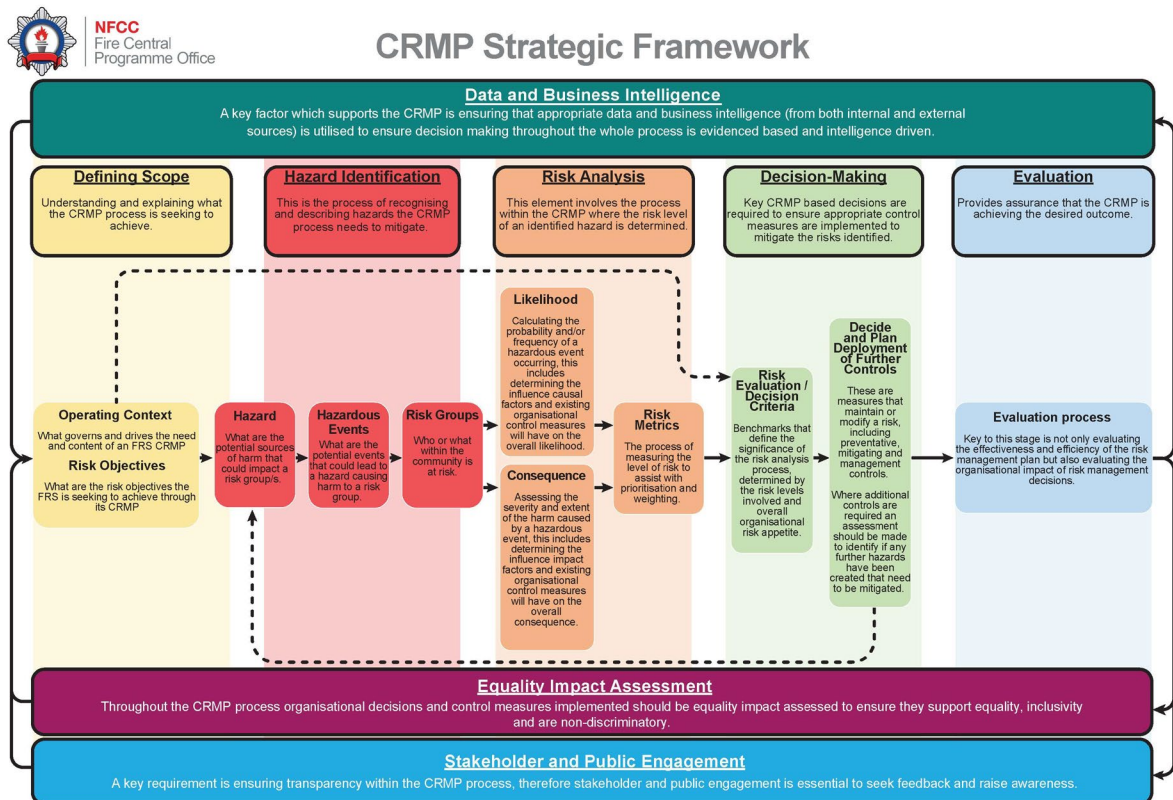
The adoption and publication of an CRMP is a requirement of the Fire and Rescue National Framework for England 2018 and allows the Service to focus its plans and resources on the basis of a thorough assessment of the risks facing its communities. This assessment, the Community Risk Profile, is produced following engagement with

those communities.

This proposal enables the Council to comply with the requirement that a CRMP must cover at least a three year period.

1. Background

- 1.1 Section 21 of the Fire and Rescue Services Act 2004, requires the Secretary of State to produce a Fire and Rescue National Framework and requires Fire and Rescue Authorities to have regard to the Framework in the exercise of their functions.
- 1.2 The Fire & Rescue National Framework for England 2018 requires Lincolnshire Fire and Rescue Authority to produce a plan that identifies and assesses all foreseeable fire and rescue related risks that could affect the communities it serves.
- 1.3 The process to create the Community Risk Management Plan (CRMP) is how we identify and plan to mitigate risks through our prevention, protection and response services. Additionally, our plan reinforces how we will resource the service activities and evaluate our progress to ensure the most effective and efficient use of our



assets.

- 1.4 Our CRMP is a long-term plan which outlines Lincolnshire Fire and Rescue's assessment of key risks to both our communities and to the organisation itself.
- 1.5 The CRMP defines the strategies we adopt and enables the service to match our resources to risk. We use the CRMP to develop further detailed plans, such as our annual Service Plan and the individual department plans.

- 1.6 This CRMP continues our drive to simplify the communication of our strategic plans and follows LCC's policy of digital first communication. While it may look very different from the highly graphical format of the previous plan, it contains all the same information in a format which is more accessible to those with additional needs.

Engagement and Consultation

- 1.7 This CRMP has been produced following two periods of engagement and a final consultation on the draft document.
- 1.8 Phase 1 asked perception-based questions to test knowledge and awareness of what a CRMP is and what it contains. It also began the process of engaging with the public on the risks facing the community in Lincolnshire.
- 1.9 In phase 2 we presented our community risks/hazards to our stakeholders and captured their responses. The list offered was a combination of the risks from the last IRMP, and new risks identified through the phase 1 engagement. Seven risks were prioritised and taken into the draft CRMP.
- 1.10 Phase 3 was the public consultation on the proposed CRMP document alongside the Community Risk Profile and the Equality Impact Assessment.
- 1.11 In total, stakeholders had the opportunity to comment for 24 weeks, with 2,800 people viewing the engagement pages and 950 participating. A full summary is in the CRMP Engagement report in the appendix.

2. Legal Issues:

Equality Act 2010

Under section 149 of the Equality Act 2010, the Council must, in the exercise of its functions, have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act.
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The relevant protected characteristics are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; and sexual orientation.

Having due regard to the need to advance equality of opportunity involves having due regard, in particular, to the need to:

- Remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that 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.

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.

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, and promote understanding.

Compliance with the duties in section 149 may involve treating some persons more favourably than others.

The duty cannot be delegated and must be discharged by the decision-maker. To discharge the statutory duty the decision-maker must analyse all the relevant material with the specific statutory obligations in mind. If a risk of adverse impact is identified consideration must be given to measures to avoid that impact as part of the decision-making process.

Equality Act considerations have been taken into account throughout the CRMP process and an Equality Impact Assessment has been created for the CRMP. This analyses the demographic make-up of the communities of Lincolnshire as compared against the protected characteristics from the Equality Act. The assessment also looks at other factors such as lifestyle and mental health and evaluates how much of an impact each of the Service areas may have.

Joint Strategic Needs Assessment (JSNA and the Joint Health and Wellbeing Strategy (JHWS)

The Council must have regard to the Joint Strategic Needs Assessment (JSNA) and the Joint Health and Wellbeing Strategy (JHWS) in coming to a decision.

The JSNA and JHWS were used as source data for the Equality Impact Assessment, for the "about Lincolnshire" section of the CRMP and during the risk analysis process that produced the Community Risk Profile.

Crime and Disorder

Under section 17 of the Crime and Disorder Act 1998, the Council must exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent crime and disorder in its area, (including anti-social and other behaviour adversely affecting the local environment), the misuse of drugs, alcohol and other substances in its area, and re-offending in its area.

The CRMP identifies both malicious attacks and deliberate fires (arson) as community risks which will be mitigated by activities within the Service Plan. Our community safety advocates work with partners in the Police to identify and reduce risks from arson in the county. We investigate the causes of fire and collaborate with crime scene investigation.

3. Conclusion

- 3.1. Lincolnshire Fire and Rescue has taken steps to simplify the Community Risk Profile and Community Risk Management Plan. The service has also used engagement feedback and internal review to provide a document that will drive our Service through into 2028.
- 3.2. We have focused on the risks that matter to the community which have been identified through risk analysis and engagement. This risk analysis will be revisited periodically throughout the life of the CRMP to ensure that our focus remains on the greatest risks.
- 3.3. The CRMP allows Lincolnshire Fire and Rescue to meet its statutory obligation to produce a strategic plan that covers a period of at least three years.

4. Legal Comments:

The Report seeks approval for the proposed Fire and Rescue Community Risk Management Plan for 2024 to 2028. The adoption of such a Plan is a requirement of the Fire and Rescue National Framework to which the Council as Fire and Rescue Authority is required to have regard, in accordance with the Fire and Rescue Services Act 2004. The decision is consistent with the Policy Framework and within the remit of the Executive.

5. Resource Comments:

Resource requirements to deliver the proposed CRMP will be managed in accordance with the Council's Financial Regulations and Procedures. The service's Medium Term Financial Plan, capital and revenue budgets are reviewed and subjected to scrutiny quarterly, and are approved on an annual basis as part of the Council's overall planning framework.

6. Consultation

a) Has Local Member Been Consulted?

n/a

b) Has Executive Councillor Been Consulted?

Yes

c) Scrutiny Comments

This report will be considered by the Public Protection and Communities Scrutiny Committee at its meeting on 30 January 2024. The comments of the Committee will be reported to the Executive.

d) Risks and Impact Analysis

Community risks are identified in the Community Risk Profile document. There is also an Equality Impact Assessment that accompanies the CRMP.

7. Appendices

These are listed below and attached at the back of the report	
Appendix A	Proposed CRMP
Appendix B	Community Risk Profile
Appendix C	Equality Impact Assessment
Appendix D	Engagement and Consultation Report

8. Background Papers

No background papers within Section 100D of the Local Government Act 1972 were used in the preparation of this report.

This report was written by Richard Blee, who can be contacted on 07799110515 or richard.blee@lincolnshire.gov.uk.

Proposed Community Risk Management Plan 2024-28

Introduction

Lincolnshire Fire and Rescue is driven by a clear purpose: Working together to keep our communities safer.

This purpose is at the heart of everything we do and is the golden thread that runs through and drives every decision we take, investment we make, our plans and actions now and in the future.

[The Fire and Rescue National Framework for England](#) outlines the requirement for us to publish an Integrated Risk Management Plan (IRMP) to show that we understand key risks and how we will mitigate them. The IRMP was renamed the Community Risk Management Plan (CRMP) in fire and rescue services to promote a more community-based approach to risk management. It considers the specific needs of each local community through engagement and encourages collaboration between different agencies to develop and implement risk management plans.

Our Community Risk Management Plan (CRMP) shows how we understand our key community and organisational risks and what we are going to do about them over a four-year period. This is through using up-to-date risk information which is also developed in collaboration and consultation with our communities, colleagues, and partners. This plan focuses on the priority risks to our communities and organisation and outlines our plans over the next 4 years to mitigate these risks. We have redesigned our CRMP to make it more accessible to help everyone understand the part they play in working collaboratively and in partnership to help keep our communities safer in line with our golden thread.

The plan not only shows community risks, but also assesses our organisational risks. This is because we know that delivering our CRMP relies on having talented, engaged people in our organisation who will champion and reflect the communities we serve as part of our ongoing commitment to building a positive and inclusive working culture.

We will achieve this through our service plan, department plans and personal development plans for every member of our team.

All our plans and actions remain future focused to continually identify emerging risks and opportunities such as severe weather and technological advancements. Each plan encompasses our values and commitment to

working collaboratively with people and organisations both near and far, and continually working together to keep our communities safer.

I would like to take this opportunity to thank everyone for their continued support and contribution in our collective purpose to work together in keeping our communities safer. By being community first in our thinking and decision-making, we continue to provide the level of service that the people of Lincolnshire and beyond, deserve and expect from Lincolnshire Fire and Rescue.



Cllr Lindsey Cawrey, executive councillor for Lincolnshire Fire and Rescue and Chief Fire Officer for Lincolnshire, Mark Baxter

Our strategy

Safer communities

1. By understanding our communities and the risks they face.
2. By being inclusive in our approach and tailoring services to meet the needs of our diverse communities.
3. By working with partners in a targeted, proactive and effective way.

Service delivery

1. By having competent, confident and skilled staff.
2. By having the right skills, equipment and resources in the right places to reduce risk.
3. By having a learning culture and continually improving what we do and how we do it.

4. By striving to achieve a high level of service.

Value for money

1. By making objective decisions based on evidence.
2. By making appropriate use of public money and providing best value.
3. By continually monitoring how we perform, sharing what we do, and embracing best practice from others.

People

1. By becoming an employer of choice through building a diverse, inclusive, and supportive workplace that enables our people to thrive in a safe environment.
2. By giving our people the skills required to perform to the best of their ability and provide them with opportunities to realise their full potential.
3. By being role models, showing visible and inclusive leadership and challenging behaviour that falls short of our high standards.

About Lincolnshire

Lincolnshire is the fourth largest county in England, covering 5,921 square kilometres. The county is classified as one of the most rural in England by the Department for Environment, Food and Rural Affairs (DEFRA). Around 10% of Lincolnshire is below the mean high-water level. When looking at the highest astronomical tide level, this increases to 20%.

Lincolnshire's current population is estimated to be 769,474 people as of 2023.

The population of Lincolnshire is expected to grow by 10% by 2041. Most of Lincolnshire's population lives in rural areas, with around 70% living in villages or small towns. The largest town in Lincolnshire is Lincoln, which has a population of around 98,000 people.

Lincolnshire has a higher proportion of residents aged 65 and over than the national average. In 2021, the proportion of the population aged 65 years and over was recorded as 23.4%, with 30% expected to be over 65 by 2041. Nationally, the proportion of the population in the age group of 15 – 64 years is 64.1%. For Lincolnshire, this is lower at 61.0%. The remaining age group, those aged 14 and under, make up 17.4% of the population nationally. For Lincolnshire, this is again lower at 15.6%. The 2021 Census estimates Lincolnshire as having a 6.8% proportion of non British population, compared with a national proportion of 10%. However, the proportion of non-British nationals in Boston Borough (20.9%) is significantly higher.

70% of adults in the county are overweight or obese. National estimates of levels of morbid obesity suggest that there may be 11,500 adults with a BMI over 40 and nearly 800 with a BMI over 50 in Lincolnshire. The proportion of adults who smoke in Lincolnshire, is 14.0% as of 2023, according to the Office for Health

Improvement and Disparities (OHID). This is slightly higher than the UK average of 12.9%. There is a considerable difference between the districts, with 23.5% smoking in Lincoln and 8.3% in North Kesteven.

It was estimated that 11,688 people aged 65 and over were living with dementia in Lincolnshire in 2017. This accounted for 6.7% of all adults aged 65 and over. It is estimated that more than 15,000 individuals in Lincolnshire have a learning disability.

About Lincolnshire Fire and Rescue

To deliver our services across Lincolnshire, we deploy the following people, premises, and assets:

- 38 fire stations
- Joint fire and police headquarters at Nettleham
- 48 frontline fire engines
- 2 aerial appliances
- 15 special appliances
- 4 swift water rescue boats
- 26 co-responder vehicles

673 members of staff made up of:

- 69 support staff
- 20 control room staff
- 584 firefighters of which
- 404 on-call
- 180 full-time consisting of:
- 108 station based
- 21 in Organisational Development
- 51 in leadership, management, and support roles

Outside of response, the other departments are staffed with a mix of operational (Grey Book) and non-operational personnel. The mix of types of staff in each department can be seen below:

	Total staff	Grey book	Green book
Prevention	Total staff: 13	Grey book: 5	Green book: 8
Protection	Total staff: 14	Grey book: 0	Green book: 14

	Total staff	Grey book	Green book
Organisational Support	Total staff: 43	Grey book: 16	Green book: 27
People (Organisational Development)	Total staff: 34	Grey book: 20	Green book: 14

IRMP evaluation

Our [IRMP](#) for 2020 to 2024 was based on the following seven objectives:

- reduce fires and their consequences
- reduce road traffic collisions and their consequences
- improve health and wellbeing
- protect the community and environment from the impact of major emergencies
- manage our resources effectively
- manage our people effectively
- govern the business effectively

To evaluate if we are successfully meeting these objectives, we monitor and report on numerous performance measures. Although the full cycle of this IRMP has not yet finished, we can report that:

- domestic dwelling fires are at their lowest number for five years and are predicted to fall further
- despite an increase in the number of road traffic collision incidents we have attended, 2022/23 saw a 19% decrease in the number of people killed or seriously injured
- a full review of the co-responding capability has taken place, and funding has been secured until 2024
- we have implemented the recommendations from the Grenfell Tower Inquiry and taken part in large multi-agency exercises through the local resilience forum in the last two years
- we have reviewed the duty systems of our wholtime stations and will implement the findings in the coming year. We are also in the process of reviewing all prevention, protection and support functions.
- the Waddington training site purchase has been completed, and a project is underway to develop the site
- [view our annual statement of assurance](#)

We also consulted on and changed how we report our response standards. The old percentage success against expected time of arrival has been replaced with an average response time based on incident type.

We feel this is easier for the public to understand and more in line with how the Home Office reports attendance times nationally.

Our performance against our response standards this year has been:

Measure	Target	2022/23 average	2023/24 so far
Measure: Average response to dwelling fires	Target: First appliance in 11 minutes	2022/23 average : 9 minutes 3 seconds	2023/24 so far : 8 minutes 54 seconds
Measure: Average response to all other incidents	Target: First appliance in 15 minutes	2022/23 average : 11 minutes 36 seconds	2023/24 so far : 10 minutes 56 seconds

Community risks

The Cabinet Office is responsible for managing the National Security Risk Assessment (NSRA) – a classified cross-government and scientifically rigorous assessment of the most serious risks facing the UK.

The NSRA then forms the basis of the Community Risk Register (CRR), a more localised analysis conducted by [Lincolnshire's Local Resilience Forum](#) (LRF). The organisation considers both documents, alongside data from historical incidents, to identify what types of incidents pose the greatest threat to the community.

We have also asked for the opinions and feedback from members of the community, running two engagement campaigns where we first asked for any risks the public felt should be added to the list from the previous [IRMP](#) for consideration, and then secondly, for the public to place the suggested risks for 2024-28 into order of importance.

We took the feedback from this engagement and combined it with our risk assessment to produce the following list of seven key community risks.

Dwelling (house) fire

According to the UK Census 2021, there are 298,100 households in Lincolnshire. Of these, 104,400 are rented, which is around 35% of the total number of households.

36% of all dwelling fires occur in premises where there is just one person living there.

Over the last five years, we have seen a steady reduction in the number of dwelling fires we attend, with 314 incidents attended in 2022/23.

An ageing population that may have more complex health and care needs present a particular risk that we will need to address through our prevention activities.

Road traffic collision

There are approximately 4,200 miles of road in Lincolnshire.

There were 439 people killed or seriously injured on Lincolnshire's roads in 2022. This is a decrease from the 453 people killed or seriously injured in 2021, but still too high a number.

We have seen an increase in the number of RTCs we attend over the last five years, with 702 incidents attended in 2022/23.

Flooding

The number of flooding incidents we attend can vary from year to year, with an average of 160 a year.

In 2022/23, we attended 192 flooding incidents.

We have dealt with a number of large flooding incidents in the last few years, with the breach at Wainfleet in 2019, heavy rain in August 2022 flooding an estimated 100 properties in Spalding, Pinchbeck and Market Rasen, and Storm Babet in October 2023, where more than a month's worth of rain fell in 24 hours causing flooding across the county.

Non-domestic fires

The greatest proportion of non-domestic fires were caused by an electrical fault (37%), followed by deliberate ignition and cooking appliances.

Over the last five years, we attended an average of 140 fires at non-domestic premises.

Wildfires

Although there is a specific definition of a wildfire, it can be taken to include most large fires in woodland, farmland or other open space.

The weather significantly influences how many incidents we attend, but there has been an overall increase over the last five years.

Deliberate fires (arson)

The highest number of deliberate fires involve refuse or grassland, with vehicle fires consisting of over a third of the fires that involve damage to property.

The overall number of these incidents we attend is rising, but the hot, dry summer of 2022 and the significant increase in grassland and field fires account for most of this increase.

Malicious attacks

The Government constantly assesses the threat to the UK from terrorism and communicates this through a threat level. This level has not dropped below substantial in the last five years, which means that an attack is likely.

There have been two periods of three months where the level was raised to severe, meaning an attack is highly likely.

Fortunately, no attacks have taken place in Lincolnshire; however, some locations and venues may be considered targets due to their historical importance or the number of people who might gather there.

LFR has taken part in operations with other agencies to assist in the investigation of activity suspected of being connected with a malicious attack.

Organisational risks

We define organisational risks as those that can potentially affect our service internally. These prevent us from conducting our business effectively, for example, mobilising fire appliances to incidents.

We assess and review these risks continuously. This is informed by several national and local factors and is linked to our corporate risk register.

Our organisational risks are recorded on our corporate risk register. We have identified the following significant risks for the period 2024 to 2028:

Loss of a considerable proportion of staff through illness, industrial action or severe weather

The availability of our appliances and our ability to supply other services may be affected should a large number of our staff be unavailable for work.

This risk was highlighted during the COVID-19 pandemic and has arisen again through the threat of industrial action within the fire sector and in other organisations.

Severe weather that closes roads or creates excess demand can also affect service delivery.

To mitigate this, we keep business continuity plans and conduct tabletop exercises covering various scenarios. We have also reviewed our plans to support delivery through industrial action, working with others in the sector on a peer-review basis.

Change in the legislative or financial landscape

Over the last two decades, periods of financial shocks and instability have directly affected the funding of Fire and Rescue Services.

These continue to happen (e.g. COVID-19 and the war in Ukraine), and we must be prepared to manage the impact of such events.

There are a number of potential legislative changes coming in the next four years, with further reform of fire safety and building regulations, as well as more responsibilities coming from an updated Civil Contingencies Act and implantation of proposals in the May 2022 Fire and Rescue Service white paper.

Failure to recruit and retain skilled staff

Our staff are at the centre of all we do, and we want to ensure they have the right conditions to flourish and deliver the best service possible to the communities in Lincolnshire. This requires us to refine our recruitment processes to attract the best people, offering opportunities across our communities to work for us in operational and non-operational roles.

There are problems we face in keeping staff too, with demand from other services and the private sector for the skills that our staff have.

The service relies on On-Call firefighters to provide fire cover across the county, and this duty system has its own barriers to recruitment and retention.

We recognise the dedication of these On-Call firefighters needs to be recognised, and we are constantly working to increase the attractiveness of the role by improving our offer to On-Call firefighters, their families and primary employers.

Adverse effects on the service due to climate change

In recent years, we have seen an increase in demand caused by spate conditions, including increased calls for service for incidents involving flooding, wildfires, and fires in the open.

It is predicted that these spells of heavy rain and prolonged elevated temperatures will become more frequent, and we must plan to meet these peaks in demand.

We are already seeing Government policies aimed at slowing the rate of change, such as demands for energy efficiency, generation of renewable energy and the phasing out of vehicles that use fossil fuels. We are addressing this through our estate and fleet strategies.

Strategic priority areas

Safer communities

- We will have sustainable and scalable interventions in place to mitigate the impact of changing communities.
- We will optimise the use of data to prioritise and target people who may be at greater risk of fire and other emergencies.
- We will ensure we have skilled professionals in place to monitor (and enforce non-compliance), relevant fire safety legislation in the built environment.

Service delivery

- We will provide sustainable mobilising and command and control infrastructure.
- We will streamline the way we manage data and the technology we use to access it.
- We will ensure we have a sustainable response model.
- We will ensure the health and safety of our staff remains a priority.

Value for money

- We will provide training and development facilities that are fit for the future.
- We will invest in our ability to deliver service wide improvements.
- We will further develop our performance measurement and management capability.
- We will develop our plans to invest in the future of the service as a force multiplier.

People

- We will develop leadership and management capability at all levels in the service.
- We will develop and use innovative practices to attract, select and retain people from diverse backgrounds.
- We will develop the diverse skill sets of our people to build an agile, professional and competent workforce.
- We will continue to develop a happy, healthy and resilient workforce.

Prevention

Our prevention team plays a critical role in helping to keep our communities safe. We continue to develop our understanding of risk, analysing national data sets and using local partners' data. Delivery plans ensure we target and support those who need it most.

Our identified community risks are the focus of planning and prevention work. We plan and deliver prevention activities in line with identified partners, considering new and emerging community risks. The service is at the heart of Lincolnshire's communities and is ideally placed to support people who need our help.

With an ageing population and changing demographics across the county, we will train our workforce to provide timely, accurate and relevant safety information. By having an agile workforce whilst focusing on core risks, we can flex to support and integrate our services.

Home safety

Our [Home Fire Safety Visits](#) will be our main method of delivering prevention activities and keeping people safe in their homes. A blend of proactive and reactive visits allows us to target our communities and those identified as most vulnerable.

A person-centred approach ensures individual needs are at the heart of our activities.

Although we focus on fire safety, our staff are trained to support wider community safety concerns and risks, e.g., mental health, including dementia, serious violence, frauds and scams, and healthy and accessible homes.

Road safety

We align to the [Lincolnshire Road Safety Partnership](#) (LRSP) and its strategy to deliver educational activities.

All activities are targeted and planned, contributing to preventing road traffic collisions and reducing the number killed and seriously injured on our roads.

Our road safety activities are coordinated by a dedicated community safety advocate, who provides timely updates and support for our operational crews. Further information can be found through [LRSP's strategy](#).

Safeguarding

A robust safeguarding policy is supported by a training plan which ensures all staff members recognise safeguarding concerns and report through the agreed channels.

As a key stakeholder with the [Lincolnshire Adults Safeguarding Board](#) and the [Lincolnshire Safeguarding Childrens Partnership](#) we contribute to county-wide initiatives. Our processes support serious incident reviews to maintain and promote a learning culture.

Arson Task Force

We will build on our established partnership with [Lincolnshire Police](#) to further embed our Arson Task Force (ATF), within our communities.

The aim is to reduce the number of deliberate fires and related anti-social behaviours. Intelligence sharing, data analysis and targeted campaign work offers support to a wider partner network to combat the effects of deliberate fire setting.

Recognising the link to specialist resources, the ATF links with our Fire Intervention Scheme and Fire Investigation team to offer tailored advice with a view to educating and improving awareness of the dangers of deliberate fire setting.

Organisationally, we are committed to horizon scanning and monitoring the potential for emerging risks. National and local sources of data will be viewed and analysed to ensure the Service and prevention team consider how best to plan and mitigate identified risks.

We will support and take guidance from the National Fire Chiefs Council (NFCC), who, as the professional voice of the fire sector, aims to ensure that fire and rescue services are at the forefront of prevention work. Our continued aim is to ensure that we provide relevant safety information to promote safety and keep our communities as safe as possible.

Protection

The past few years have seen an unprecedented change in fire protection legislation. A number of tragic events have resulted in the spotlight focusing on fire protection activities. Fire safety in the built environment is recognised as an effective method of keeping people safe, and our Fire Protection team is committed to educating and enforcing safety standards.

It is important we understand those buildings that present the highest levels of risk, housing those who are most vulnerable and greatest societal risk. Our competent and highly experienced workforce has the most up-to-date training to deliver protection activities.

We work closely with our partners to share data and understand risk in the built environment. We will explore using technology to streamline our processes to allow work to be carried out effectively and efficiently.

Appropriate action is taken in relation to those who disregard the need for compliance with fire protection requirements. We will work with businesses (as far as reasonably practicable) in line with the regulator's code to help them comply with legislation. However we will enforce against legislation where necessary to ensure the safety of our communities.

Fire safety audits

Our primary method of ensuring compliance against the [Regulatory Reform](#) (Fire Safety) Order 2005 (RRFSO) is to carry out fire safety audits. We ensure our fire safety inspectors are competent and updated in line with national legislative updates. Whilst we target identified risks and also react to intelligence and information received from members of the public and partner agencies.

Our dedicated fire safety officers deliver against our inspection plan, focusing on the highest risks. They are supported by our operational crews, who carry out inspections commensurate with their level of training and skills. Ongoing development ensures all staff are given the appropriate skills and tools to carry out protection activities.

We use our enforcement powers where appropriate, issuing formal notices where identified risks pose a threat to life.

Risk Based Inspection Programme

Our Risk Based Inspection Programme allows the level of risk to be assessed and allocation of a relative risk rating as required. This inspection programme provides a clear focus for the Protection Team and allows work to be prioritised.

While national datasets are considered when evaluating risk, local risk and partner datasets ensure local risk drives activities.

Information from the Care Quality Commission, food hygiene ratings and Environmental health officers are examples of information used to inform local risk and activities.

Business engagement

Providing information on how to comply with fire safety legislation to local businesses in several formats is a key part of the delivery. Partnerships are formed with established business forums across the county, e.g. Chamber of Commerce and Small Business Alliance.

These provide a platform for sharing information and educating as required. Campaigns are carried out with partners, focusing on identified local and national issues, for example, with Trading Standards colleagues.

Consultations

Our specialist-trained Fire Safety Inspectors support consultations where appropriate, offering advice and details where non-compliance is identified.

Our Fire Safety Inspectors remain current with changes made to improve consultative processes, offering the appropriate level of oversight and scrutiny to new and existing high-risk premises within scope of the fire safety legislation.

Response

Lincolnshire Fire and Rescue aims to provide an efficient and effective emergency response to all fires and other emergencies across Lincolnshire.

We achieve this by having competent staff with the appropriate skills and equipment and by working with partners to protect the public from the effects of incidents.

We value our staff, and we organise systems of work, provide personal protective equipment and deliver training to maintain their safety when responding to incidents.

Our staff are committed to continual improvement, and we take every opportunity to learn from operational incidents, share our findings with the fire sector and other partners to implement agreed improvements and identify and act on opportunities for continuous improvement.

Funding has been secured for 2024/25 to allow us to maintain our successful co-responding model. Our work on co-responding was highlighted in our most recent inspection report as promising practice and we will continue to work with our partners to secure the future of this highly successful activity.

The Assured Level of Response model that enables us to ensure that resources are available in the areas of highest risk was also praised by inspectors. Overall, the Service received a good rating for responding to

emergencies and major incidents. We will build on this strong platform to improve further, and address areas for improvement in other areas.

Organisational support

Organisational Support provides internal services required to perform our prevention, protection and response functions. It provides resources, including premises, fleet, equipment, information and intelligence.

Organisational Support is managed in three broad categories:

- Service Support
- Operational Support
- Integrated Risk Management

These teams consist of a mixture of operational and support staff who strive to provide the best support possible to ensure others have the resources they need to work effectively.

Where Lincolnshire County Council (LCC) or other partners provide a service, such as in IT or estates, Organisational Support collaborates with those partners to ensure our needs are met.

In addition to tasks such as:

- providing performance information
- maintaining communications equipment
- keeping the operational fleet and equipment in optimum working order
- large, Service-wide projects

We also ensure we can continue to operate through periods of disruption by creating and testing business continuity plans to manage issues occurring on a regional and national level.

We work with our Local Resilience Forum (LRF) partners to ensure we are ready to respond to large-scale emergencies where a multi-agency approach will result in a more effective outcome.

We will ensure that the supply of frontline equipment reflects the diverse risks presented to us across the county. At the same time, we will consider how we can adapt our provision of equipment in line with the LCC green strategy and help minimise environmental impacts. We will also continue seeking opportunities to collaborate with partners to drive efficiencies and work together to keep our communities safer.

LFR's current consortium arrangements with three other Fire and Rescue services for its Control function end on 31 March 2025. We are working closely and collaboratively with LCC's IT and Commercial teams to secure

the next generation of service and systems to ensure we continue working together to keep our communities safer.

New releases and technology have superseded the software applications we use to support our protection, prevention and operational risk-gathering functions. We want a system that provides one version of the 'truth' for all our departments, with information flowing freely between each discipline.

People

We are committed to strengthening our ability to provide an excellent service by diversifying our staff, promoting inclusion and creating a fair and equal workplace.

Lincolnshire Fire and Rescue is a workplace where all staff are valued and supported and feel they belong, in an environment free from bullying, harassment, discrimination, abuse and harm. We want our employees to bring their authentic selves to work every day so they can thrive and continue to help keep our communities safer by delivering services that are professional, inclusive, safe and inspire public confidence and trust.

We are proud of our reputation as the emergency service people turn to when no one else can help. We also recognise that what is good today, may not be good enough tomorrow. To this end, we continue to embrace a culture of continuous improvement to build on our strengths and positively impact lives, both our own and those of the communities we serve.

Our vision is to have a 'healthy, happy and resilient workforce.' We are committed to ensuring a healthy and safe working environment which supports all staff in maintaining and enhancing their personal health and wellbeing at work. We do this by prioritising preventative health initiatives and providing the tools and support to encourage managers and staff to stay fit, happy and healthy.

We also want to ensure all staff have access to a whole health and wellbeing offering, enabling them to access the support needed to keep and enhance their physical, mental, social, and financial wellbeing. This intrinsically aligns with Lincolnshire County Council's [Health and Wellbeing Strategy](#).

To thrive in a constantly changing environment, we rely on having people with the capabilities and behaviours needed for current and future organisational success. This not only means having the right people in the right roles but also that these people have access to opportunities to help them progress and reach their potential, whether this is in their current role or for a future position.

We must also make sure that our workforce is 100% competent in their core skills to ensure we continue to keep our communities safer. Fundamental to this goal is the development and provision of high-quality training, opportunities and talent management processes aligned to national guidance.

Financial overview

Lincolnshire Fire and Rescue receives its revenue and capital funding from Lincolnshire County Council (LCC) annually. [View LCC's budgets and financial strategy.](#)

When we, along with other public organisations, are facing an uncertain future, we must have a practical and effective financial plan in place. We achieve this by closely and regularly examining our finances at all levels, ensuring we get the best value for the money we spend to achieve our goals. To help us plan, we ensure our funding assumptions from central and local sources align with our agreed objectives.

We are dedicated to finding more efficient ways to provide our services by working closely with other agencies. This could involve shared facilities, joint procurement, or partnership agreements. We are also committed to understanding the economic cost compared to the benefits of investing in our services and the value it brings to our communities.

We actively participate in the [NFCC](#) economic cost of fire project. We will ensure the results of this work align with our evaluation framework and financial planning for the future.

Our budget is managed in two ways:

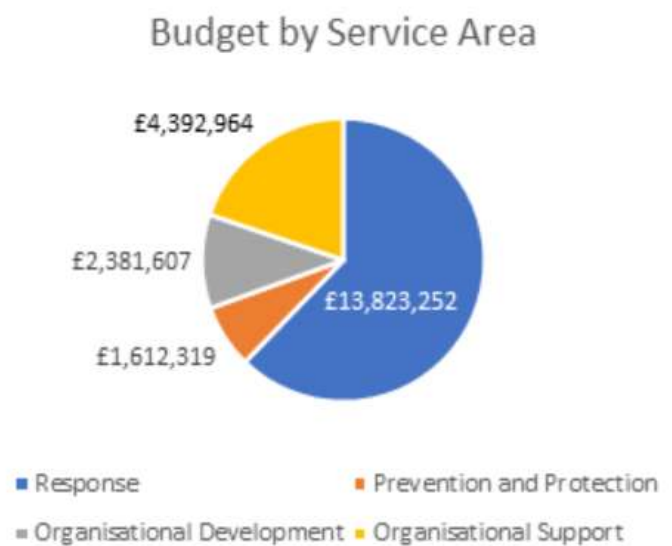
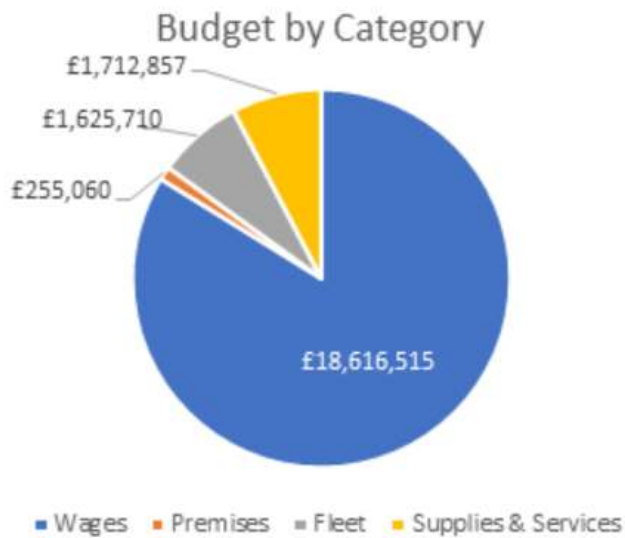
- the revenue budget covers the everyday expenses of running our organisation, including salaries and wages
- the capital budget is allocated to specific projects and programmes

We have a ten-year capital plan agreed with LCC where the funds are released when needed in the project lifecycles. For 2023/24, LFR's revenue budget was set at £22.2m, an increase of £326k from last year. This is to address the budget pressures from the high level of inflation and the reduction of the Firelink government grant. The capital budget is £2.7m.

The information below explains how we allocate our revenue spending by function/service area and category. As in most organisations, the category staff wages form the bulk of our spending.

Response is the largest cost when looking at items by service area, with operational firefighters making up over three-quarters of the workforce.

However, station-based firefighters carry out training, prevention and protection duties as part of their working day, so the response budget contributes to activity in other areas.



Budget by category:

- wages - £18,616,515
- premises - £255,060
- supplies and services - £1,712,857
- fleet - £1,625,710

Budget by service area:

- response - £13,823,252
- organisational support - £4,392,964
- organisational development - £2,381,607
- prevention and protection - £1,612,319

A backdated pay award for 2022 and mid-year in 2023, means the revised 2023/24 budget is now £24.7m. For 2024/25 it is proposed that the budget increases by a further £322k, (1.3%), to £25m. This is due to cost pressures on the Service from the Fire Control project and mandatory accreditation of forensic fire investigation and DBS checks. The capital budget is set at £4.6m. These figures are still subject to change following public consultation and council approval.



Introduction

This community risk profile gives us a detailed understanding of the risks we face as a community. It's an essential part of Lincolnshire Fire and Rescue's community risk management plan (CRMP). It is something that all fire and rescue services are legally required to have.

This profile takes a close look at the risks we face now and tries to predict what risks we might face in the future. It's all about making sure we're prepared to keep our communities safe. The information in this profile will help us plan how we provide our services over the next four years.

This document is based on detailed performance data and analysis. We use this information to understand the risks our community faces and to plan our activities, both in the long term and day-to-day.

These insights help us to get a better understanding of our diverse communities and to figure out which risks are most important. We use this information to prioritize and plan for the risks we face now and in the future. This is in line with the Fire and Rescue National Framework 2018, which states.

“Every Fire and Rescue Authority must assess all foreseeable fire and rescue related risks that could affect their communities, whether they are local, cross-border, multi-authority and/or national in nature from fires to terrorist attacks. Regard must be had to Community Risk Registers produced by Local Resilience Forums and any other local risk analyses as appropriate”.

Our Community Risk Profile also considers information from our partners and external factors that affect our work, both locally and nationally. It's important to note that this profile is not the same as the official Community Risk Register managed by the Lincolnshire Local Resilience Forum (LRF).

Risk assessment methodology

Defining Risk

Before we begin profiling risk, it is important to understand what we mean by risk, and how we define

it. The ISO International Standard 31000:2018 (Risk Management - Guidelines) defines risk as:

“The effect of uncertainty on objectives”.

This definition is clarified by a note, stating:

“Risk is usually expressed in terms of risk sources, potential events, their consequences and their likelihood”.

Risk and Demand

When we talk about the likelihood of fires and other incidents, it's important to understand that 'risk' and 'demand' are not the same thing:

Risk is all about where high-risk communities, people, and places are located. It's linked to factors in our society, like poverty, age, health, and lifestyle. People who are at risk of fire and other accidents often face other risks in their lives too. We've learned from our local analysis and national research that incidents are more likely to happen to certain people and in specific areas.

To understand this, we use data systems like the Lincolnshire Research Observatory and tools like MOSAIC, which provide information down to the level of individual households and businesses.

Demand is different. It's based on past data, like the number and location of incidents we've responded to, the number and location of 'Safe and Well' checks we've conducted, and the number and location of fire safety inspections we've completed.

This information helps us connect community risk with our actual activities and decide where to focus our resources. Our plan for dealing with these risks is explained in the CRMP and put into action through our yearly service plan.

Identifying Risk

The Community Risk Register, managed by [Lincolnshire's Local Resilience Forum \(LRF\)](#), lists the main risks our community faces. It assesses how likely these risks are and what the consequences would be for the whole county if they occur. This guide helps us determine the most important risks in Lincolnshire and guides our assessment of the top risks in our CRMP.

The risks identified by the Lincolnshire community risk register are:

- Coastal flooding
- River and surface water flooding
- Emerging infectious diseases
- Cyber attacks
- Malicious attacks
- Loss of gas or electricity
- Pandemic flu
- Extreme cold weather
- Heatwave

Horizon Scanning

Horizon scanning is like looking into the future to understand what possible challenges and opportunities lie ahead. It helps us figure out if we're ready for what might come our way. This process is ongoing, and it involves studying all the important external factors that affect our county.

While we regularly keep an eye on how we're doing internally and adjust as needed, there are also many external factors that influence the decisions and actions of Lincolnshire County Council as the authority responsible for firefighting. We consider a wide range of external issues, including political, economic, social, technological, environmental, legal, and organizational (PESTELO) factors at local, regional, and national levels.

Political: changes in government policy on fire safety; Fire and Rescue Service white paper; change of Government/local government; devolution.

Economic: economic growth trends to identify areas where there is an increased risk of fire, such as in areas with new housing developments; wider economic landscape resulting in changes in levels of deprivation.

Socio-cultural: increasing population; aging population; migration; increase in poor health

Technological: new fire detection and suppression technologies; increase in electric vehicles and batteries in domestic and commercial premises; developments in IT systems; use of artificial intelligence to improve assessment of risk.

Environmental: climate change impact; extreme weather events; new developments, both housing and commercial/industrial.

Legal: changes to fire safety legislation; outcomes from the Manchester Arena Inquiry.

Organisational: skills and capabilities of its workforce; recruitment and retention of staff; outcome of HMICFRS inspection; business continuity risks.

Risk analysis

We analyse our risks using special software that helps us understand and plan for potential problems. This software lets us create a detailed picture of the risks and helps us use our resources wisely by focusing on the communities, places, and people most at risk.

We also have maps that we can interact with to share our risk analysis with our team and other organisations. This sharing of information helps our managers see, understand, and work with different risk factors in their areas. It supports making decisions based on risk at both the local and multi-agency levels.

We have actively engaged with the NFCC in their development of the risk methodologies for dwelling fires, non-dwelling fires and road traffic collisions. Work is underway to blend the methodologies with our own data sets to further refine and improve our analysis of risk in the county.

Engagement

In the current planning cycle of our CRMP, we've conducted two rounds of community engagement.

The first engagement aimed to gauge the public's awareness of CRMP and how our Fire and Rescue Services plan and provide their services. The results showed that over half (51.5%) of responses came from individuals with no prior knowledge of CRMP, while about a quarter (27%) had a basic understanding. The rest had a good (15%) or excellent (6.3%) understanding. This suggests that we successfully reached a new audience, which was one of our primary goals in the initial phase. Following this engagement, wildfires and waste fires were added into our list of risks for analysis.

The second part of this engagement sought to identify the risks that the public felt were most important to them. Many hazards were suggested, but the top three concerns most frequently mentioned by the general respondents were:

- Road traffic collisions
- House/dwelling fires
- Arson

When broken down by district, there was some geographical variation. For example:

- East Lindsey-based respondents' priorities were listed as road traffic collisions, home fires, flooding and general health and wellbeing.
- Boston Borough-based respondents' priorities were listed as road traffic collisions, home fires and flooding and people lighting fires to reduce energy bills.
- City of Lincoln-based respondents reflected the county rankings entirely and 11.5% were concerned about wildfires, compared to 15% in the more rural Kesteven districts.

Respondents were asked to identify any other safety risks and/or concerns. The most frequently identified categories were:

- Driving-related matters (95)
- The environment (35)

- Community safety concerns (33)

The second phase of engagement was to ascertain public views on proposed risk levels. The respondents to this engagement prioritised the top issues as being:

1. Road Traffic Collisions
2. Dwelling (house) fires
3. Flooding
4. Non-domestic fires
5. Wildfires
6. Deliberate fires (arson)

More than half of the people surveyed (51%) said that road traffic collisions were their top concern, and an overwhelming 91% placed it in their top three risks. 40% of respondents ranked dwelling fires as their second most important risk, and 30% considered flooding as the third most critical risk.

We received a variety of comments that indicated prioritising these risks was a challenging task. Many felt that preserving life should be the top priority and that climate and environmental concerns, especially related to flooding, should also be a focus.

Interestingly, the order of risk priority was similar across the county, with only North Kesteven having a slight difference, where dwelling fires were ranked just one point higher than road traffic collisions.

When looking at the characteristics of respondents, those reporting drug or alcohol dependency tended to prioritise dwelling fires slightly more than road traffic collisions.

Dwelling fires

Fires that occur in peoples' homes

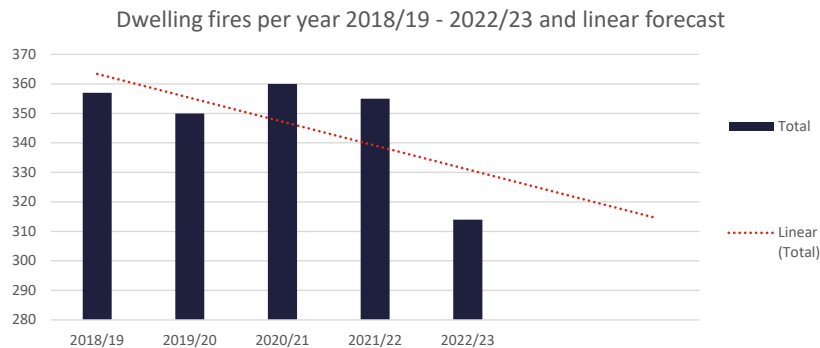
Why is it a risk?

Our historical incident demand shows an overall reduction over the last five years, but dwelling fires account for 18% of our fire incidents. Almost half (45%) of those were caused by cooking. 69% of our fire fatalities (18) and our fire related injuries (including all severities) (406) occurred in dwelling fires.

Consequence

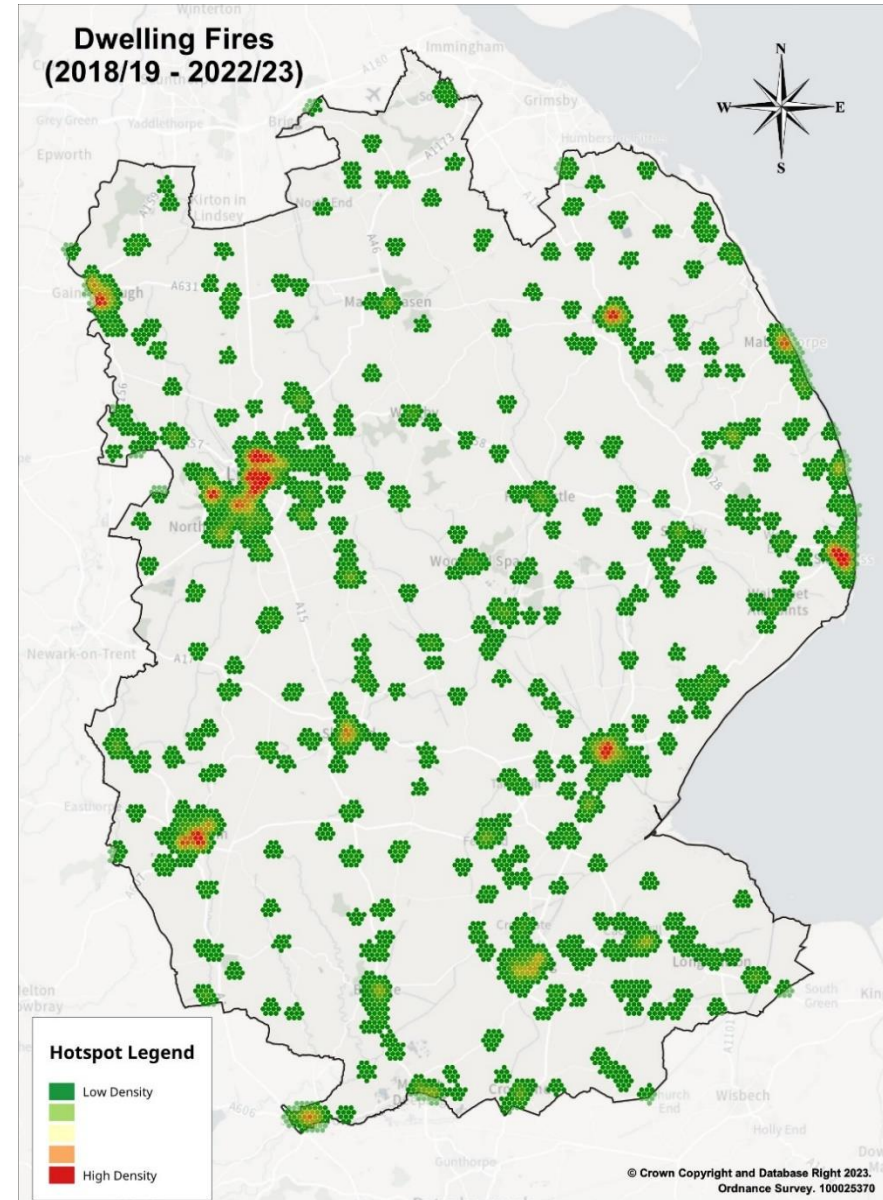
- Risk to life
- Physical injury
- Damage to property
- Damage to local environment
- Short term loss of accommodation
- Economic impact resulting from property loss/damage.

Trends



The five-year trend shows a steady reduction in the number of dwelling fires. A growing and aging population will be a challenge to us to keep this downward trend, but we are constantly refining our fire prevention activities to try and continue reducing dwelling fires.

Where



From this map we can see that dwelling fires are concentrated in areas of largest population. Large housing developments are often concentrated in areas already highly populated so we can expect this trend to continue.

Road Traffic Collisions (RTCs)

A road traffic collision (RTC) is a collision involving a vehicle on a road or in a public area that has caused damage or injury to a person, animal, another vehicle or property.

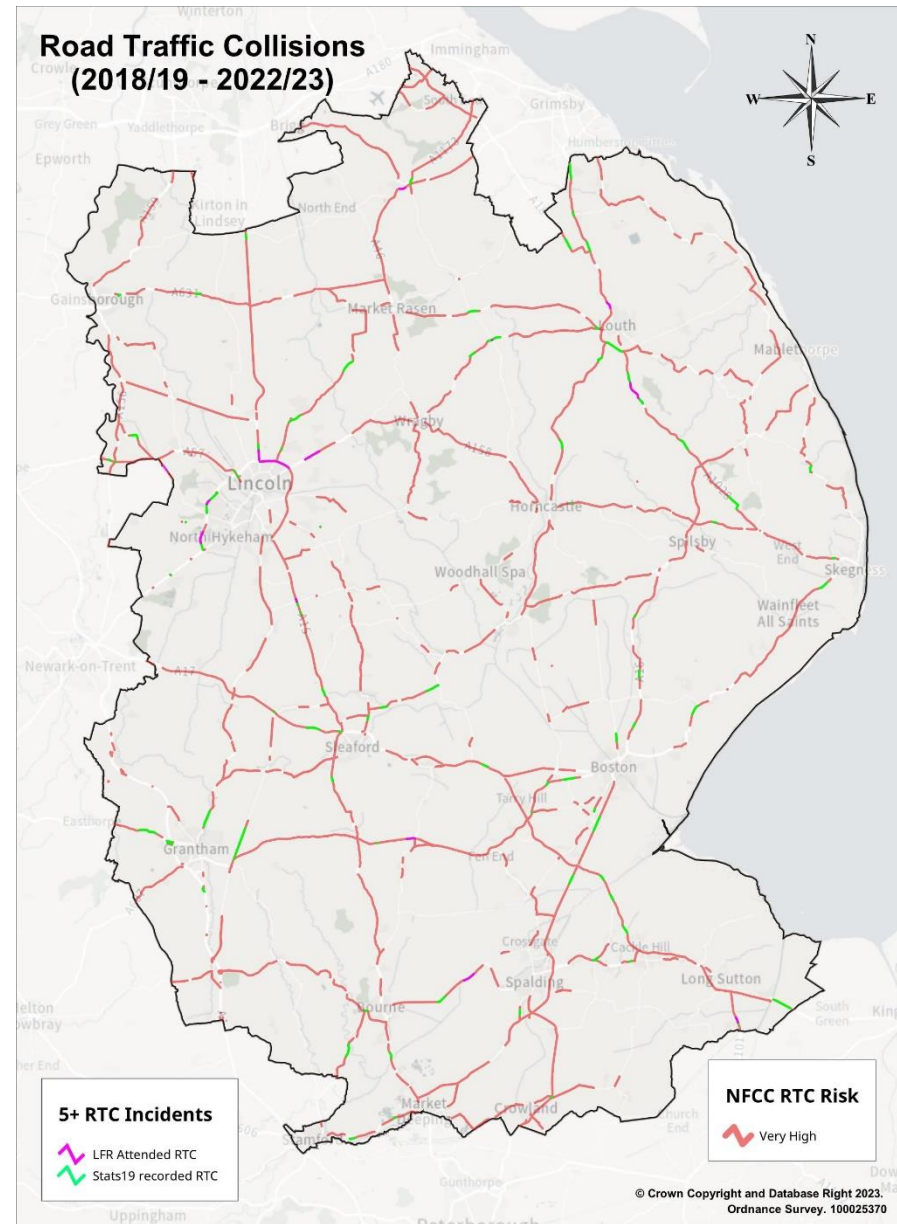
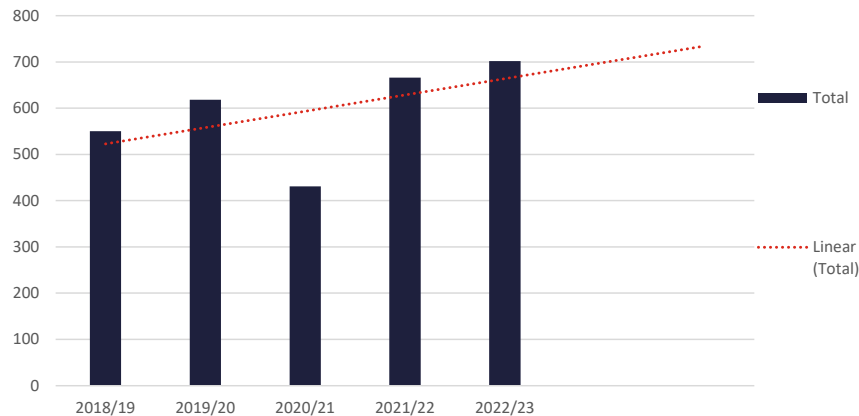
Why is it a risk?

Lincolnshire has a vast network of A, B and rural roads. The number of road traffic collisions where people were killed or seriously injured on Lincolnshire's roads was 439 in 2022 (that is broken down as 48 killed and 391 seriously injured, Lincolnshire Road Safety Partnership). This is down from 453 in 2021.

Consequence:

- Risk to life
- Physical injury
- Damage to property
- Damage to local environment
- Economic impact resulting from prolonged road closures
- Economic cost of fatalities and injuries

RTCs (attended by F&R) per year 2018/19 - 2022/23 and linear forecast



Flooding related incidents

There are three types of flooding; coastal (where high tides and storm surges combine to cause the sea to flood inland), rivers and streams, known as 'fluvial flooding' (where waterways overflow their banks into surrounding water areas) and surface water (where rainfall overwhelms the drainage systems)

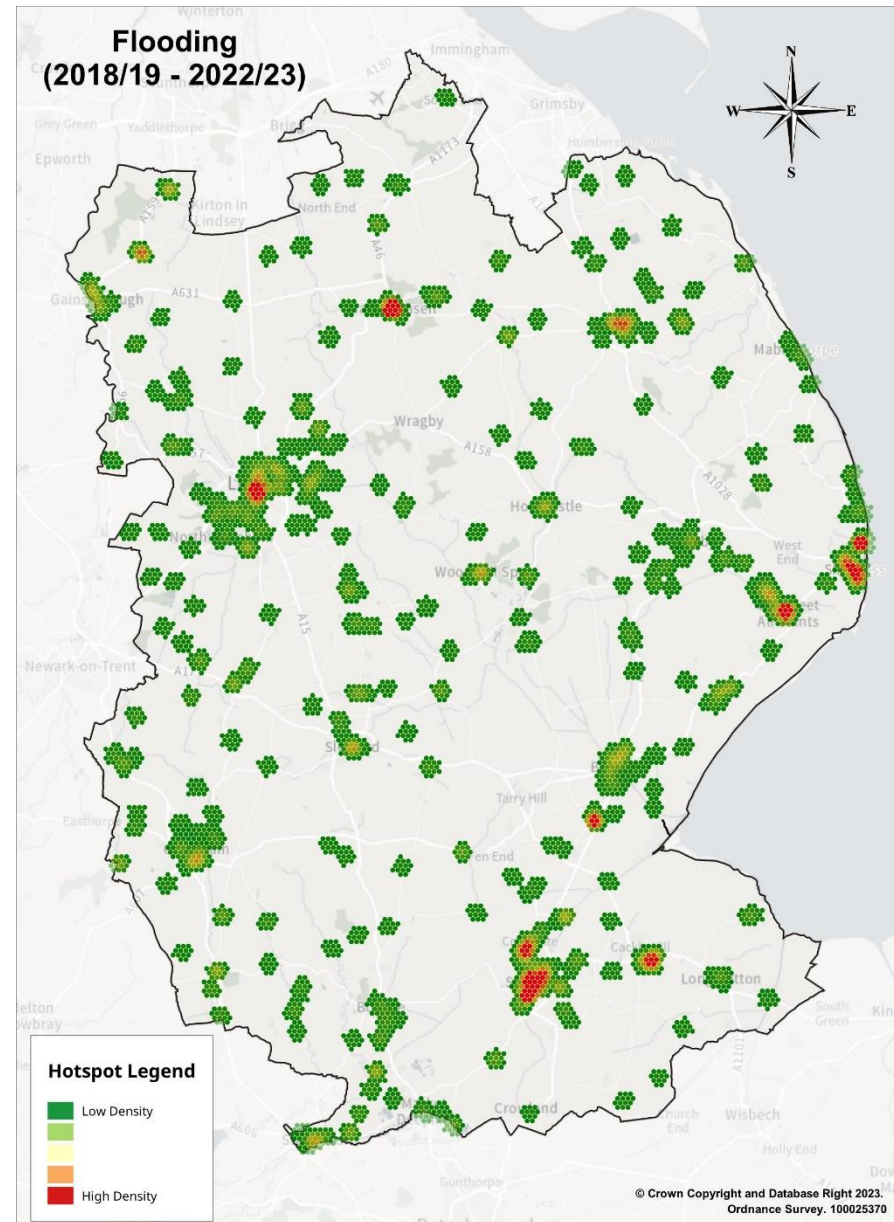
Why is it a risk?

Much has been done to protect the Lincolnshire coastline since the floods of 1953, particularly in the construction of flood defences. However, sea levels are rising and because of the national and local impacts of a serious floor event, the risk is something which must be taken seriously. Recent significant flooding events such as the 2013 tidal surge in Boston and the Wainfleet floods of 2019 underlined this risk. Surface water flooding is a common occurrence after significant rainfall, which normally occurs in seasonal patterns during the months of June, August, November and December.

Consequence:

- Risk to life and health
- Physical injury
- Damage to property, businesses and agricultural land
- Pollution and contamination to local environment
- Long term damage to tourism, business and agriculture
- Risk to life of livestock
- Damage to critical infrastructure
- Disruption to utilities
- Short, medium and long term loss of accommodation

Annual numbers of flooding incidents vary greatly as many arise from heavy rain conditions. Incidents are concentrated in built up areas where surface water cannot drain away, or drainage systems or rivers are overwhelmed. LFR works closely with other agencies to give advice and assistance to those affected by flooding.



Non-domestic fires

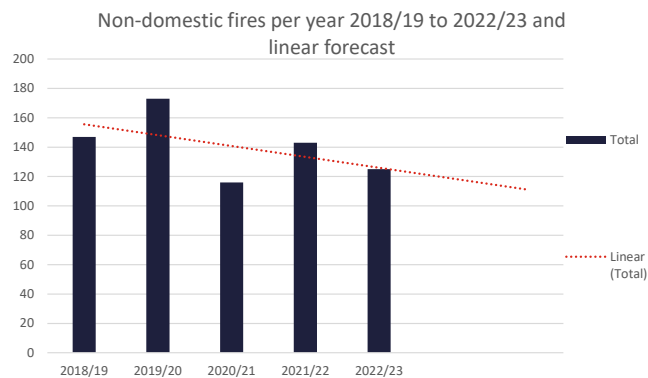
Non-domestic fires include all business, commercial, industrial, schools and hospitals, offices, shops, factories, warehouses, restaurants, cinemas, public buildings, religious buildings, agricultural buildings, railway stations etc.

Why is it a risk?

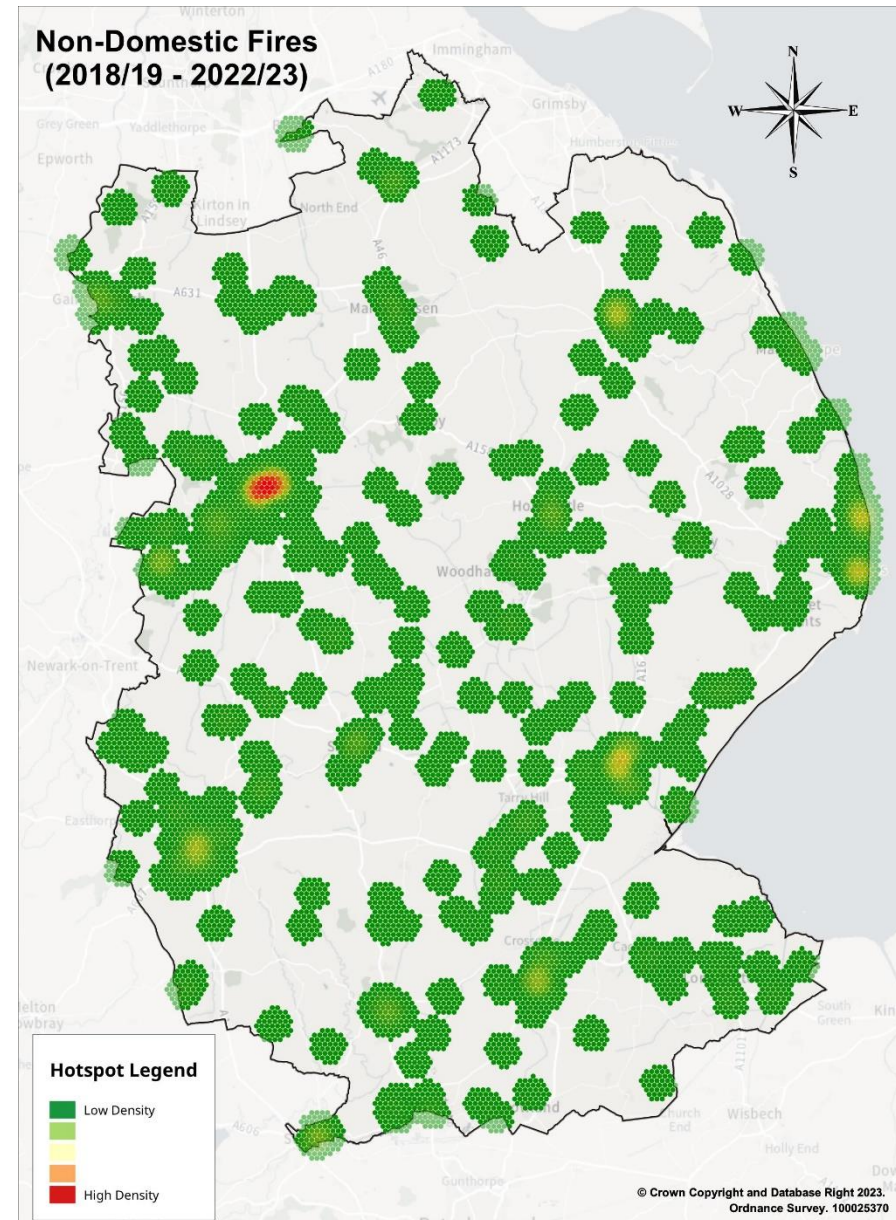
Many non-domestic fires are caused by electrical appliances (27%) and deliberate ignition (13%). Fires within non-domestic premises can result in the loss of significant community resources, such as public buildings, schools, community centres and entertainment venues. Fires in business premises will have a significant, sometimes unrecoverable, impact on the local economy.

Consequence:

- Risk to life
- Physical injury
- Damage to property
- Damage to local environment
- Economic impact of loss of business
- Loss of local community resources



As with domestic fires we are seeing an overall reduction in the number of non-domestic fires in Lincolnshire. Our protection activities and engagement will aim to reduce this even further.



Deliberate fires (arson)

Deliberate fires include those where the motive for the fire was ‘thought to be’ or ‘suspected to be’ deliberate. This includes fires on an individual’s own property, others’ property or property of an unknown owner.

Why is it a risk?

Arson accounted for 45% of all fires attended in 2022/23 by Fire and Rescue Services in the UK (178,737 fires attended; 79,982 deliberate). This is the largest, single cause of fire attended by Fire and Rescue Services. While the fires are often small, they are a nuisance to the community and tie up FRS resources making them unavailable for any more serious incidents.

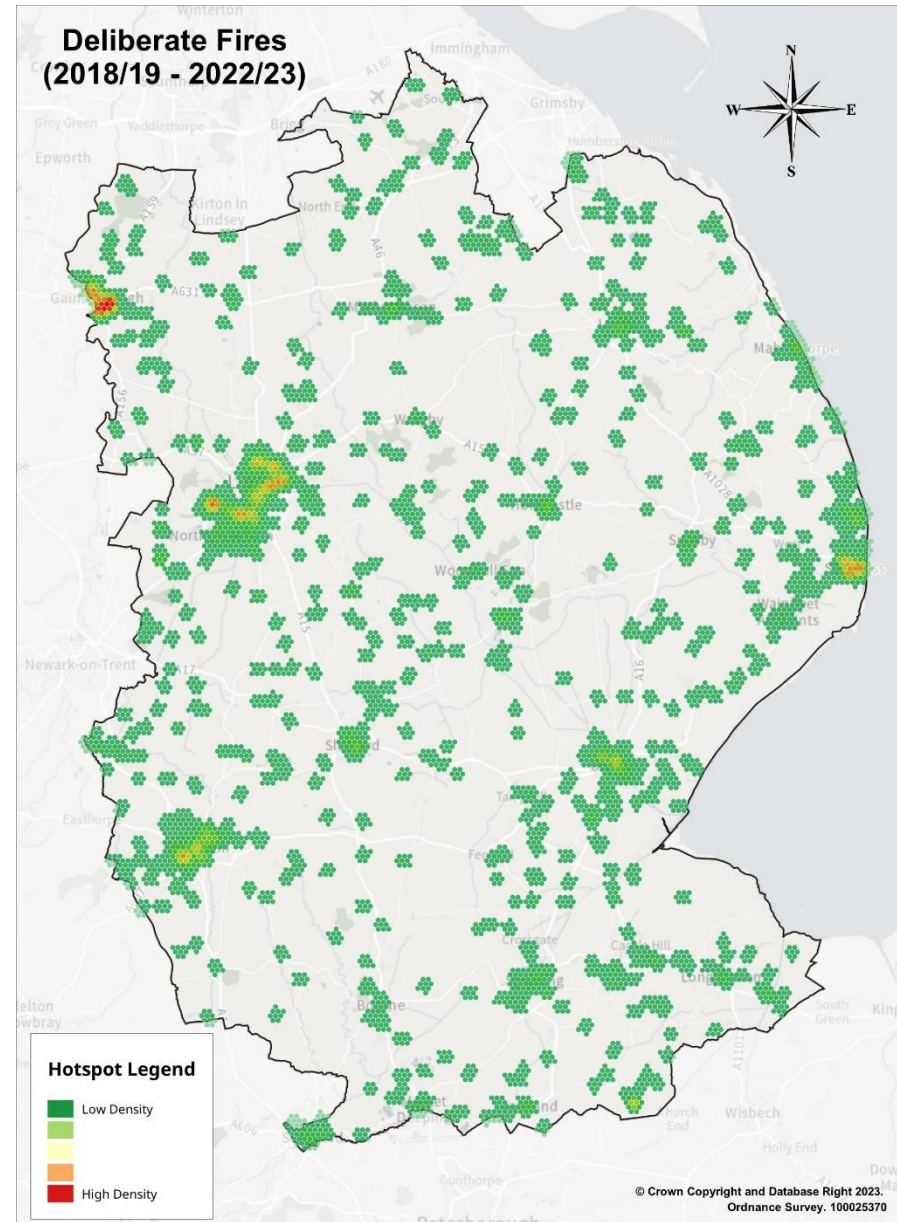
In Lincolnshire, on average we attend 467 deliberate fires per year (over the last five years) which is 24% of fires attended. Most of these fires occur in refuse, vehicles or grassland, with a peak during the dry summer months.

The estimated economic cost attributed to arson from the latest available UK statistics in 2021/22 was £1.3 bn.

Consequence:

- Risk to life
- Physical injury
- Damage to property
- Damage to local environment
- Economic impact resulting from property loss/damage and business impact

Where:



Wildfires

A wildfire involves an uncontrolled vegetation fire that means one of more specific criteria:

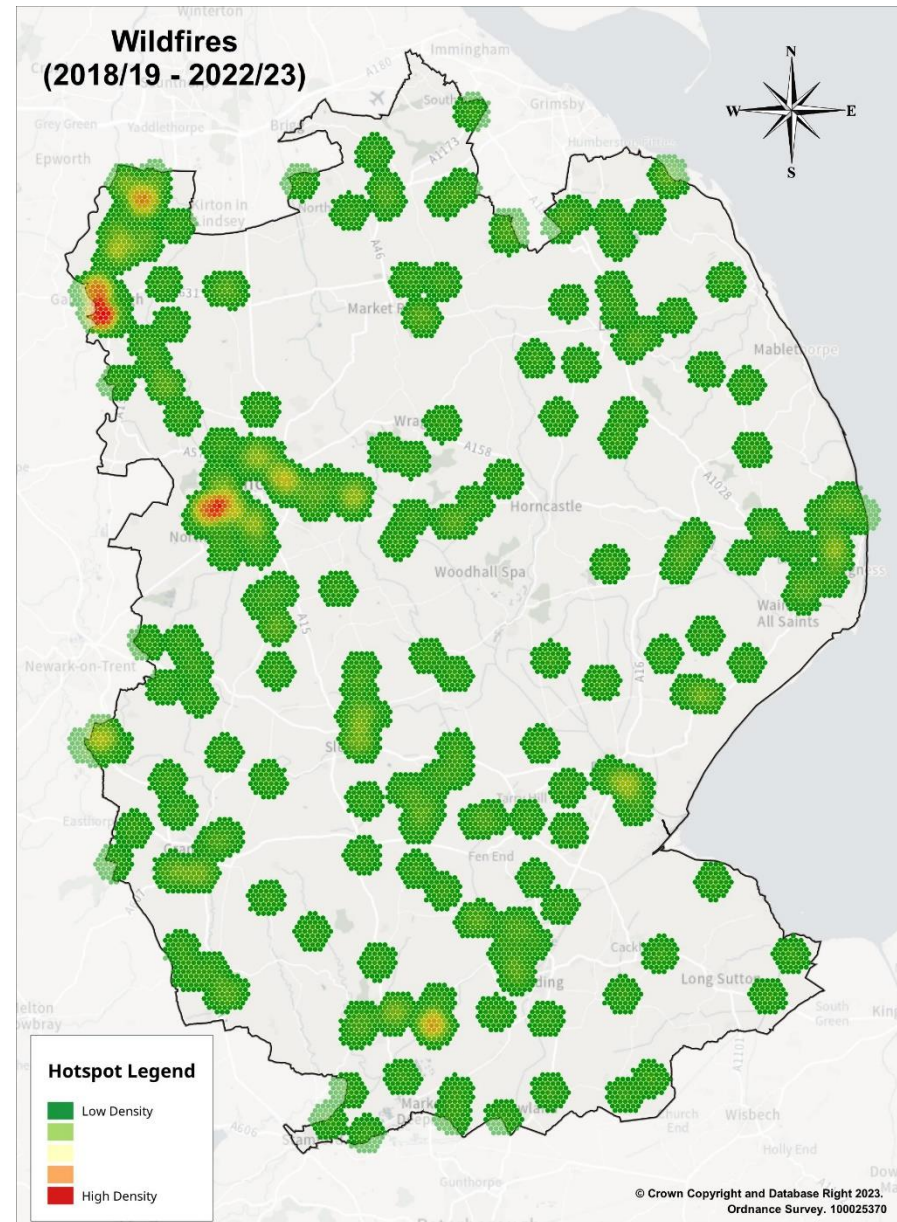
- Involves a geographical area of at least one hectare (10,000 square metres)
- Involves a sustained flame length of more than 1.5 metres
- Requires a committed resource of at least four fire and rescue appliances/resources
- Requires resources to be committed for at least six hours
- Presents a serious threat to life, environment, property and infrastructure

Why is it a risk?

In recent years the UK has experienced periodic severe wildfire seasons. These seasons usually coincide with extended periods of warm and dry weather, which is becoming more frequent. The risk of wildfires is affected by the size, condition and dryness of the vegetation. In Lincolnshire the predominantly rural and agricultural nature of the county means the risk of wildfire is widespread. Approximately a third of wildfires involve farmland, with a further quarter in grasslands. We also have some specific risks such as Laughton Woods.

Consequence:

- Risk to life
- Physical injury
- Damage to property
- Damage to local environment
- Economic impact resulting from property loss/damage and business impact



Malicious Attacks

The Government constantly assesses the threat to the UK from terrorism and communicates this through a threat level. This level has not dropped below substantial in the last five years, which means that an attack is likely. There have been two periods of three months where the level was raised to severe, meaning an attack is highly likely. Fortunately, no attacks have taken place in Lincolnshire however, there are several locations and venues that may be considered targets due to their historical importance, or, by the number of people who might gather there. LFR has taken part in operations with other agencies to assist in the investigation of activity suspected of being connected with a malicious attack.

LFR maintains a specialist team trained in responding to incidents involving terrorism (Marauding Terrorist Attack, or MTA team) who would be involved if there was an attack like that on the Manchester Arena in 2017. LFR is working with the NFCC to ensure that recommendations from the inquiry are enacted in Lincolnshire.

We also supply two officers to the regional team who use specialist scientific equipment to support decontamination of the public in the event of a Chemical, Biological, Radiological or Nuclear (CBRN) attack. The team can also support other agencies when dealing with potential illicit explosive manufacturing sites.

Our Urban Search and Rescue (USAR) team would also respond to a bomb attack and use their skills and equipment to search damaged buildings and make them safe for other responders to work in. At our training site in Waddington we have areas specifically built so that the USAR crews can train for a variety of scenarios. USAR teams come from other Services around the county to make use of our Waddington training centre.

Community Risk Management Plan (CRMP)

Equality impact assessment (EqIA) November 2023

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7. Equality impact assessment

1. Summary

Fire and Rescue Services (FRS) are required to identify and assess foreseeable fire and rescue related risks. This is done by developing and maintaining a Community Risk Management Plan (CRMP). Part of this process is to create Equality / People Impact Assessment/s (EqIA). We use the EqIA to ensure inclusivity for all communities, service users, and employees who share the characteristics protected by the Equality Act 2010. We also consider other factors, such as the effects of poverty, deprivation or living in a rural location. We aim to identify people who might struggle to access our services and, as a result, be at higher risk.

Our aim is to make a positive impact on the whole community through our prevention, protection and response activities. However, by using the EqIA we can satisfy ourselves that our activities are having the desired effect and are equally reaching all areas of the community. We can also refine our activities to have an enhanced effect on the most vulnerable in the community.

This document aims to help us understand what our community looks like and in doing so, enable us to predict and evaluate the impact of our work, as well as highlighting challenges that we may face now and in the future.

2. Purpose

Equality legislation, notably the Public Sector Equality Duty, requires Lincolnshire Fire and Rescue to evaluate the impacts of changes to our processes and services. This document aims to ensure the identification and mitigation of any impacts or equality-related risks on both our dedicated staff and the local community. Our assessment seeks to determine whether the strategic priorities within the Community Risk Management Plan for the years 2024-2028 might disproportionately affect individuals with specific protected characteristics.

Guided by our core values and ethical principles, Lincolnshire Fire and Rescue extends this duty by conducting comprehensive equality impact assessments. We are dedicated to understanding and addressing impacts, irrespective of whether they pertain to individuals with protected characteristics. Our approach involves the completion of an Equality Impact Assessment, an evidence-based analytical tool, which is designed to ensure that our service refrains from unlawful discrimination and actively promotes positive relations with underrepresented groups, in accordance with the Public Sector Equality Duty 2011.

The equality impact assessment and equality of access documents, created by the National Fire Chiefs Council (NFCC), help us ensure that our CRMP process:

- mitigates the risk of inequality and discrimination adversely affecting specific groups or individuals
- eradicates the potential for unconscious bias and inadvertent discrimination to influence decision-making and resource allocation

- thoroughly considers and comprehends the needs and expectations of diverse communities and groups, including our employees
- ensures compliance with legislative obligations to support equality and inclusivity
- aligns with our overarching strategic objective, which involves fostering inclusivity in all the services we offer to our communities and employees

We are dedicated to transparency and collaboration and as such, we have a public consultation in late 2023. This ensures that the input provided by Lincolnshire people and businesses is accurately understood and reflected in the CRMP. The results of this consultation will inform an updated equality impact assessment which will guide our decision-making processes as we finalise the CRMP. As the plan is put into action and any required actions are monitored, the equality impact assessment will also be periodically reviewed and adjusted to reflect the evolving impacts of the plan on our communities and employees.

3. Equality Impact Assessment methodology

The analysis in this document is based on information retrieved from the 2021 Census. Where data was not available or not yet published, the 2011 Census was used. We have also used data from the Office for National Statistics (ONS) and the National Online Manpower Information System (NOMIS), as well as data from our own internal systems and publications from other organisations such as the Joint Strategic Needs Assessment (JSNA) for Lincolnshire.

We have used all these data sources to build as comprehensive a picture of the communities of Lincolnshire as possible, with focus on the protected characteristics arising from the Equality Act 2010, as well as other features of the community that may influence the risks faced by those people. We have tried to assess how these aspects will affect our ability to run the service and to keep Lincolnshire people safer.

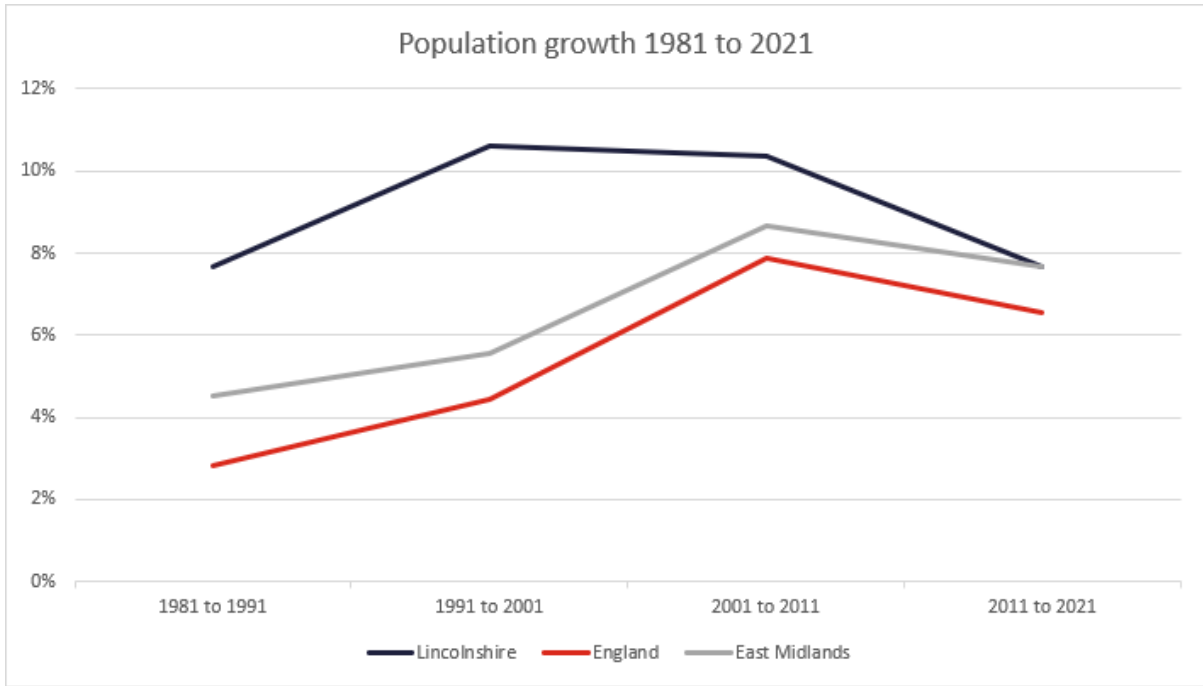
To make this analysis as meaningful as possible we used the various networks within LFR Lincolnshire County Council to give their advice and contribute to the analysis.

4. Lincolnshire communities

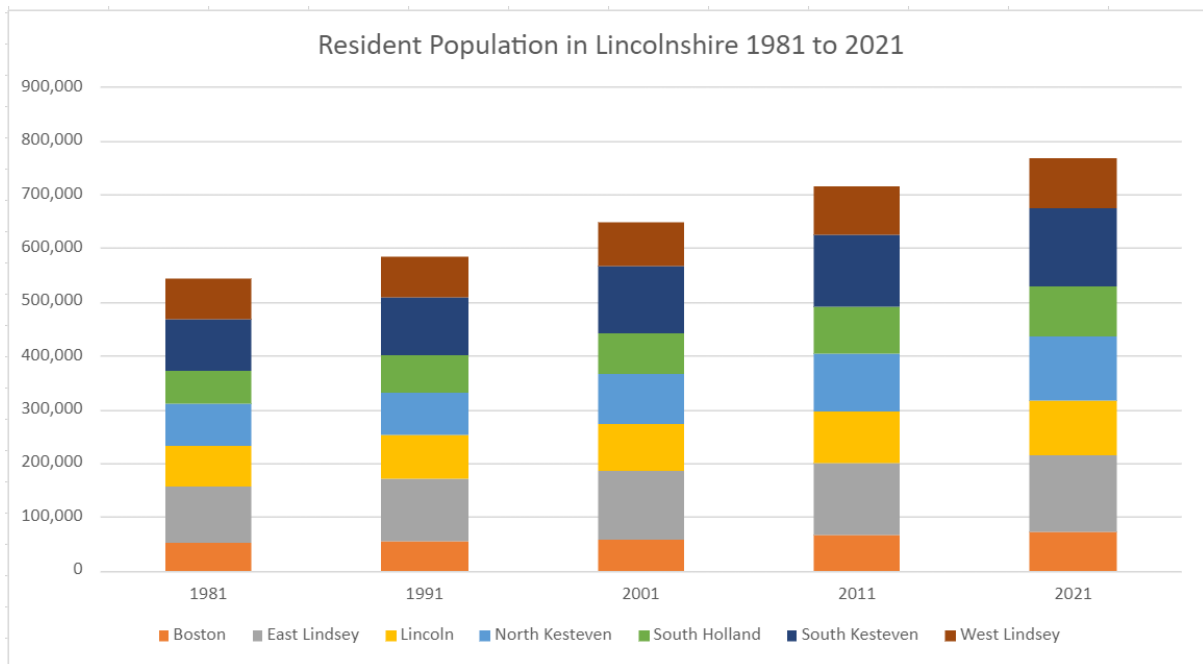
4.1. Demographics

The data used to examine the Lincolnshire's demographics includes the census 2021 and other Government data sources. This data has been gathered for Lincolnshire and comparisons made to data available for England to understand how Lincolnshire may differ. Comparisons are also made to the data from census 2011 to show how demographics have changed.

The population recorded in the 2021 Census for England increased by 6.6% from 2011. By comparison, in Lincolnshire the population increased by 7.7% over the same period, which is in line with the population growth seen in East Midlands.



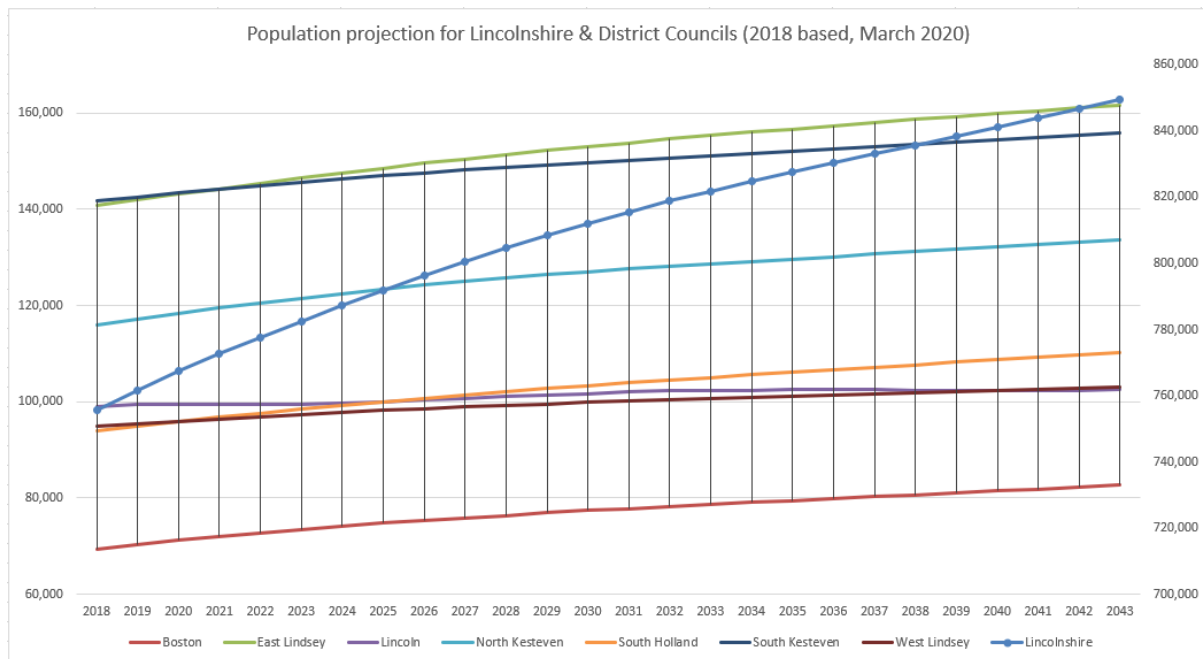
Source: NOMIS – Usual resident population from census (KS101EW) converted into percentage growth



Source: NOMIS – Usual resident population from census (KS101EW) [Census-2021-Summary-Lincolnshire-Overview.pdf \(lhh.org.uk\)](https://lhh.org.uk/Census-2021-Summary-Lincolnshire-Overview.pdf)

Based on Subnational population projections for England (2018-based) (March 2020), it was highlighted that the East Midlands is projected to be the fastest growing region, increasing 7% by mid-2028 compared to the 5% increase in England. The expected population growth for Lincolnshire is predicted to be 6.5% over this period. Lincoln city is the only district council where this growth is likely to be modest, at 2%. The six other district council areas are expected to increase over varying amounts

ranging from 10% in Boston Borough, 8% in both South Holland and North Kesteven, 7% in East Lindsey and 4% in South Kesteven and West Lindsey.



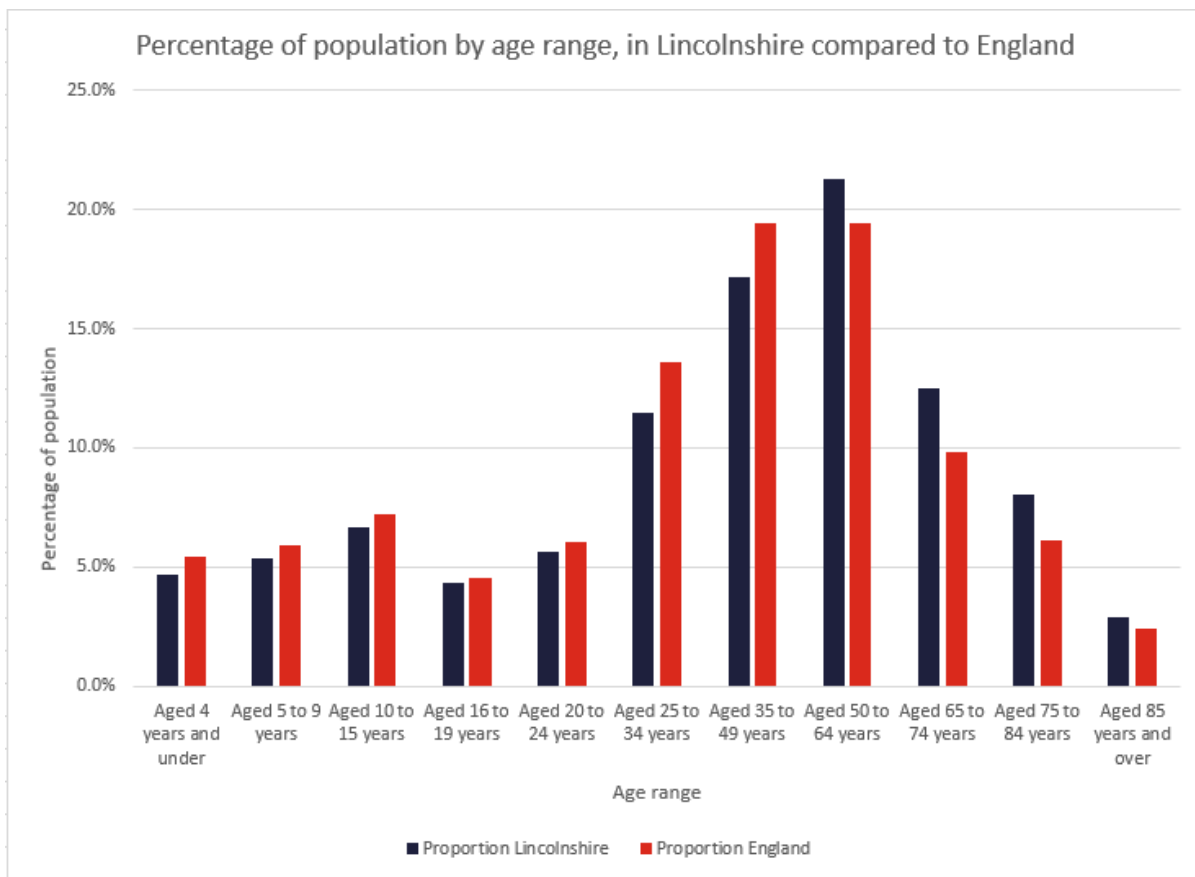
2018-based subnational principal population projections for local authorities and higher administrative areas in England ([Population projections for local authorities: Table 2 - Office for National Statistics](#))

4.1.1. Age

Lincolnshire has a higher proportion of residents aged 65 and over than the national average. The Census conducted in 2021 showed that the trend of population ageing had continued (from the Census in 2011) with a higher proportion of the population in the older age groups (65 years and over). Over one-sixth (18.6%) of the population were aged 65 years and over, up from 16.4% in 2011¹. In 2021, in Lincolnshire, the proportion of the population aged 65 years and over was recorded as 23.4%

An aging population places a greater burden on public services, requiring more assistance from the local authority and health agencies. There is an opportunity to use our relationships with our partners to obtain information on this section of the community and to work together to keep them safe. Older people are more likely to suffer from long term illnesses or conditions that can place them at greater risk from fire due to an increase in likelihood, and, of consequence.

¹ [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](#)



Source: ONS – 2021 Census (TS007)

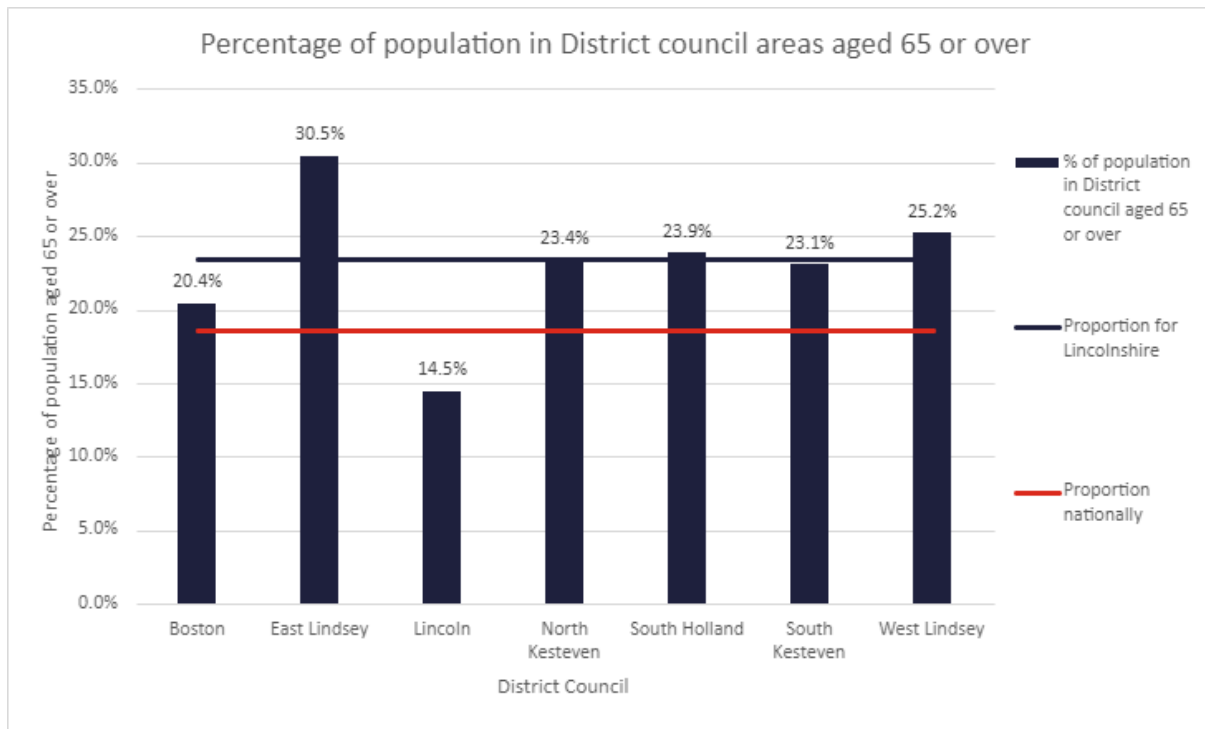
The resident population of Lincolnshire for the younger age categories are lower than the national proportions in these categories. This is to be expected by the higher proportion of older people living in the county.

Nationally, the proportion of the population in the age group of 15 – 64 years is 64.1%. For Lincolnshire this is lower at 61.0%. The remaining age group, those aged 14 and under, make up 17.4% of the population nationally. For Lincolnshire this is again lower at 15.6%. The chart above illustrates the comparison.

There are also slight differences between the district councils with Lincoln and Boston being lower than the proportion for Lincolnshire as a whole. East Lindsey is the clear outlier with the proportion of older people being 30.5%. Only Lincoln City is remarkably below the national proportion which is evident by the younger student population of Lincoln itself. The proportion of people aged between 20 and 24 is 13.1% in Lincoln, compared nationally to 6% due to the student concentration in this small geographic area.

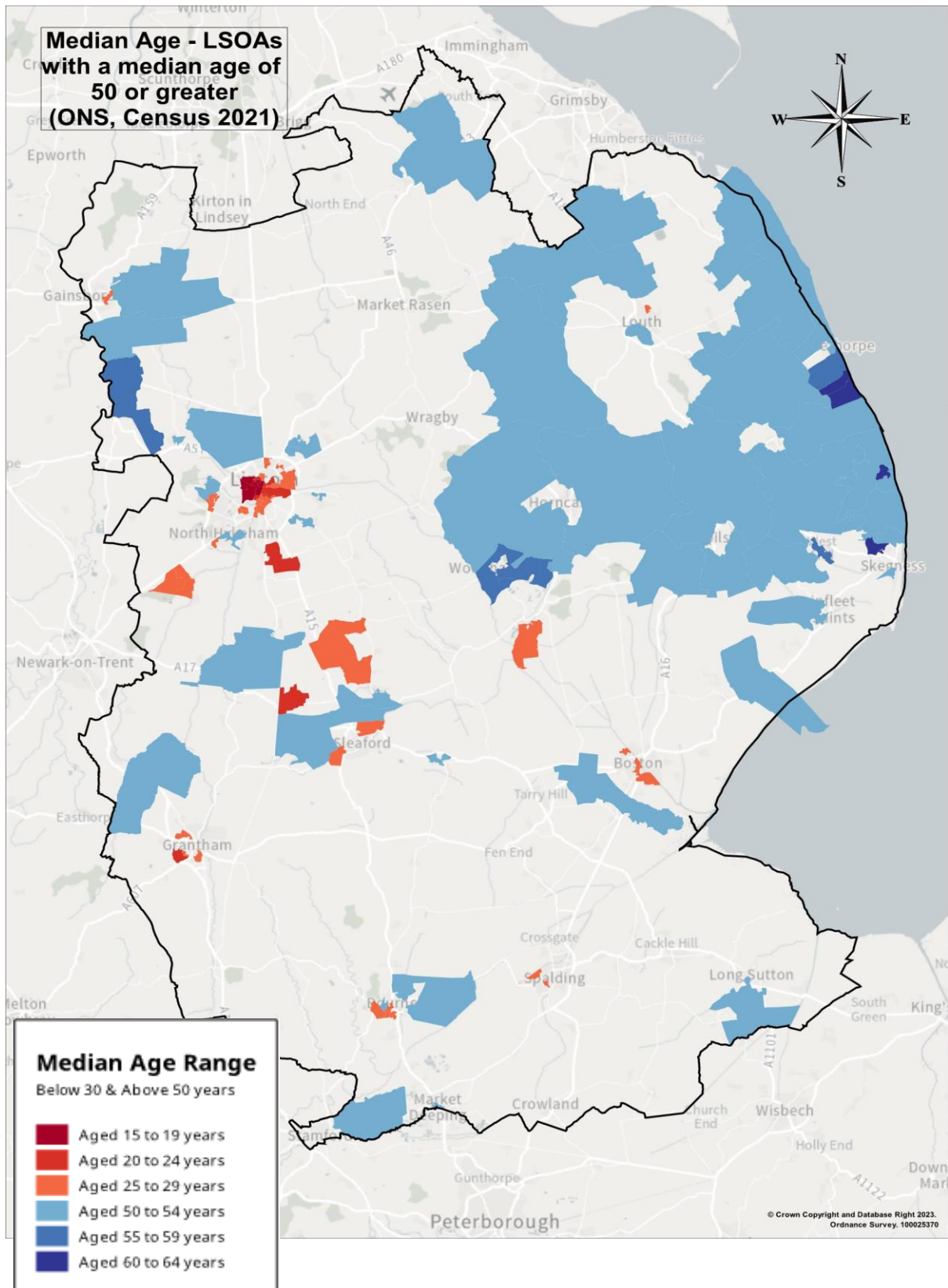
The older population also makes it more difficult to recruit and retain on-call firefighters in parts of the county. East Lindsey for example has almost a third of the population above the age of 65 and so past a normal working age for a firefighter. In Lincoln the opposite is the case, where despite the larger number of younger people, them being predominantly students means that they are unlikely to be suitable as on-

call firefighters due to only spending part of the year in the county. The following chart and map illustrate the difference in distribution of ages throughout the county.



Source: ONS – 2021 Census (TS007)

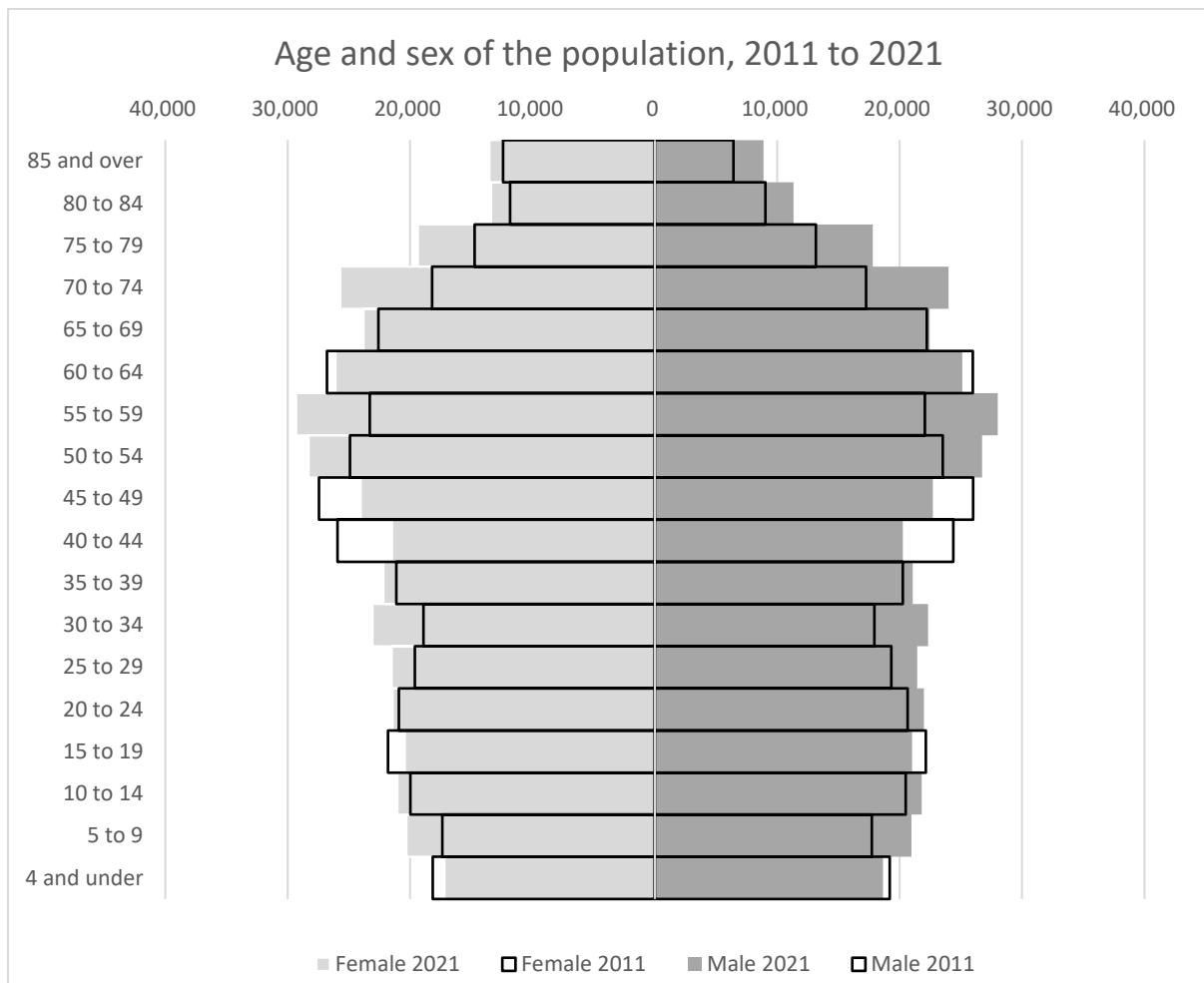
The following map highlights the areas of Lincolnshire where the median age of the population is aged 50 and over, or aged 30 and under.



Source: Median age for local authorities in the UK, mid-2015, ONS 2016

The change in the age distribution in the last ten years can be seen below. The increase in 55- to 59-year-olds compared to the 45- to 49-year-olds of ten years ago

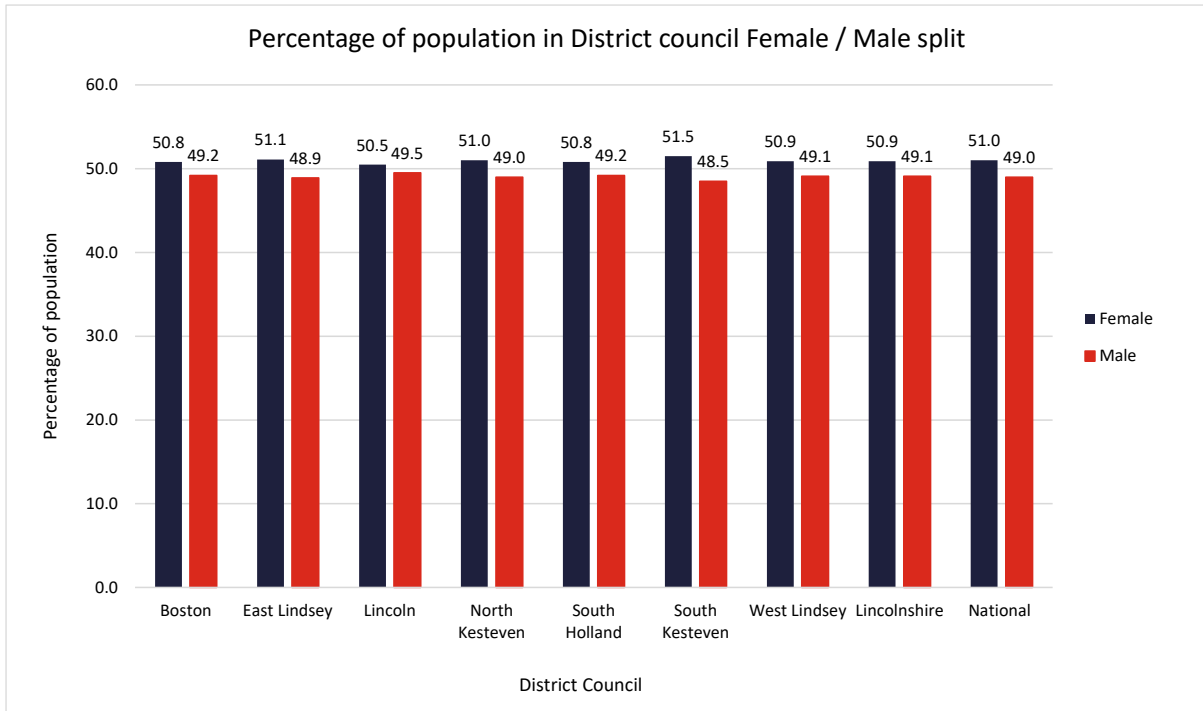
shows that there has been a net inward migration of people over 50, and that the population isn't just ageing, older people are choosing to make Lincolnshire their home in the later years of their life.



Source : Nomis – 2021 Census (RM121), Nomis - 2011 Census (LC1117EW)

4.1.2. Sex

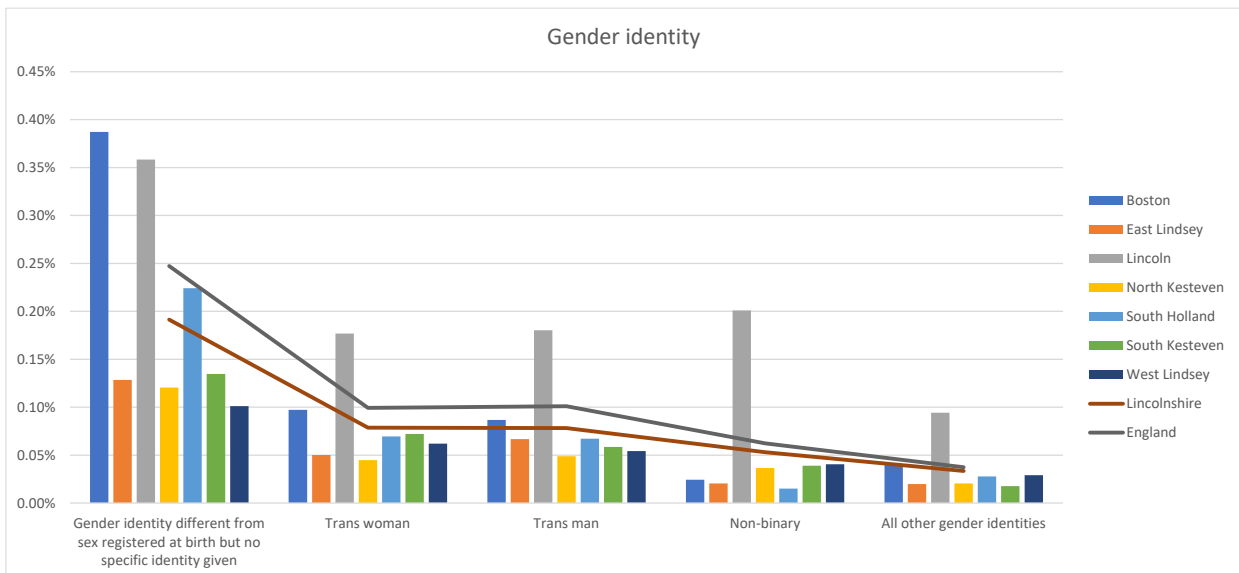
Lincolnshire population mirrors the national population breakdown by sex. The 2021 census recorded 50.9% of Lincolnshire population being female and 49.1% being male. The national breakdown in England and Wales is 51% female and 49% male. The district council distribution within Lincolnshire does have some marginal differences. The most notable council area with more variance is Lincoln city.



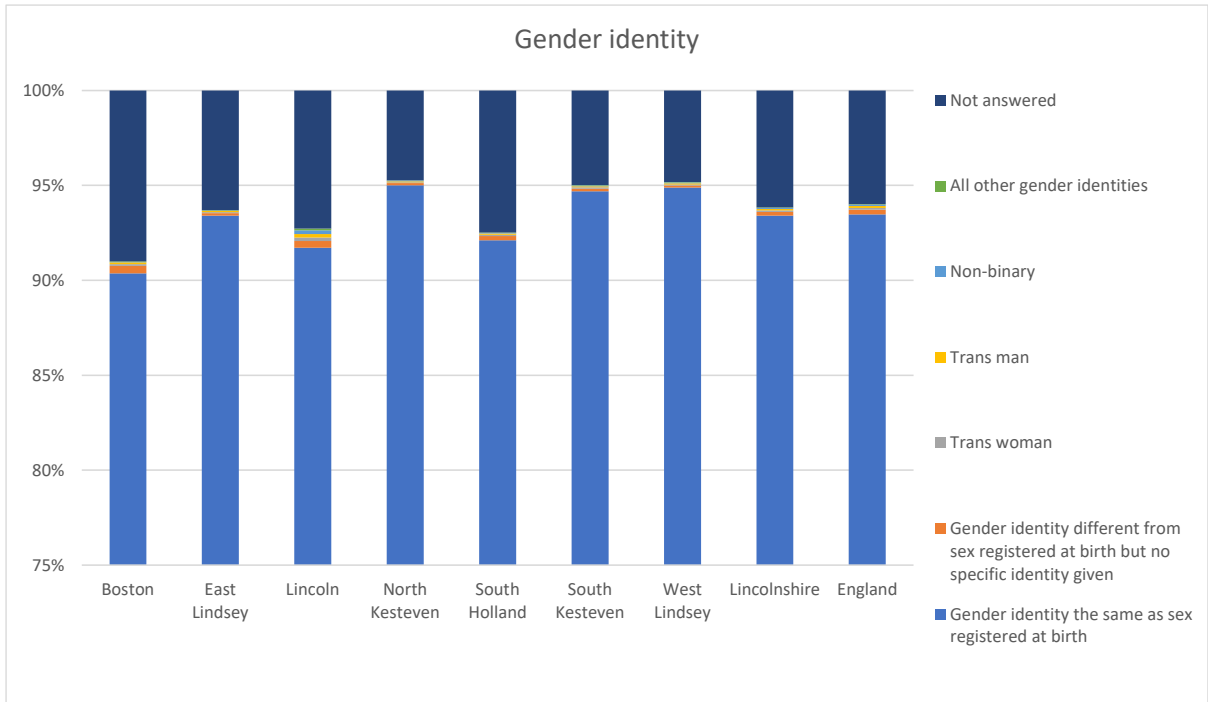
Source: ONS – 2021 Census (TS008)

4.1.3. Gender identity

Lincoln and Boston (and to a certain degree, perhaps also South Holland) have a greater proportion of the community that have a different gender identity to that registered at birth, compared to the other district council areas, as well as to Lincolnshire as a whole County and England. The same district council areas also have a noticeably higher proportion who have not answered this question in the 2021 census.



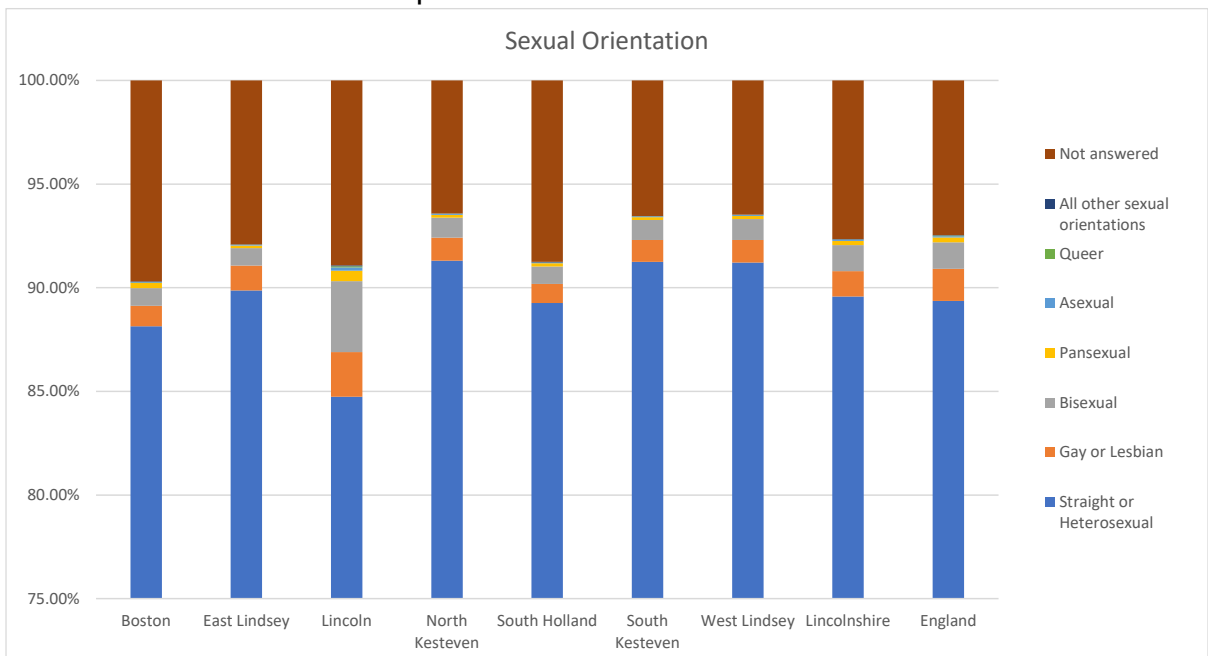
Source: ONS – 2021 Census (TS070)



Source: ONS – 2021 Census (TS070)

4.1.4. Sexual orientation

Lincoln has a noticeably lower proportion of the community that are straight/heterosexual. Boston, Lincoln and South Holland have a greater proportion that have not answered this question.



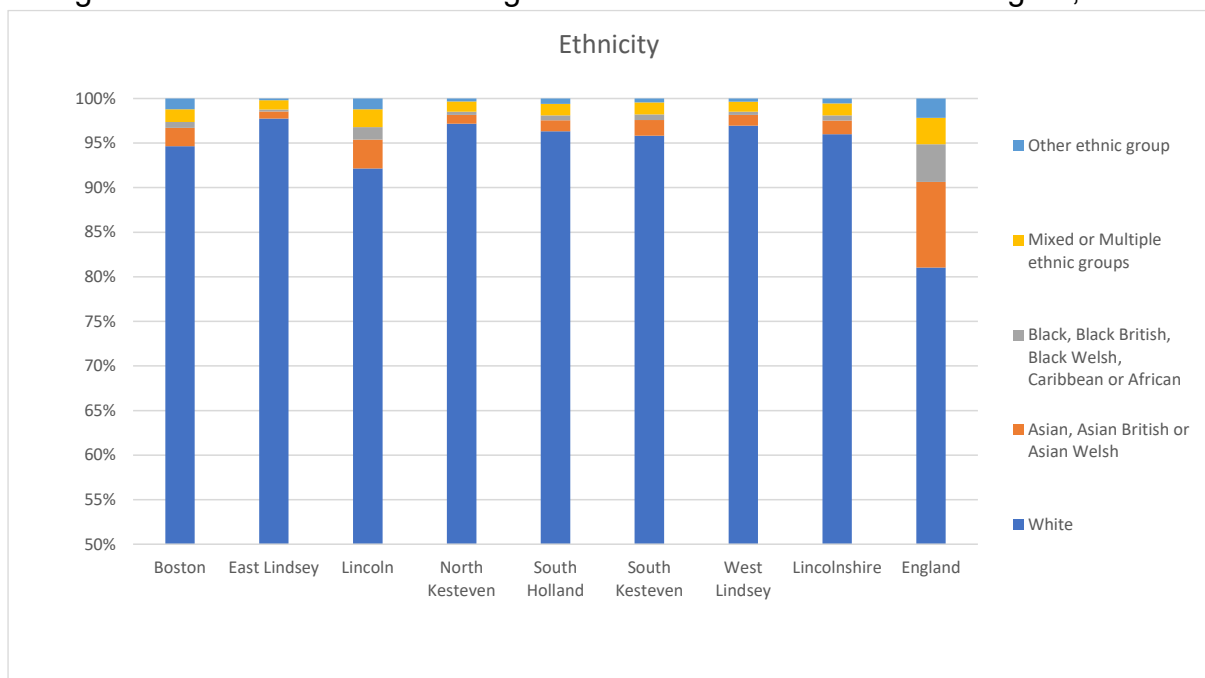
Source: ONS – 2021 Census (TS079)

See: [Census-2021-Sexual-Identity-Summary.pdf \(lhih.org.uk\)](https://lhih.org.uk/census-2021-sexual-identity-summary.pdf) for content published by Lincolnshire Health Intelligence Hub (as summary of Census 2021)

The younger population in Lincoln, many of them students from around the country, may account for the larger proportion of people who report their sexuality as other than heterosexual. It could be that being younger they feel more at ease expressing their sexuality openly. That said, there was still a consistent percentage who did not answer the question. It is unclear what the reasons for this are, but it may indicate that there are barriers with engaging this section of the population that may also affect our efforts to engage with them to improve their safety.

4.1.5. Ethnicity / National identity

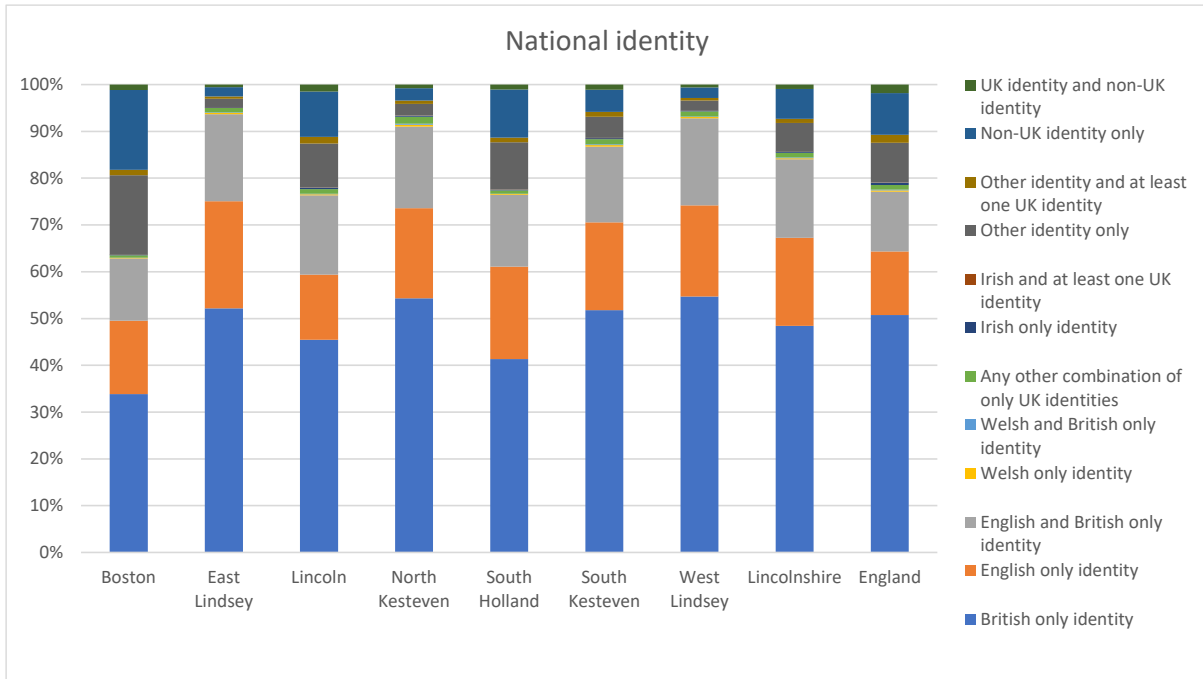
Lincolnshire has a significantly lower proportion, than England, that have stated their ethnicity as being in any group other than White. The district councils within Lincolnshire are broadly similar, with only slightly higher proportions from backgrounds other than White being seen in Lincoln and to a lesser degree, Boston.



Source: ONS – 2021 Census (TS021)

The proportion of Lincolnshire that is from 'non-UK identity only' is almost half that of England. Boston Borough Council conversely has more than double the proportion of England recording 'non-UK identity only' in the 2021 census.

(NB: national identity question in the census allowed multiple answers to be submitted)

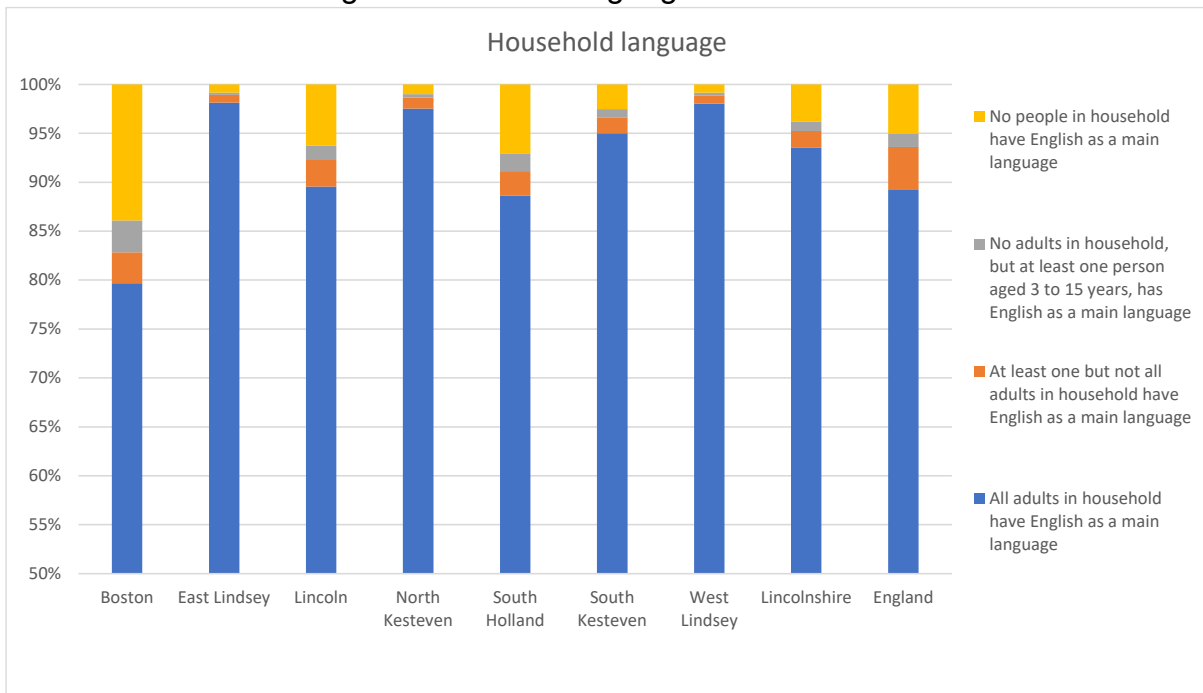


Source: ONS – 2021 Census (TS027)

See: [Census-2021-Summary-Ethnic-group-Nat-identity-language-and-religion.pdf](https://www.lhah.org.uk/census-2021-summary-ethnic-group-nat-identity-language-and-religion.pdf) (lhah.org.uk) (published by LHIH 2021 Census summary)

4.1.6. Main language

Boston (and to a lesser degree, also South Holland and Lincoln) have a significantly lower proportion of the community that have all adults in the household that have English as their main language. Boston also has a significantly higher proportion (almost 3 times more than the proportion in England) that have no people in the household that have English as a main language.

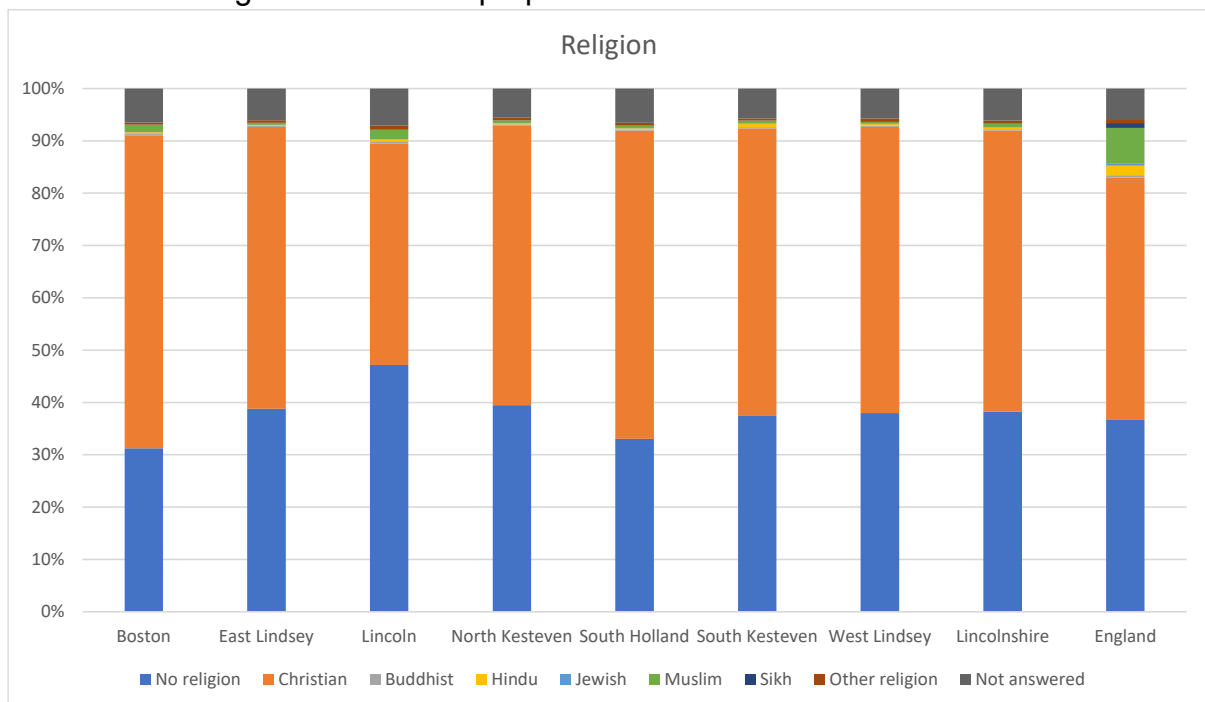


Source: ONS – 2021 Census (TS025)

Not having English as a main language can have several impacts on the community and their interactions with the FRS. When calling 999 they may not be able to effectively describe their location or what the nature of the incident is. There may be difficulties when our protection and prevention staff engage with these people, with them not understanding what it is that they need to do to keep themselves safe, or to meet legislative requirements. And they may also not feel able to apply for a job in the FRS, which would be a barrier to increasing the diversity of the Service and its ability to reflect the community it serves.

4.1.7. Religion

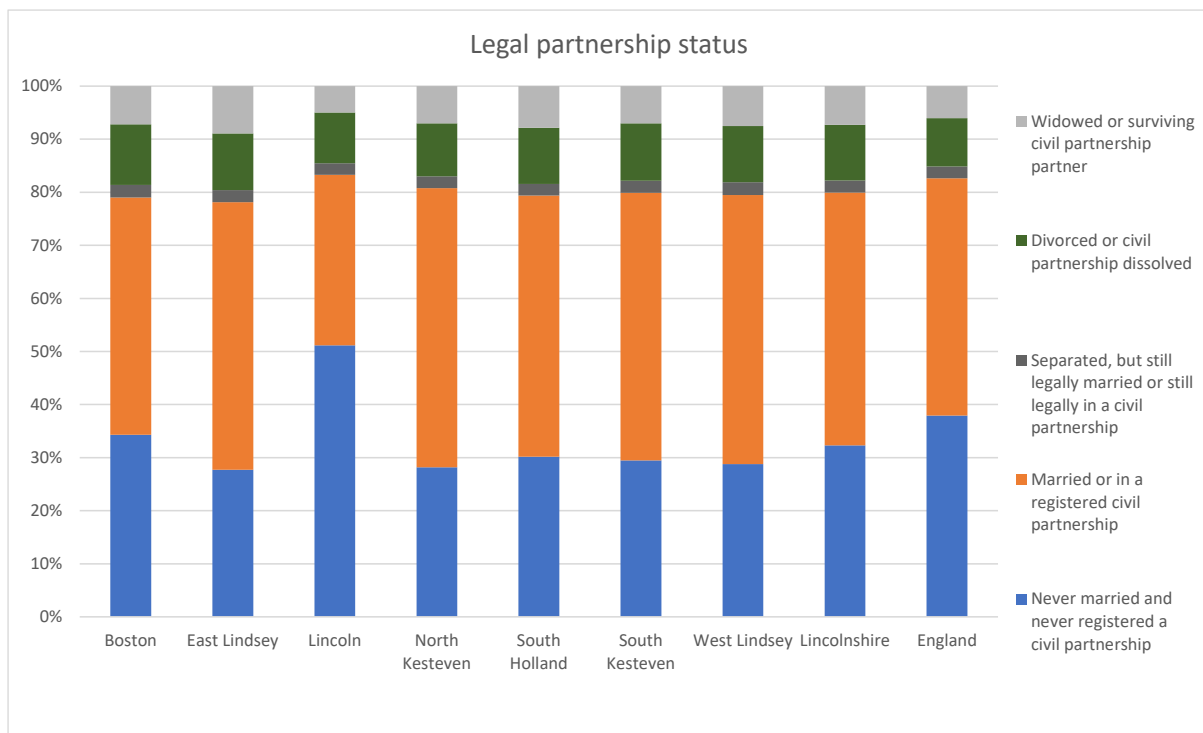
Lincolnshire has a broadly similar proportion to England that have no religion and that did not answer this question in the 2021 census, however, has a greater proportion that are Christian. Boston and South Holland have a noticeably lower proportion than Lincolnshire that have no religion and higher proportion that are Christian. Conversely, Lincoln has a considerably higher proportion than Lincolnshire that have no religion and a lower proportion that are Christian.



Source: ONS – 2021 Census (TS030)

4.1.8. Marital status / civil partnership

Lincolnshire has a slightly lower proportion than England that have never married or registered a civil partnership but is broadly similar in the other categories. The district councils within Lincolnshire are broadly similar to each other and to Lincolnshire, other than Lincoln that has a significantly higher proportion that have never married or registered a civil partnership. This may be linked to a younger demographic in this area of the county due to the large student population.



Source: ONS – 2021 Census (TS002)

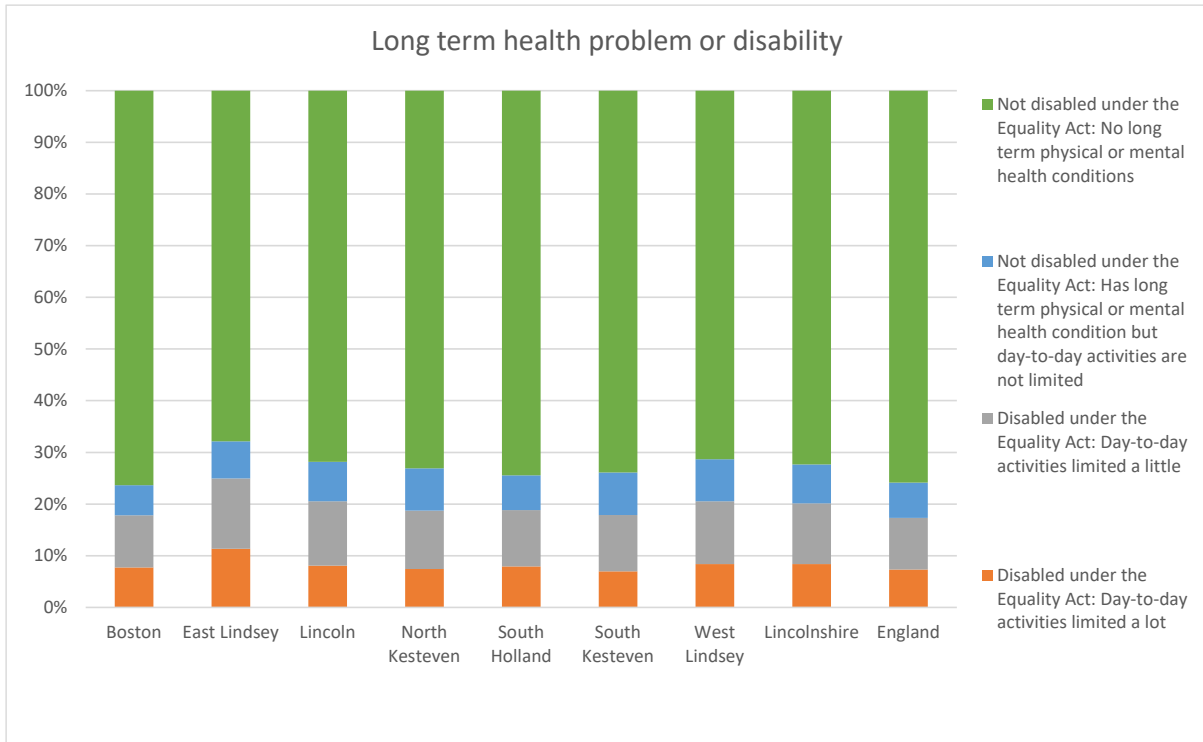
Statistics show that those living alone are more likely to be harmed in a dwelling fire, so this needs to be considered when designing prevention activities. In Lincolnshire, during the last five years, 50% of fatalities in dwelling fires were recorded as living alone; 48% of injuries in dwelling fires were also recorded as the occupant lived alone.

4.1.9. Pregnancy and maternity

In 2021, there were 6,559 births recorded in Lincolnshire ([Start Well - Lincolnshire Health Intelligence Hub \(lhih.org.uk\)](#)) When converted to a rate per 1,000 population this is 8.54. The data for England and Wales, for the 2021 year, shows the rate of live births is 10.5 per 1,000 population. This shows that Lincolnshire has a lower birth rate than England and Wales which is to be expected with a population base that is ageing. The impact of a lower birth-rate is likely to impact on the long term ability to recruit people into certain on-call stations.

4.1.10. Disability

Lincolnshire has a slightly higher proportion than England of people who are disabled as defined by the Equality Act. East Lindsey has the highest proportion of their community compared with the rest of the district councils within Lincolnshire, which may be due to the older demographic in that area of the county. As the population in Lincolnshire continues to age, and the birth rate remains low, we can expect this percentage to increase. Some disabilities will increase the risk to the individual of being hurt in a fire, caused in part by a potential difficulty in getting themselves out of their home quickly if necessary. This issue was raised during stage two engagement.



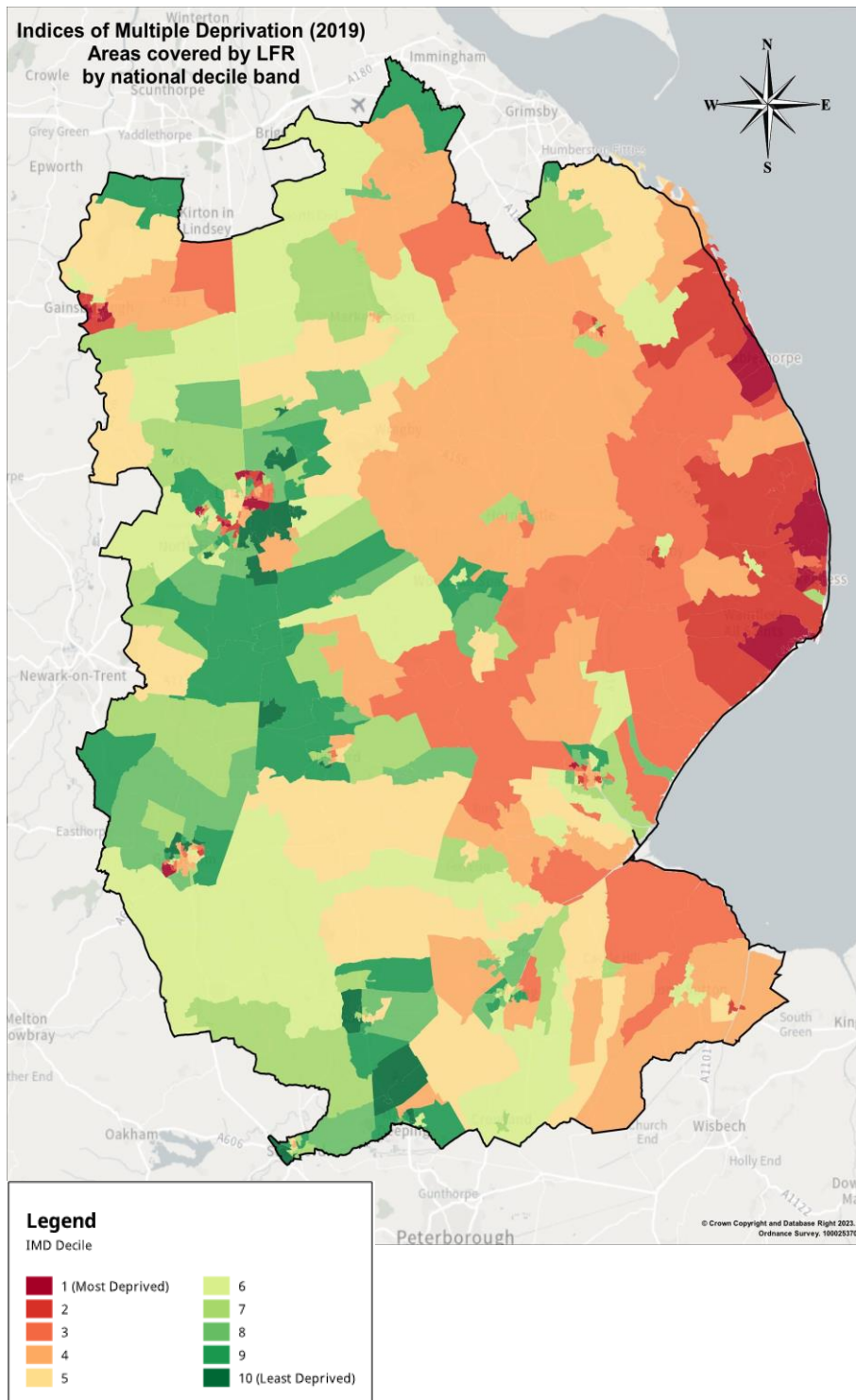
Source: ONS – 2021 Census (TS038)

[GL-Census-2021-Summary-Disability.pdf \(lhnh.org.uk\)](https://www.lhnh.org.uk/2021/04/21/2021-census-summary-disability/)

4.1.11. Deprivation

The Indices of Deprivation measure relative deprivation in small areas in England called lower layer super output areas. The index of multiple deprivation combines a range of factors and is most widely used. It allows analysis of the most to least deprived areas, along with comparison on a wider national scale. Lincolnshire has 420 of these lower layer super output areas (LSOAs) out of 32,844 areas in England.

The map below illustrates how the 420 LSOAs (Census 2011) in Lincolnshire are ranked in terms of most to least deprived. Whilst there are pockets of deprivation in Lincoln, Gainsborough, Grantham, Boston and Long Sutton, the main sweeping area of deprivation runs entirely along the east coast, comprising the areas of Mablethorpe, Skegness and Wainfleet extending into the more central areas of the county.



Map x1: Indices of Multiple Deprivation 2019

IMD 2019 is split into 10 deciles, with decile 1 being the most deprived LSOAs in the country (see map legend). England has 3,284 LSOAs that fall into the 1st decile, and Lincolnshire has 29 LSOAs which fall into this 1st decile, and this equates to 6.9% of our 420 LSOAs (census 2011 LSOA), these areas are the most deprived areas in our county.

When comparing IMD 2015 to IMD 2019, In Lincolnshire, 41.9% of LSOAs have become more deprived, whilst 58.1% are less deprived, Map x2 shows the areas that have become more deprived since IMD 2015. This has been broken down further in the chart below which shows East Lindsey and West Lindsey having more lower super output areas becoming more deprived.

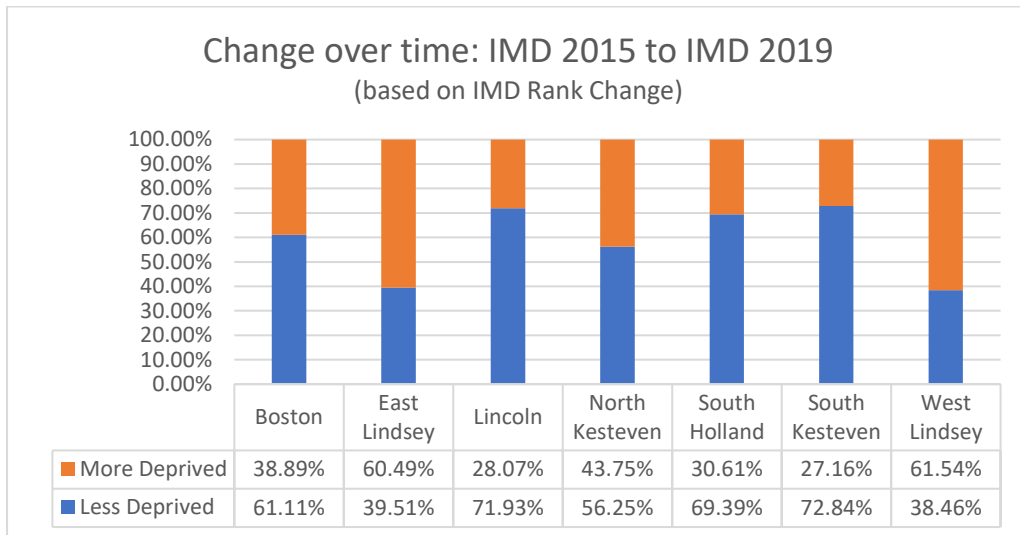
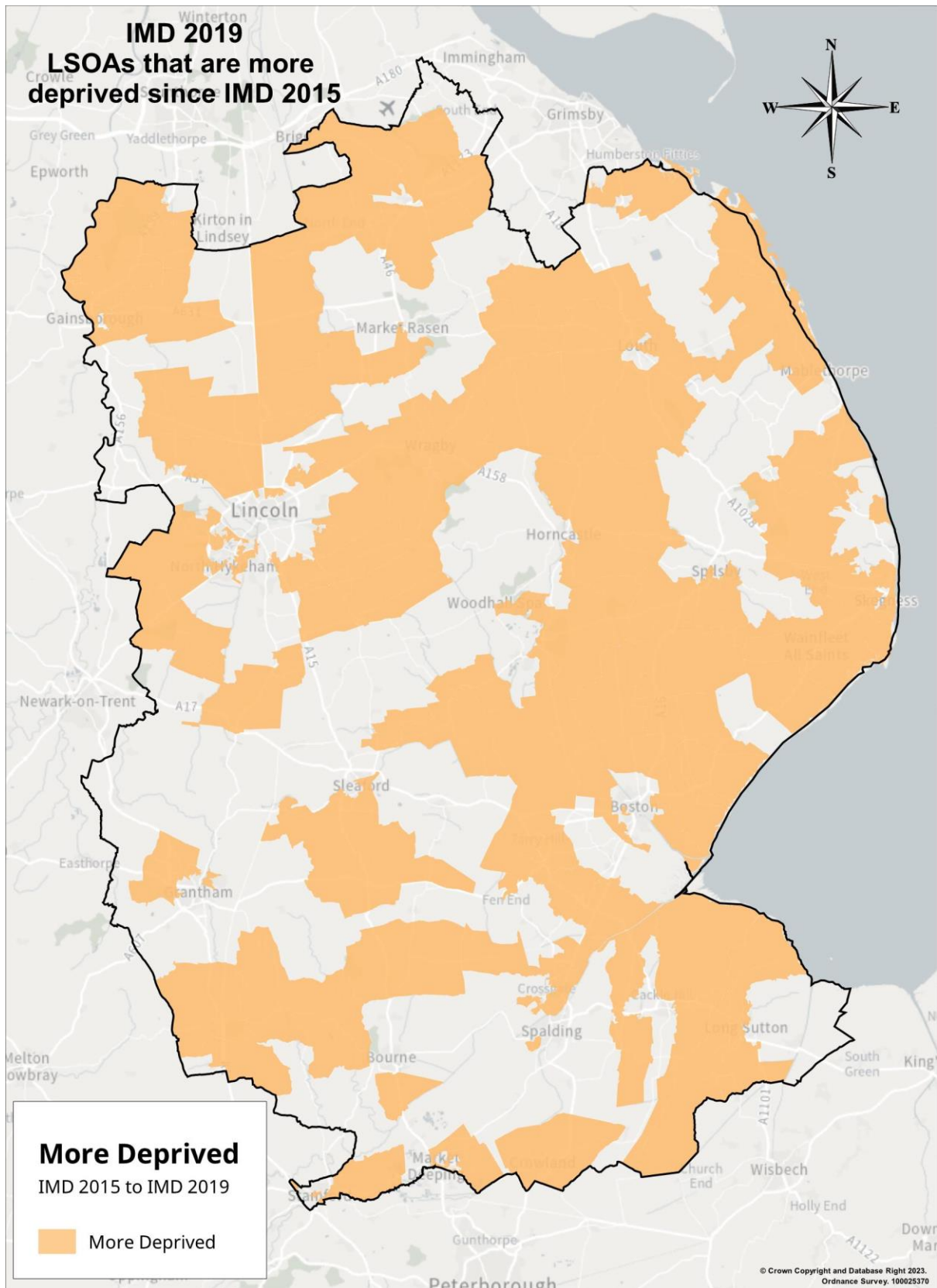


Chart x: Showing percentage of lower super output areas that have changed in deprivation rank from 2015 to 2019.

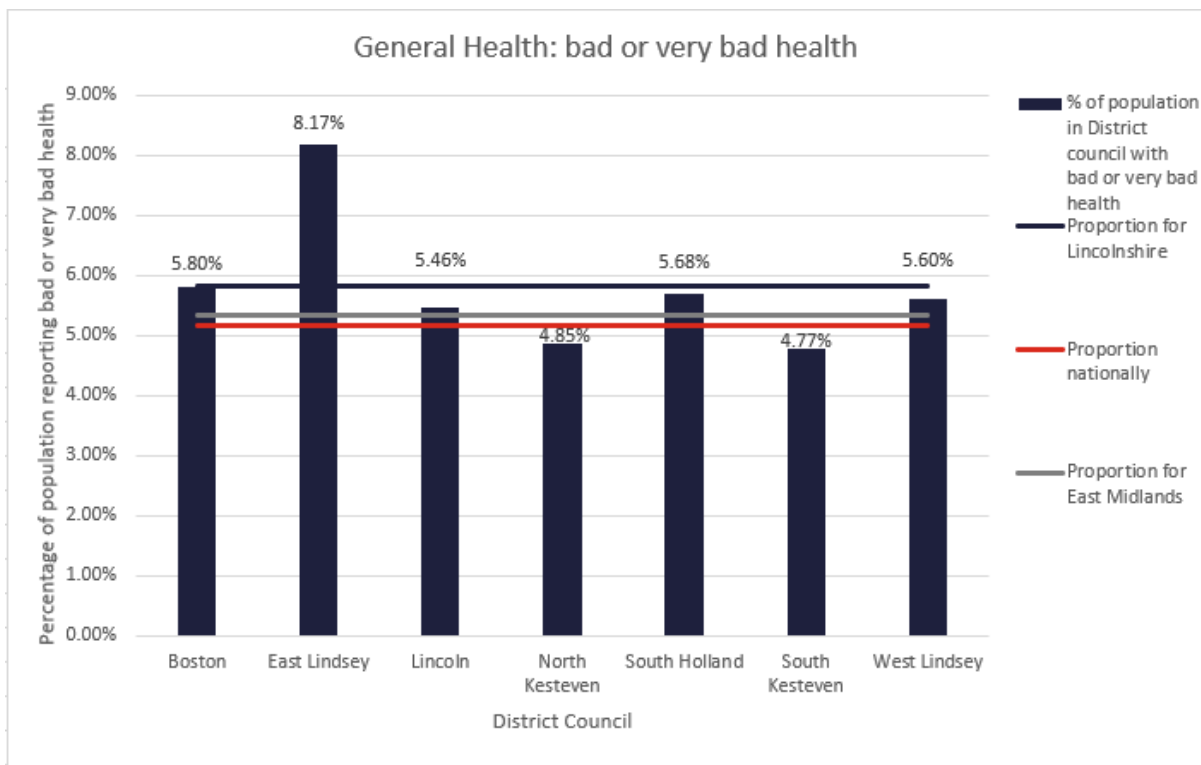


Map x2: lower super output areas that have become more deprived based on IMD Rank; IMD 2015 to IMD 2019.

Map 1x shows East Lindsey holds the highest number of most deprived LSOAs, stretching down the east coast and the majority of these have become more deprived since IMD 2015 (map 2x).

4.2 Health

In the 2021 Census, around 4 in 5 Lincolnshire residents considered themselves to be in good or very good health, this is a 0.29% increase from the 2011 Census. Meanwhile, 5.81% considered themselves to be in bad or very bad health, this is higher than the East Midlands region (5.34%) and England (5.25%). Since the 2011 Census, there has been a 0.08% decrease in Lincolnshire residents who declared they were in bad or very bad health.



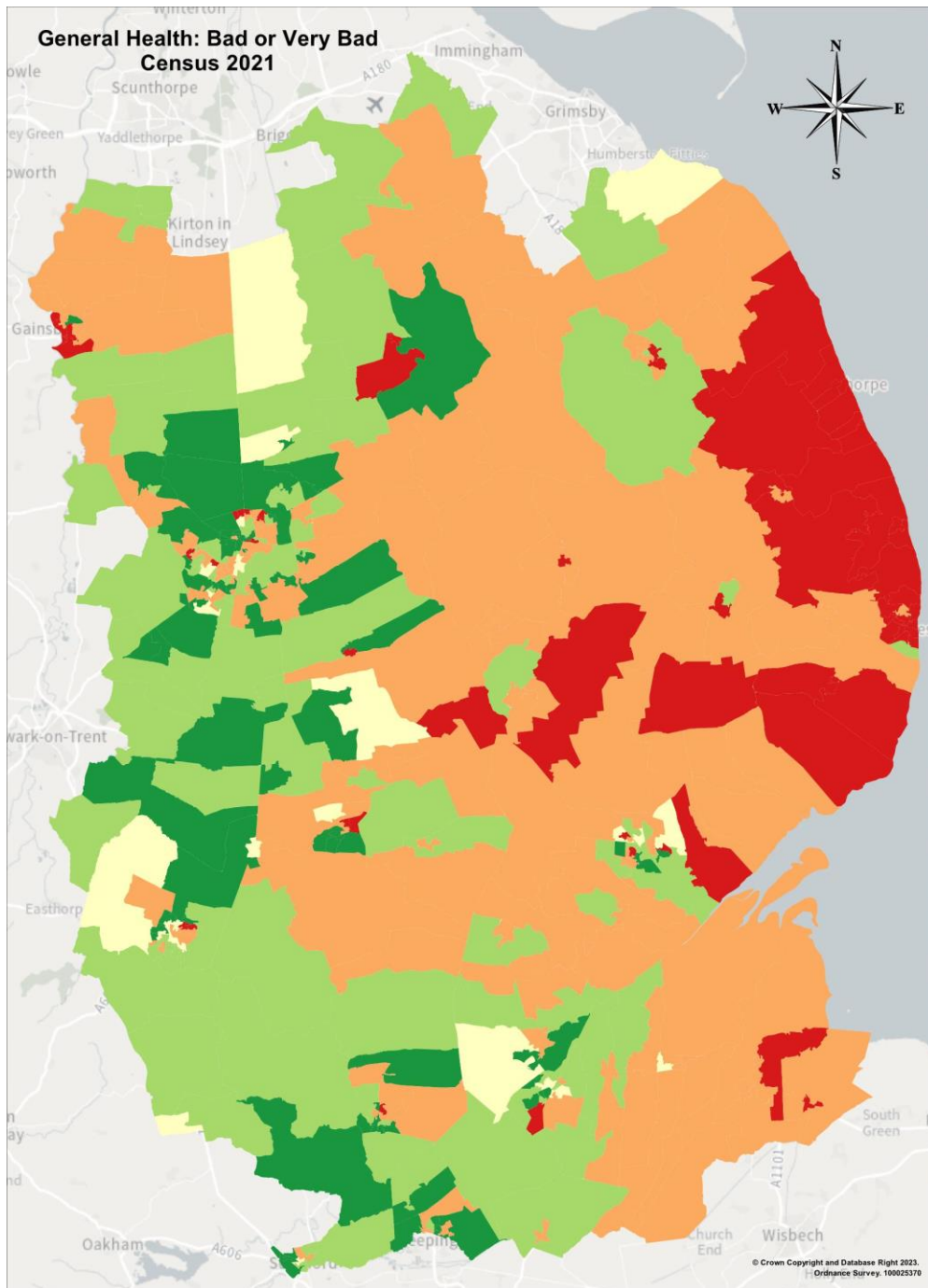
Source: ONS – 2021 Census (TS037)

Five of the seven Lincolnshire local authorities are above England and the East Midlands region for bad or very bad health. Only South Kesteven (4.77%) and North Kesteven (4.85%) are below both the region and national figures. East Lindsey, as expected, has a higher number of residents declaring ill health. This is in-line with Lincolnshire’s age-profile showing the population being much older in East Lindsey (see map: age 4.1.1). Map x3, shows pockets of ill health around the county, notably Gainsborough and areas surrounding Woodhall Spa but much of the population with ill health is in the east of the county, most notably along the east coast, with the highest LSOA being in Mablethorpe (14.64%), nearly three times the national and regional figures.

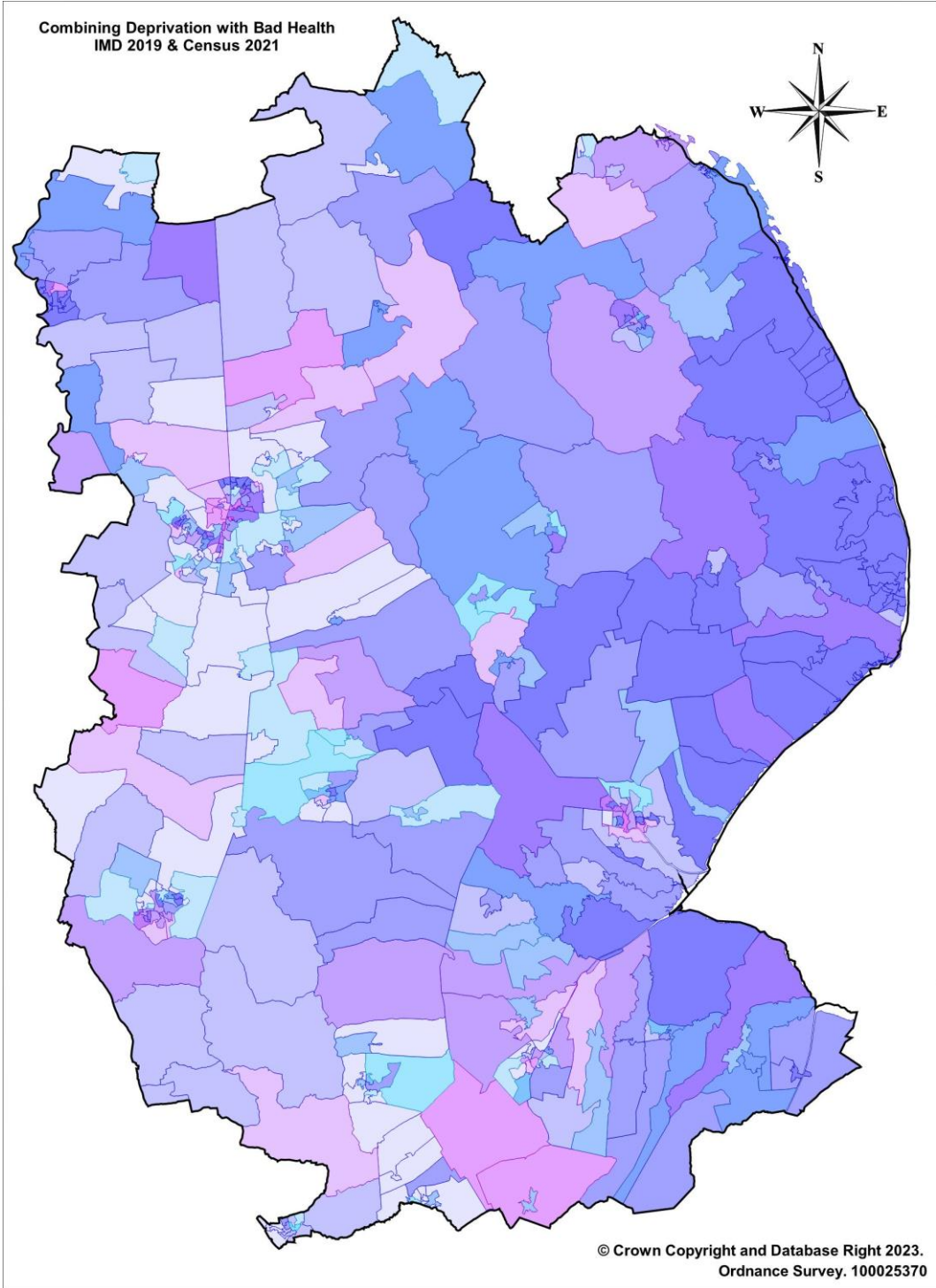
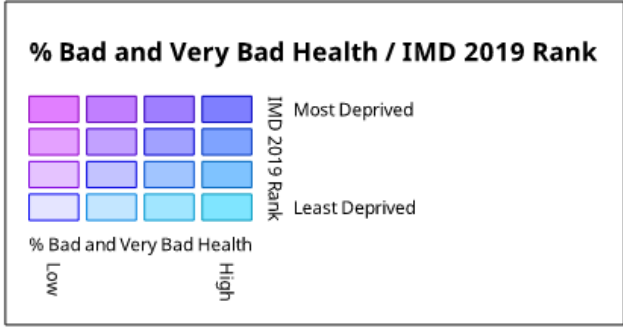
People who lead a physically active lifestyle have a 20 to 35% lower risk of cardiovascular disease, coronary heart disease and stroke, in comparison to those

that lead a physically inactive lifestyle. Physical activity is known to reduce obesity and improve mental health amongst other conditions. 22.3% of adults are inactive in England and this is similar in Lincolnshire where it's roughly one in four adults. Notably within Lincolnshire, the local authorities are similar to national and regional proportions, with the exception of Boston (29.4%) where almost a third of its adult population is physically inactive. Such low levels of activity and fitness make it harder to recruit on-call firefighters as without undergoing a fitness programme this third of the adult population would not be able to meet the strict fitness levels required of a firefighter.





There is a strong link between areas of high bad or very bad health and those areas that are most deprived. As seen on Map x5 (below), LSOA's in the east of the county have more bad health and deprivation then the rest of the county.



Map x5. Bivariate themed to show Deprivation against ill health.

Obesity

In Jan 2023 the Obesity Statistics were published, since 1993 the proportion of adults who are obese has risen from 15% in 1993, to 28% in 2019. There is a clear increase in obesity (chart x1).

Chart x1. Obesity Statistics, House of Commons, Jan 2023

PHE reported in 2021/2022 that the percentage of adults that are overweight/obese was 63.8% in England and 67% in East Midlands. The prevalence of adults being overweight/obese is significantly higher in Lincolnshire (70.4%) in comparison to the region and national figures with the highest rate being in South Holland (77.6%) and West Lindsey (77.3%).

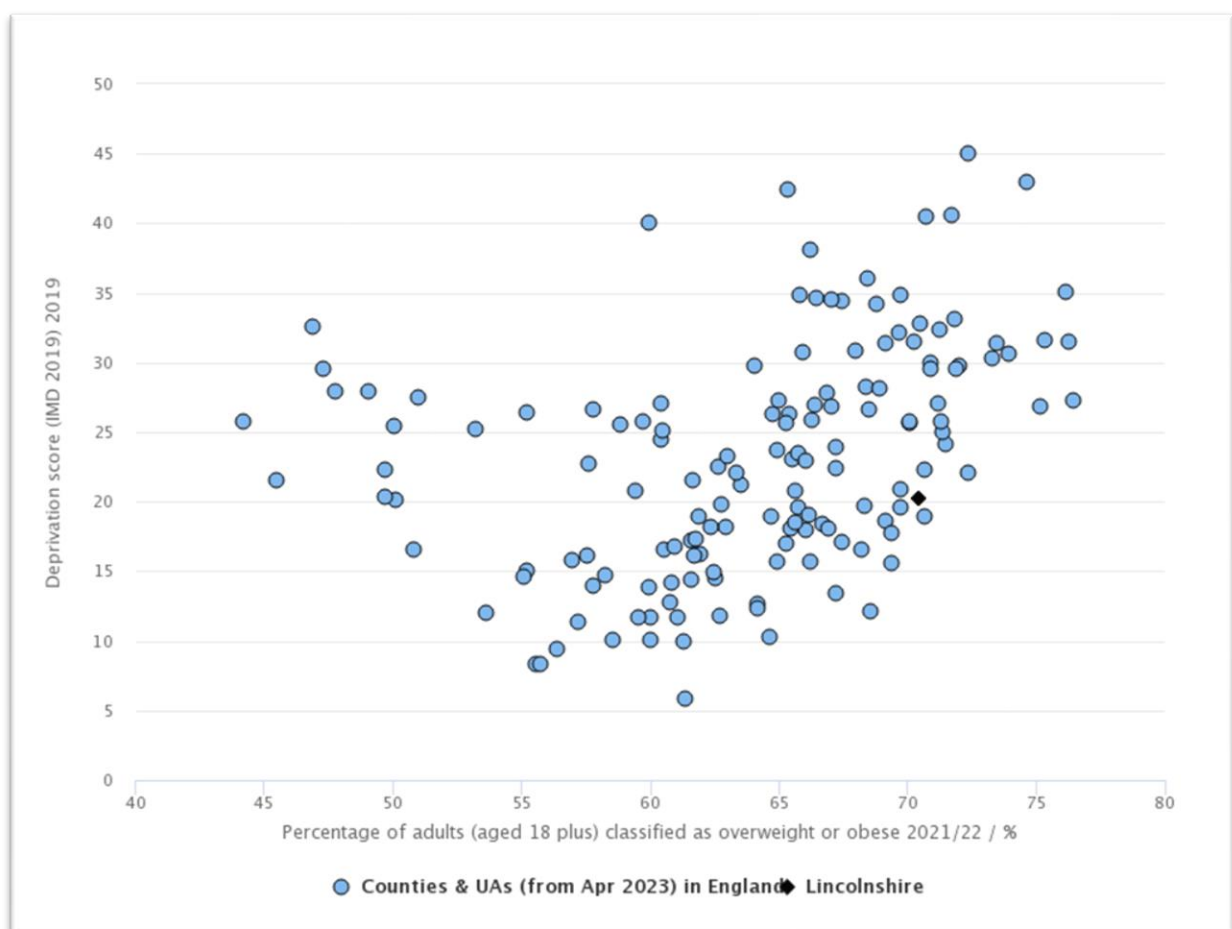
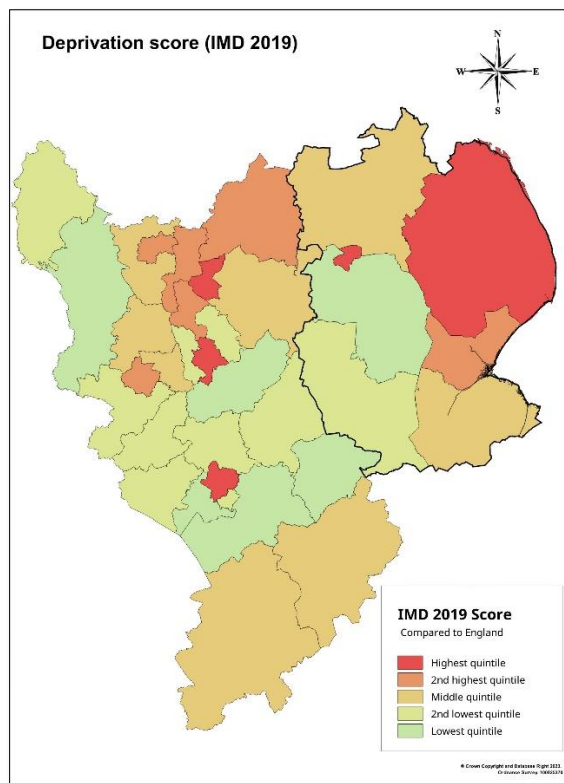
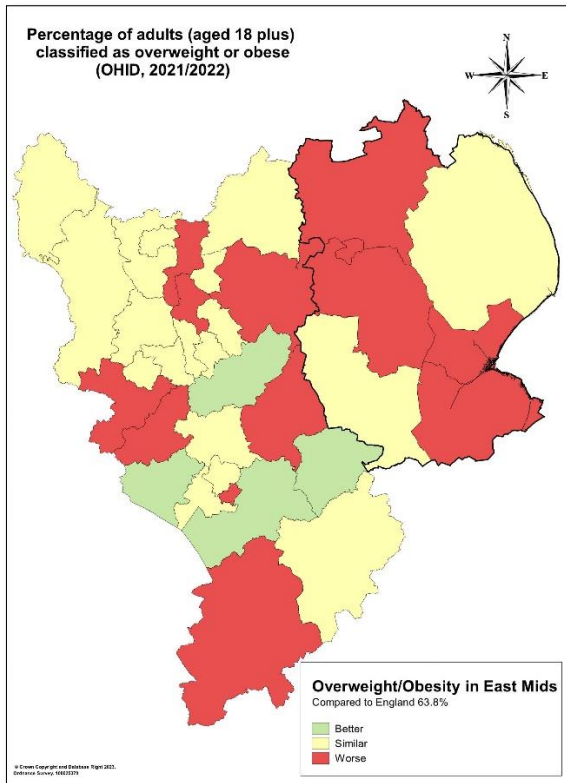


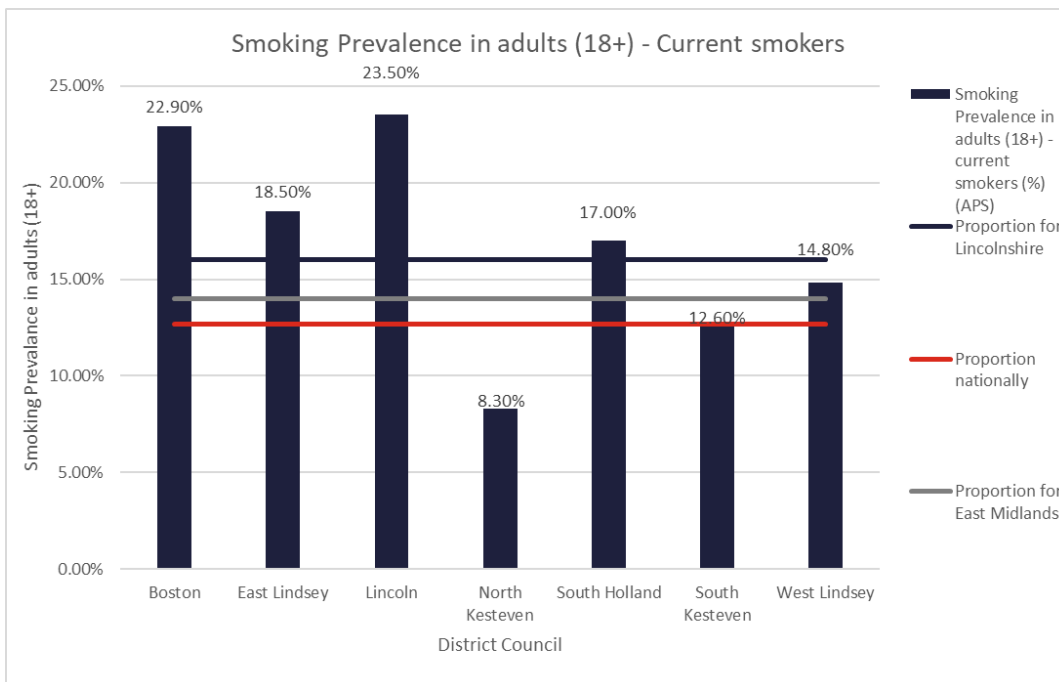
Chart x2. IMD 2019 against Percentage of adults (aged 18 plus) classified as overweight or obese (OHID,2023)

The House of Commons report states that the most deprived areas (1st decile, IMD) have a 72% rate of obesity, compared to the least deprived areas (58%) (10th decile), Lincolnshire has a higher rate of obesity but a mid-range deprivation score (see chart above). However, when looking at Lincolnshire local authorities, East Lindsey is the most deprived area but has the second lowest proportion of overweight/obese residents (68%), although this is still higher than the national average.



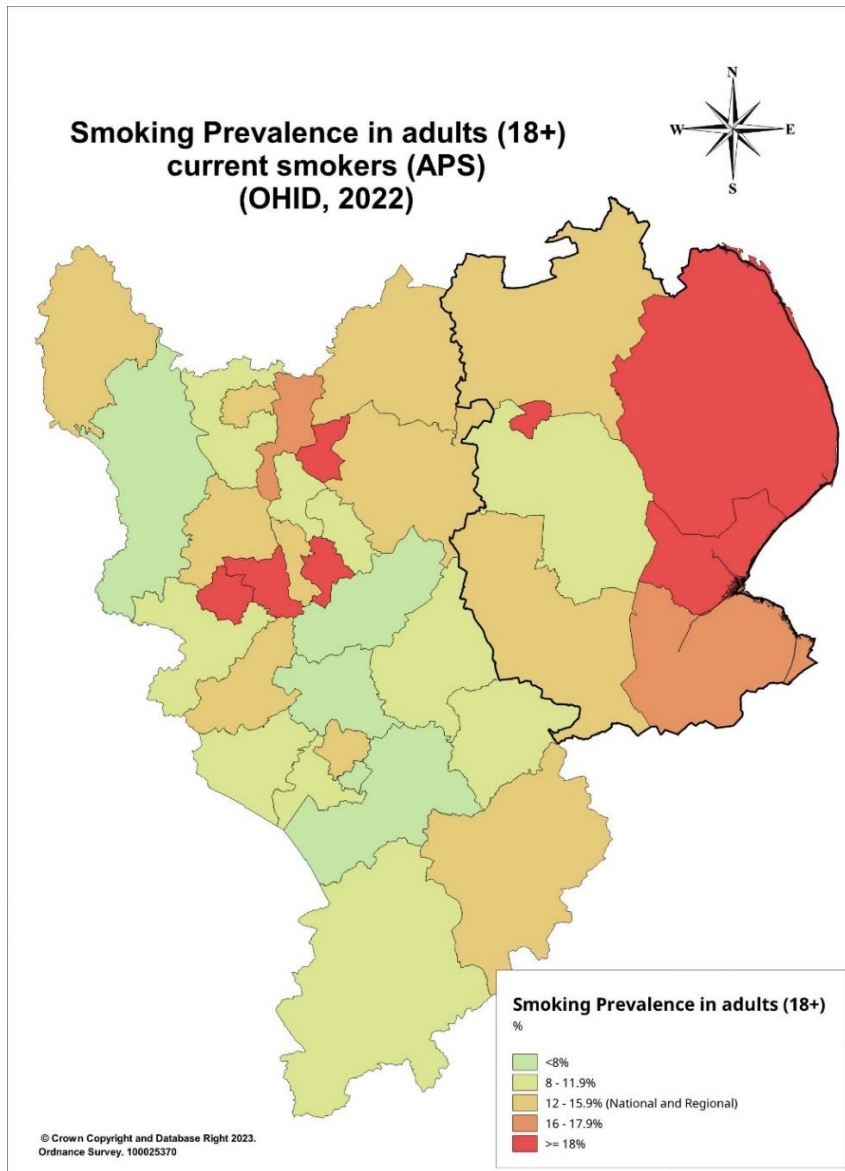
Smoking

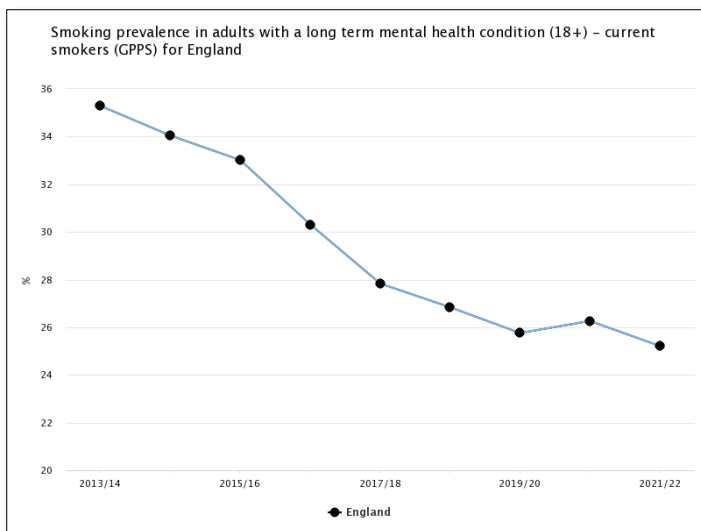
Regionally, East Midlands has the highest smoking prevalence in adults (18+) at 14% and is above the national prevalence for England (12.7%). At county level this is even higher at 16%, regionally coming third in the ranking after Nottingham (21.2%) and Derby (19.3%). At local authority level, Lincoln sits at the highest in East Midlands at a rate of 23.5%, followed by Boston (22.9%).



Source: OHID, Sept 2023

One in four adults in England who have long-term mental health conditions smoke cigarettes, and regionally this is similar. Studies have shown that people with mental health conditions are more likely to smoke and that smoking rates increase with the severity of illness. It has been shown that people who are smoking more than 15 cigarettes a day have a higher risk of experiencing a common mental health disorder. In England, 40% of all cigarettes are smoked by those with a mental or physical health problem (OHID, 2021/2022).





Source: OHID, Sept 2023

Alcohol

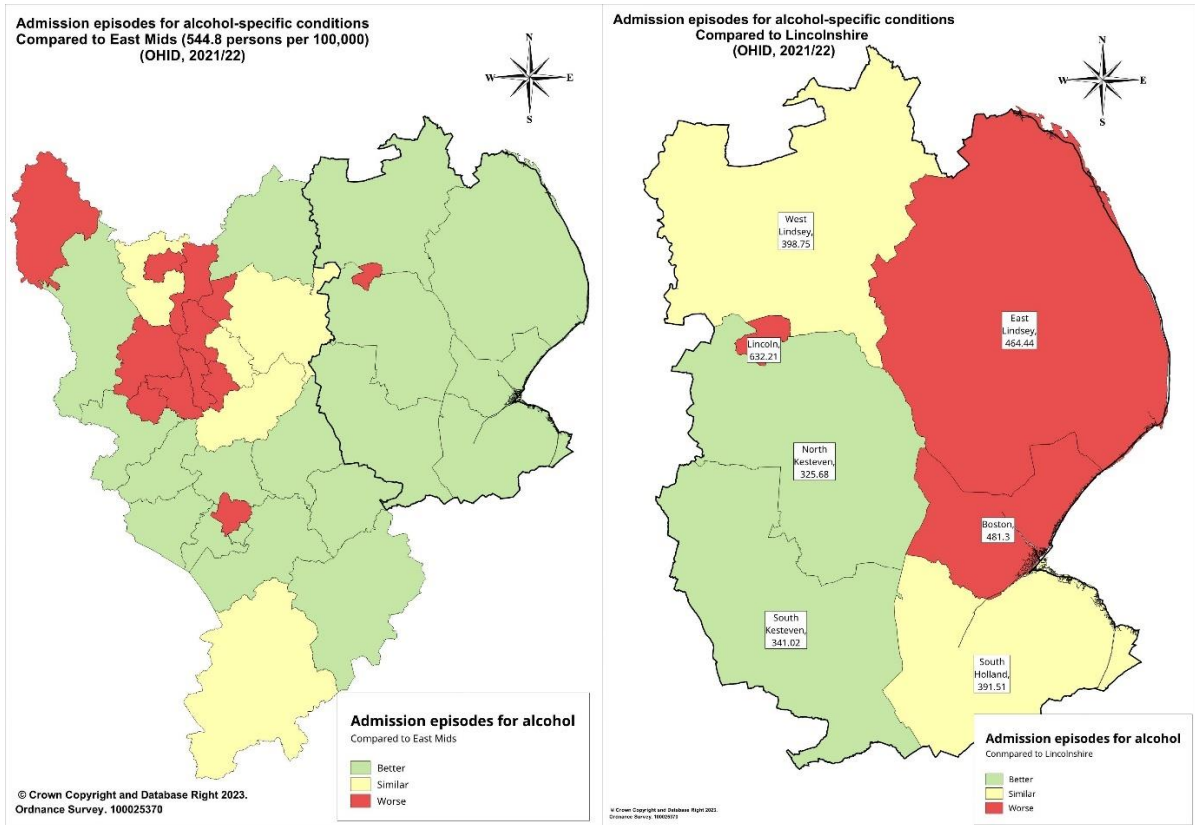
Alcohol consumption is a known human factor in the cause and consequences of a fire or other life-threatening incidents e.g., road traffic collisions. Alcohol misuse is estimated to cost the NHS about £3.5 billion per year and society £21 billion annually.

Area Name	Admission episodes for alcohol-specific conditions– Rate per 100,000 (OHID, 2022)
England	626.07
East Midlands	544.81
Lincolnshire	422.24

Hospital Episode Statistics (HES) Copyright © 2022

From the table above, the hospital admission rates are much lower for Lincolnshire in comparison to both England and East Midlands. Map below shows the breakdown of the local authorities in East Midlands, where most of Lincolnshire’s local authorities have a better and lower rate than the rest of the region. Lincoln is the exception and has the highest rate of 632.21 for Lincolnshire and is 10th highest in the region, surpassing the rate for England too. West Lindsey, South Holland, South Kesteven and North Kesteven are ranked in the bottom 5 local authorities in the region, only being beaten by Rutland (255.42).

The map (below right) shows the Lincolnshire local authorities against the county’s rate of hospital admissions. Lincoln, Boston, and East Lindsey have the highest rates and are worse than the county.



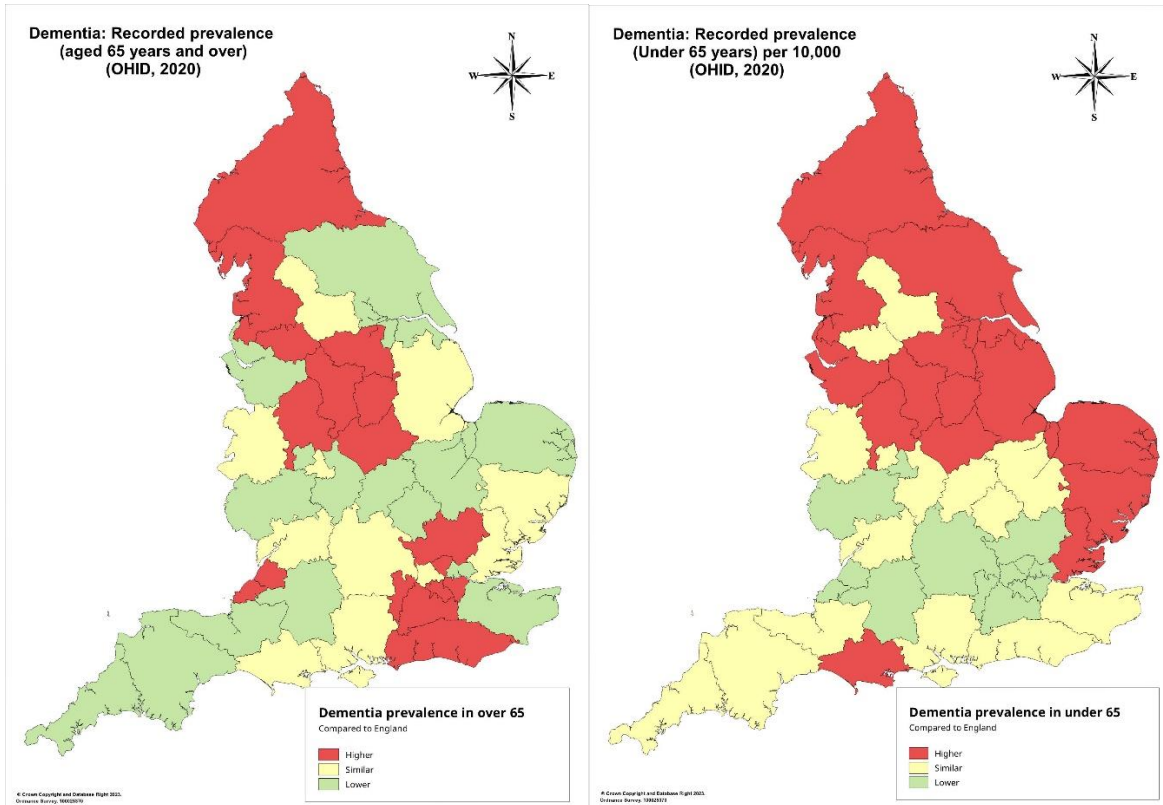
Dementia

Dementia is not only about memory loss, but it can also affect how people speak, think, behave and feel. Early diagnosis is key to slowing it down and maintaining mental functions for longer, it allows the right treatment and support to be given, allowing both the patient and those closest to them the ability to prepare for the future.

The NHS reports that there are 944,000 people in the UK who have dementia, and 1 in 11 people who are over 65 years of age have dementia in the UK. As UK residents are now living longer, it is expected that by 2030 more than 1 million people in the UK will have dementia.

Dementia prevalence in England for over 65-year-olds, sits at a rate of 3.97% (OHID, 2020). Regionally in the Midlands (NHS Region), it is slightly lower at a rate of 3.91%. In the map below (left), when looking at Sustainability and Transformation Partnerships Lincolnshire (STP), the county is slightly better than the national prevalence and on par with the region at 3.91% for 65+ years.

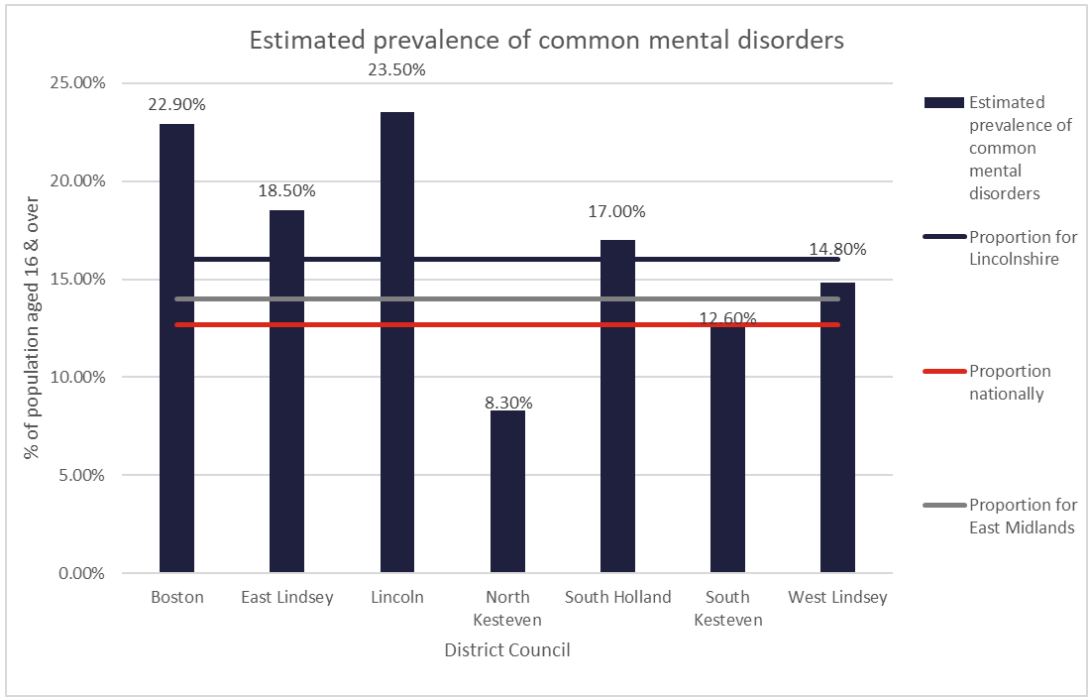
Dementia prevalence per 10,000 population in under 65-year-olds sit at a rate of 3.05 in England. Regionally this is slightly higher at 3.33. However, Lincolnshire has the highest prevalence in the country at STP level at a rate of 4.73 (see map below right).



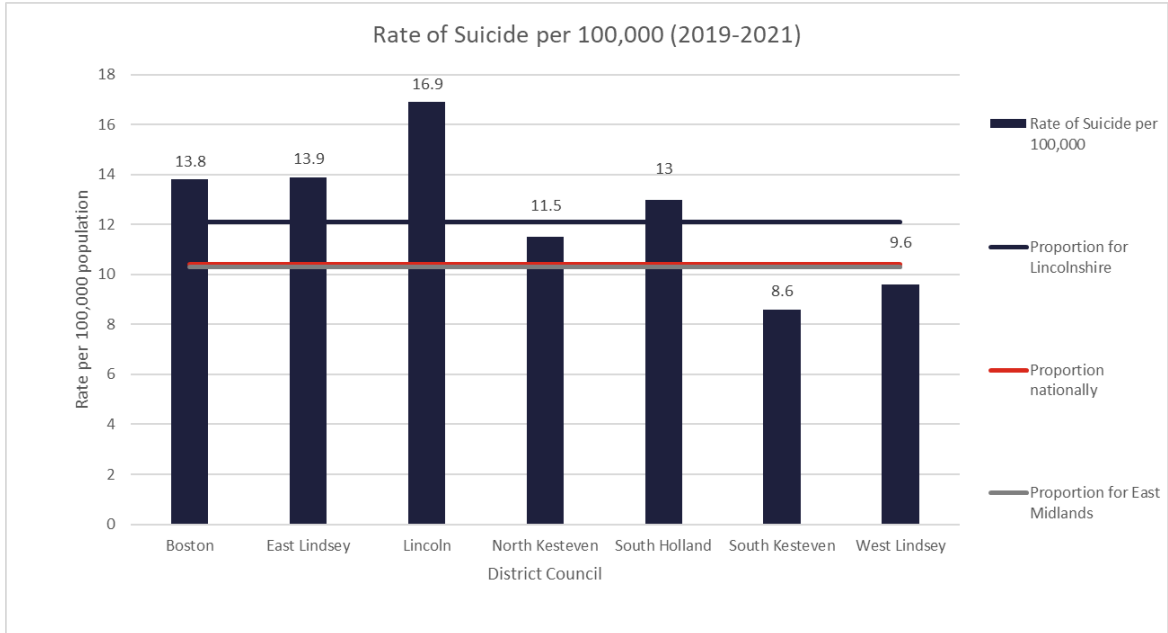
Mental Health

NHS England spent £14.9 billion on mental health services in 2021/22 (13.8% of funding). The Survey of Mental Health and Wellbeing in England (2023) found that 1 in 6 people aged 16+ had experienced symptoms of a Common Mental Disorder (CMD) e.g., depression or anxiety in the week before being surveyed. LFR has to attend incidents to try and effect a rescue from height or from water where an individual is in danger arising from their CMD. We also provide scene safety for other responders to allow them to carry out their work in negotiation, treatment or investigation. A person with a CMD may also neglect their self care or personal safety at home putting them at greater risk from a fire.

Lincolnshire's population compares similarly nationally and regionally for common mental disorder prevalence. Local authority levels vary with Lincoln being less favourable, followed by Boston and East Lindsey (chart below).



Severe mental health prevalence in Lincolnshire is low and is lower than the national and regional rates. However, suicides in Lincolnshire are increasing, above the national and regional rates (chart below)



Source: ONS, 2022 – taken from OHID.

5. Public concerns

5.1 Community Engagement

Two periods of community engagement have been carried out so far in this CRMP planning cycle. The first established the public's level of CRMP and service planning knowledge. The second collected the most important fire and rescue risks from Lincolnshire residents.

The first stage results showed that over half (51.5%) of respondents had no CRMP knowledge at all. There were no significant differences between the general population and those with protected characteristics. This suggested stage one engagement reached a new audience, which was a key phase one objective.

Second stage engagement revealed the hazards and risks that were important to the public. The three most frequently identified among general respondents were:

- Road Traffic Collisions
- Dwelling (house) fires
- Flooding
- Non-domestic fires
- Wildfires
- Deliberate fires (arson)

There were small differences among target groups identified in earlier equality impact assessments. For example:

- people describing themselves as having reduced mobility or physical or sensory impairment mirrored the general responding population entirely, but specifically mentioned the impact of reduced mobility in safely escaping house fires
- those with drug or alcohol dependency ranked domestic fires higher than RTCs
- smokers reflected the general population, but with very little between domestic fires and RTCs, but a much larger gap between them and flooding
- respondents with mental health issues ranked domestic fires and RTCs the same as the general population, but ranked water risks higher than other cohorts
- people from non-White British backgrounds had the same top two as the general population, but deliberate fires (arson), was higher than other groups
- East Lindsey-based respondents' priorities included flooding and general health and wellbeing in their greatest concerns
- Boston Borough-based respondents' priorities were listed as road traffic collisions, home fires and flooding and people lighting fires to reduce energy bills

Respondents were asked to identify any other safety risks and/or concerns, which fit with priorities above and our partner agencies. The most frequently identified categories were:

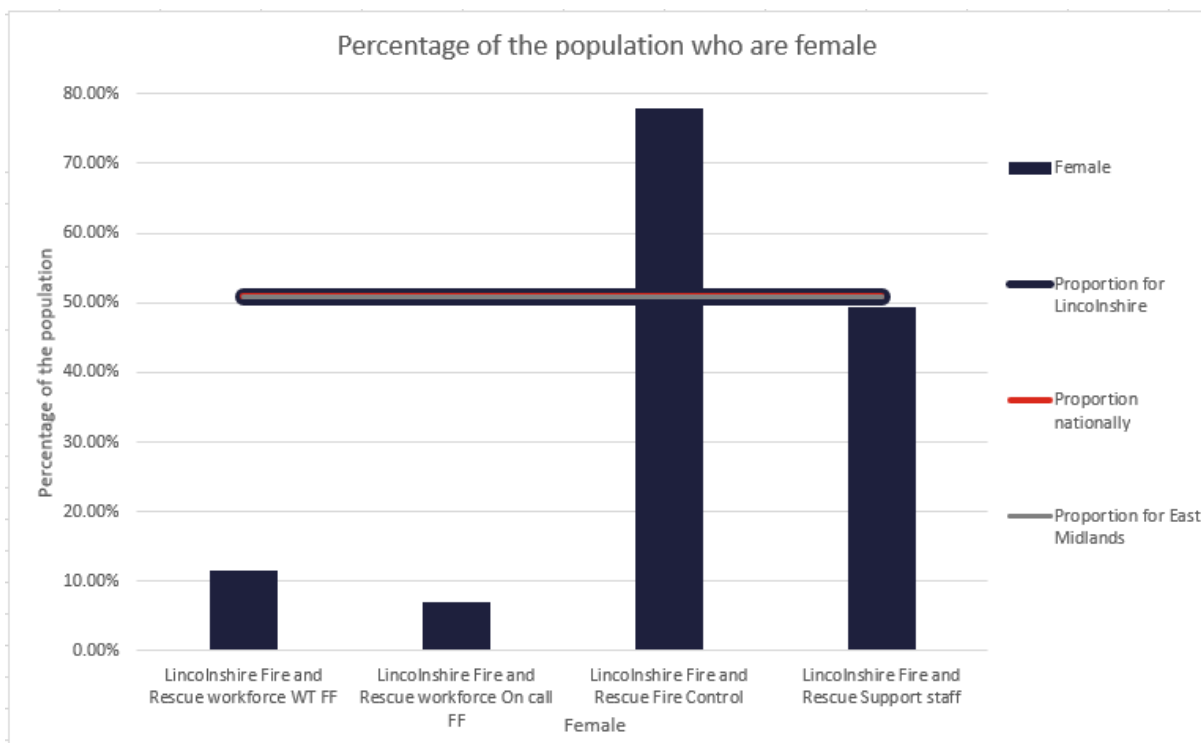
- Driving-related matters (95)
- The environment (35)
- Community safety concerns (33)

A variety of further comments were received and showed that the risks presented in the engagement posed a difficult choice to establish in priority order. There was a level of feeling that risk to life/preservation of life must be prioritised and that climate and environmental concerns, notably in relation to flooding risk, should be a priority.

This feedback has directly informed the draft CRMP on which we now seek views.

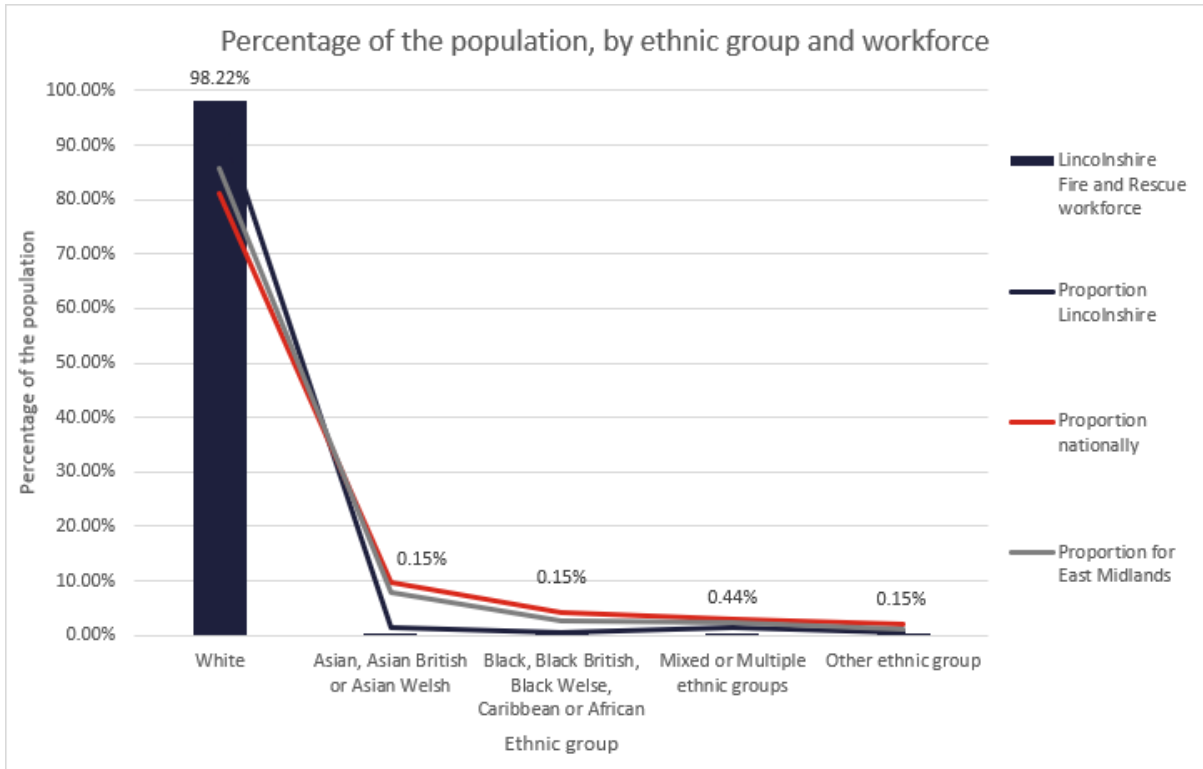
6. Service staff

As of 31 March 2023, the workforce of Lincolnshire Fire and Rescue was as follows: Overall female representation was 13.8% of the workforce. For operational staff this proportion was 6.8% of on-call firefighters and 11.4% of wholetime firefighters. The proportion of female support staff was 49.2% and within fire control it was 77.8%. The community of Lincolnshire has 51.0% of the population being female. In terms of the makeup of the Lincolnshire community working age population the figure was 50.9% being female recorded in the 2021 census.



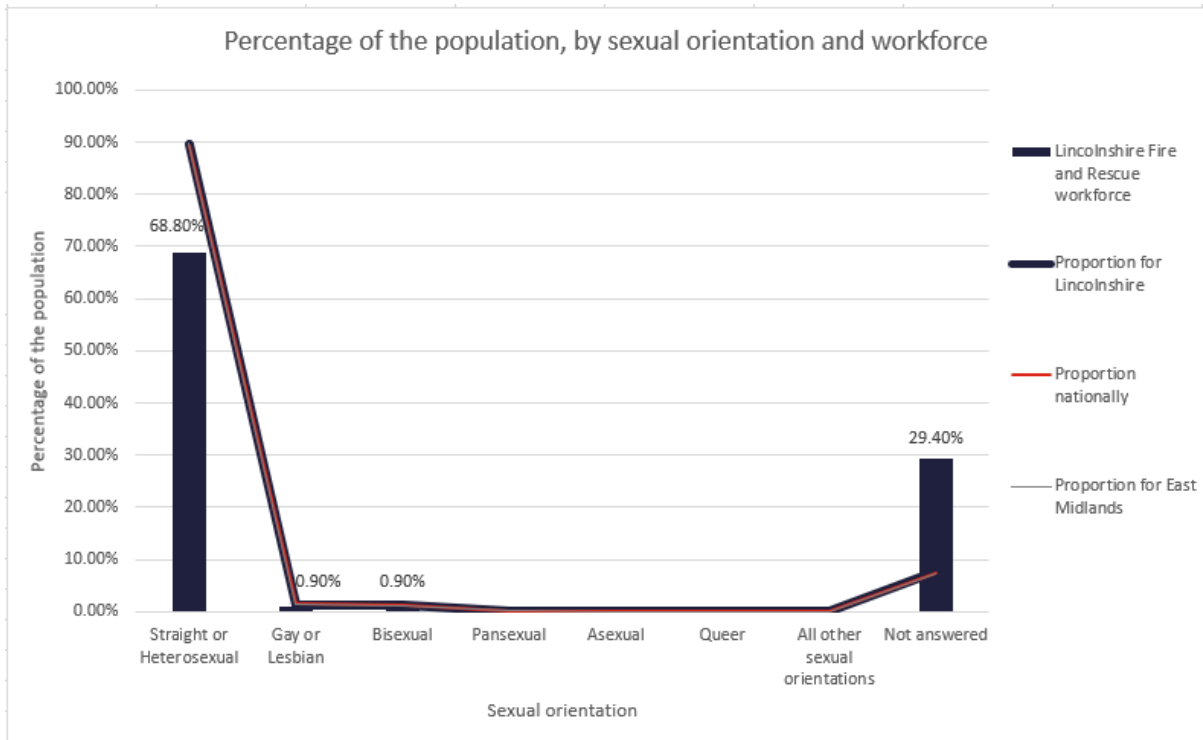
Source: ONS – 2021 Census (TS008) and Lincolnshire Fire and Rescue workforce data

In terms of the service’s workforce from BAME backgrounds, as of 31 March 2023, the workforce of Lincolnshire Fire and Rescue was as follows: Overall representation was 0.89% of the workforce who are from BAME backgrounds. For operational staff this proportion was 0.73% of on-call firefighters and 1.08% of wholetime firefighters. The proportion of support staff was 1.64% and within fire control it was 0% who are from BAME backgrounds. The community of Lincolnshire has 4.01% of the population being from BAME backgrounds. In terms of the makeup of the Lincolnshire community working age population the figure was 4.3% being BAME recorded in the 2021 Census.



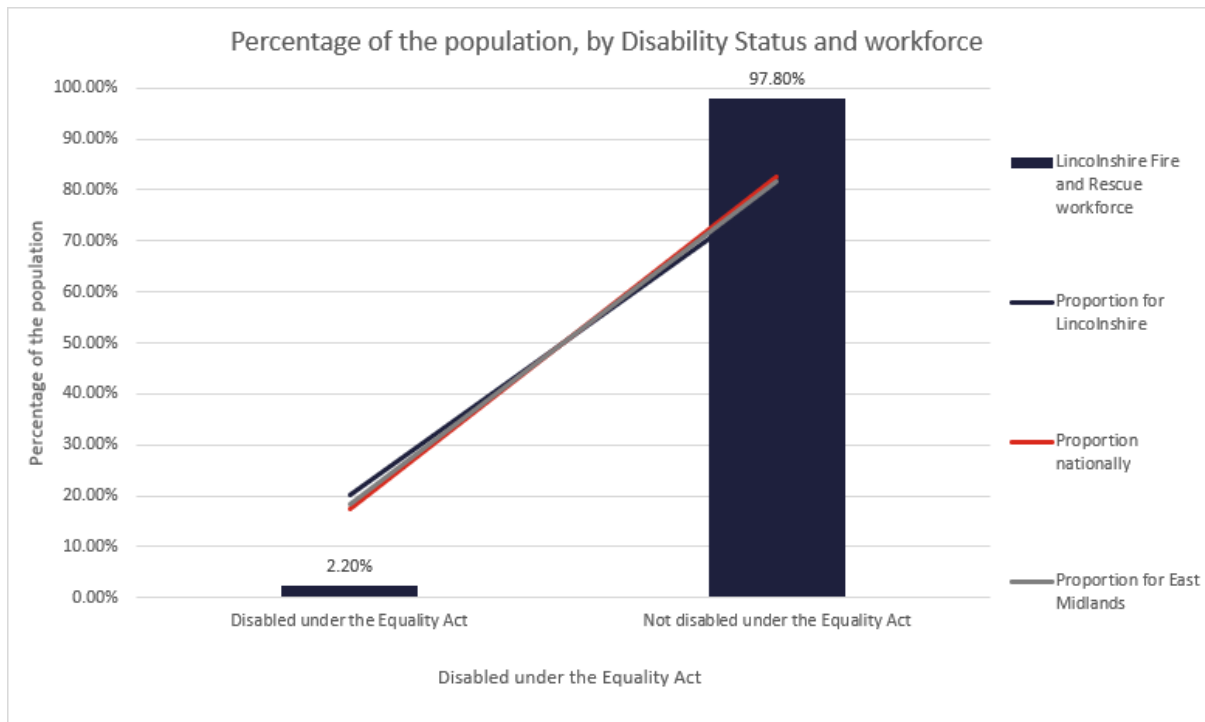
Source: ONS – 2021 Census (TS021) and Lincolnshire Fire and Rescue workforce data

In terms of the recorded sexual orientation of the service’s workforce: 0.9% of the overall workforce stated their sexual orientation as being bisexual; 0.9% stated gay/lesbian; 29.4% declared their sexual orientation as not stated and the remaining 68.8% reported themselves as being heterosexual. In the 2021 Census the community of Lincolnshire has 1.26% of the population being bisexual, 1.22% being gay/lesbian, 0.29% being either pansexual, asexual, queer or other sexual orientations, 7.65% did not answer this question and the remaining 89.58% recorded themselves as straight or heterosexual.



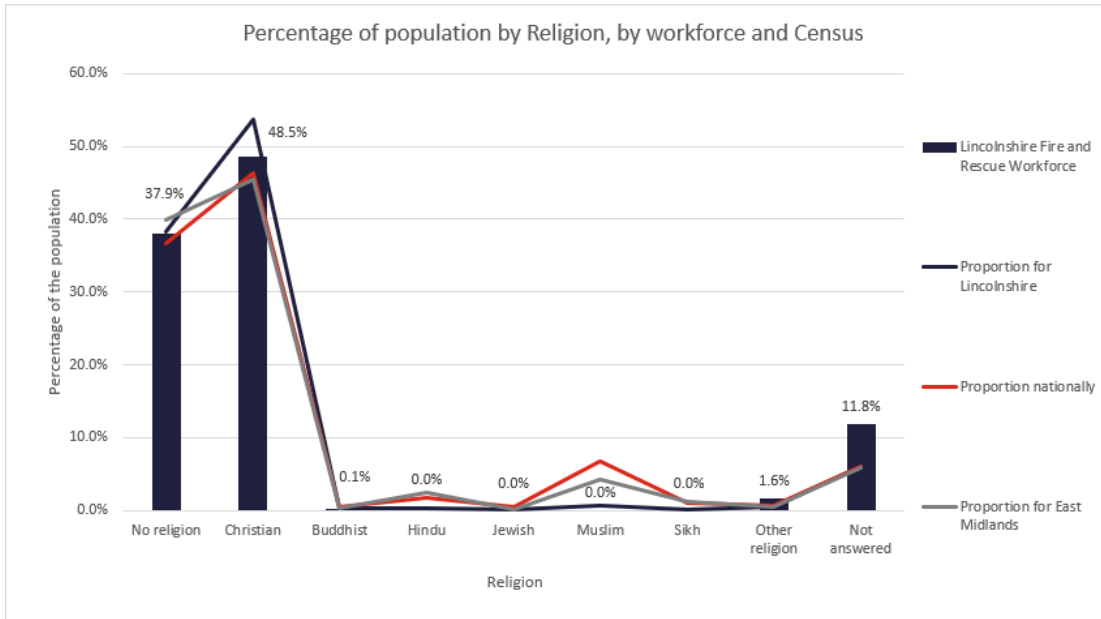
Source: ONS – 2021 Census (TS079) and Lincolnshire Fire and Rescue workforce data

The recorded disability status of the service’s workforce, as of 31 March 2023 was as follows: 2.2% of the overall workforce stated they were disabled; 0.0% recorded their status as disability not stated and the remaining 97.8% reported themselves as being not disabled. In the 2021 Census the community of Lincolnshire has 20.12% of the population being recorded as Disabled under the Equality Act, of those 8.36% state their day-to-day activities are limited a lot. The remaining 79.88% are recorded as not disabled under the Equality Act, but 7.53% are recorded as having a long term physical or mental health condition, but day-to-day activities are not limited.



Source: ONS – 2021 Census (TS038) and Lincolnshire Fire and Rescue workforce data

The recorded religion status of the service’s workforce, as of 31 March 2023 was as follows: 0.1% of the overall workforce stated their religion was Buddhism; 1.6% recorded their religion as other, 37.9% reported themselves as having no religion, a further 11.8% recorded themselves as religion not stated, and the remaining 48.5% reported their religion as Christian. In the 2021 Census the community of Lincolnshire had 0.24% of the population stating their religion as being Buddhist, 0.32% recorded as Hindu, 0.06% as Jewish, 0.70% as Muslim, 0.09% as Sikh, 0.49% as other religion. 6.10% of the population did not answer this question in the Census, 38.29% recorded themselves as having no religion, and the remaining 53.70% recorded themselves as being Christian.



Source: ONS – 2021 Census (TS030) and Lincolnshire Fire and Rescue workforce data

7. Equality impact assessment

Each area of the service has had their priorities assessed to evaluate the impact in line with the NFCC Equality Impact Assessment (EqIA) Screening Tool. These assessments consider the activities and aims stated in the CRMP. Each individual policy and activity is equality assessed when created or updated.

Protection

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining <i>Genuine Determining Reason</i> exists
1. Gender (Men and Women)	✓			Engagement with businesses, advice and enforcement action is the same regardless of the gender of the business owner/staff or their customers.
2. Race (All Racial Groups)		✓		Our work to identify the ethnic background and languages spoken in Lincolnshire means we can communicate more effectively with business owners.
3. Disability (Mental, Physical, and Carers of Disabled people)		✓		Actively inspecting, advising and enforcing fire safety regulations will ensure that people with a disability will be appropriately protected in a commercial setting.
4. Religion or Belief	✓			Engagement with businesses, advice and enforcement action is the same regardless of the religion or belief of the business owner/staff or their customers.
5. Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			Engagement with businesses, advice and enforcement action is the same regardless of the sexual orientation of the business owner/staff or their customers.
6. Pregnancy and Maternity	✓			Engagement with businesses, advice and enforcement action is the same regardless of whether the business owner/staff or customers are pregnant or a mother.
7. Marital Status (Married and Civil Partnerships)	✓			Engagement with businesses, advice and enforcement action is the same regardless of the marital status of the business owner/staff or the customers of the business.
8. Transgender	✓			Engagement with businesses, advice and enforcement action is the same regardless of the transgender status of the business owner/staff or their customers.
9. Age (People of all ages)	✓			Engagement with businesses, advice and enforcement action is the same regardless of the age of the business owner/staff or their customers.

Prevention

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining <i>Genuine Determining Reason</i> exists
1. Gender (Men and Women)	✓			Our community safety activities are targeted at individuals irrespective of sex. Recognising the split of population between male and female, our teams are trained to deliver activities in a non-biased way.
2. Race (All Racial Groups)		✓		Our work to identify the ethnic background and languages spoken in Lincolnshire means we can communicate more effectively with the community.
3. Disability (Mental, Physical, and Carers of Disabled people)		✓		Information and safety messages can be given in a format that is easily accessible for individuals with disabilities. Information can be accessed by people with physical disabilities, and we are working to identify methods of delivery and format for those with diverse needs, e.g. hard of hearing, visual impairment, neurodiversity.
4. Religion or Belief		✓		Different beliefs present different challenges to LFR so it is important that we understand various religions across the county to ensure proportionate plans can be made to support all individuals equally, such as in modifying religious ritual behaviour to reduce risk of fire (use of candles, scent burners for example).
5. Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			Engagement with businesses, advice and enforcement action is the same regardless of the sexual orientation of the business owner/staff.
6. Pregnancy and Maternity	✓			Delivery of activities is consistent for individuals who may be pregnant and on maternity leave or nursing young children.
7. Marital Status (Married and Civil Partnerships)	✓			Delivery of activities is consistent for individuals regardless of their marital status.
8. Transgender	✓			Delivery of activities is consistent for individuals regardless of their gender.
9. Age (People of all ages)		✓		LFR target community safety activities at those who we believe are most at risk from fires and accidents in the home. Consideration is given to targeted activities, e.g. elderly residents, and care is be taken to ensure information is easily accessible in a variety of formats to allow all age groups to benefit from the advice provided.

Response

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining <i>Genuine Determining Reason</i> exists
1. Gender (Men and Women)	✓			Our response activities are consistent irrespective of the gender of the firefighter.
2. Race (All Racial Groups)	✓			Our response activities are consistent irrespective of the race/ethnic background of the firefighter.
3. Disability (Mental, Physical, and Carers of Disabled people)		✓		Recruitment processes and operational learning activities will be assessed to ensure that those who are neurodiverse can participate fully.
4. Religion or Belief	✓			Our response activities are consistent irrespective of the religion or beliefs of the firefighter. Provision is made for observing religious practices as long as it does not affect operational readiness.
5. Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			Our response activities are consistent irrespective of the sexual orientation of the firefighter.
6. Pregnancy and Maternity	✓			Staff that are pregnant or on maternity will not be working as operational staff. They will be re-deployed within the organisation.
7. Marital Status (Married and Civil Partnerships)	✓			Our response activities are consistent irrespective of the marital status of the firefighter.
8. Transgender	✓			Our response activities are consistent irrespective of the transgender status of the firefighter.
9. Age (People of all ages)	✓			Our response activities are consistent irrespective of the age of the firefighter.

Organisational Support

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining <i>Genuine Determining Reason</i> exists
1. Gender (Men and Women)		✓		Provision of new fleet and equipment will consider the physiological differences between men and women.
2. Race (All Racial Groups)	✓			Our support activities are consistent irrespective of the race/ethnic background of the member of staff.
3. Disability (Mental, Physical, and Carers of Disabled people)		✓		Provision of new fleet and equipment, as well as any new IT software or hardware will consider the needs of those with a disability, such as visual impairment or someone who is neurodiverse.
4. Religion or Belief	✓			Our support activities are consistent irrespective of the religion or belief of the staff member.
5. Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			Our support activities are consistent irrespective of the sexual orientation of the staff member.
6. Pregnancy and Maternity	✓			Our support activities are consistent irrespective of the pregnancy or maternity status of the staff member.
7. Marital Status (Married and Civil Partnerships)	✓			Our support activities are consistent irrespective of the marital status of the staff member.
8. Transgender	✓			Our support activities are consistent irrespective of the transgender status of the staff member.
9. Age (People of all ages)	✓			Our support activities are consistent irrespective of the age of the staff member.

People

Protected Characteristic:	Neutral Impact:	Positive Impact:	Negative Impact:	Evidence of impact and if applicable, justification if determining <i>Genuine Determining Reason</i> exists
1. Gender (Men and Women)		✓		Positive action within recruitment will allow more women the chance to see if a career in the FRS is suitable for them.
2. Race (All Racial Groups)		✓		Positive action within recruitment will allow potential recruits from diverse backgrounds the chance to see if a career in the FRS is suitable for them.
3. Disability (Mental, Physical, and Carers of Disabled people)		✓		Learning and development materials and recruitment information and assessments all allow for adjustment to assist those staff/recruits who are neurodiverse.
4. Religion or Belief	✓			Positive action within recruitment will allow potential recruits from all religions and beliefs the chance to see if a career in the FRS is suitable for them.
5. Sexual Orientation (Lesbian, Gay, Bisexual, and Straight)	✓			Recruitment and training activities are consistent irrespective of a staff member's sexual orientation.
6. Pregnancy and Maternity	✓			Recruitment and training activities are consistent irrespective of a staff member's pregnancy or maternity status.
7. Marital Status (Married and Civil Partnerships)	✓			Recruitment and training activities are consistent irrespective of the staff member's marital status.
8. Transgender	✓			Recruitment and training activities are consistent irrespective of the staff member's transgender status.
9. Age (People of all ages)	✓			Recruitment and training activities are consistent irrespective of the staff member age.

Engagement report – CRMP 2024

Summary findings of three-stage engagement on Lincolnshire Fire and Rescue’s Community Risk Management Plan



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1 Executive summary

- 2,817 people viewed the CRMP engagement pages. 947 people participated. This is more than a 33% conversion rate, which is very positive
- Participation numbers reduced with each stage of engagement, but lessons can be learned regarding future approaches
- Representation among respondents was broadly reflective of Lincolnshire with young people remaining a target throughout the engagement process and in to future activities
- Messages from participants were clear and very supportive of the CRMP and Lincolnshire Fire and Rescue more broadly
- Further information regarding approach and results are in the body of this report

2 Introduction

Fire and Rescue services across England must produce a Community Risk Management Plan (CRMP, previously known as an integrated risk management plan) on a maximum 10-yearly cycle. The process to produce the plan must include public and professional stakeholders. The approach taken is open to His Majesty's Inspectorate scrutiny, as well as local scrutiny and approval.

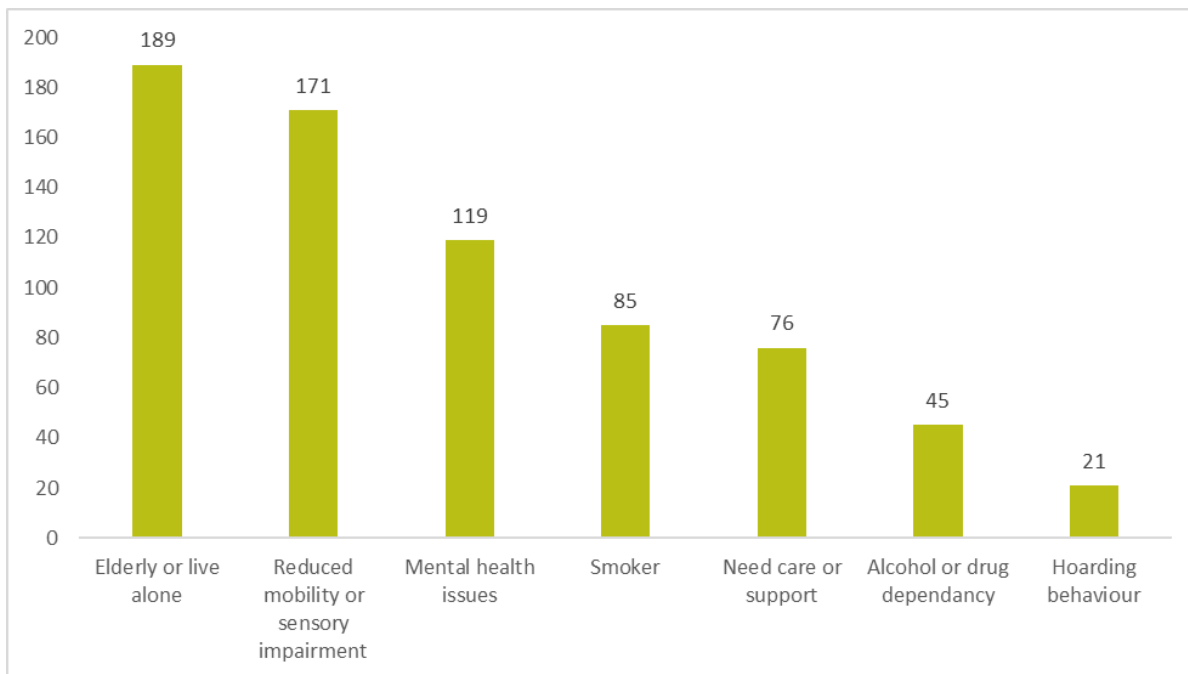
The service has completed a three-stage process of engagement, including statutory consultation:

- Stage one - pre-engagement - autumn 2022 - 'test' knowledge and awareness
- Stage two – engagement - spring 2023 - risk identification
- Stage three – statutory consultation – autumn 2023 – seek views on draft plan

3 Stakeholders

Using LCC databases, online research and existing network contacts the following were targeted:

- Members of the public – news releases on LCC website and to local media, social media posts, direct email invite to participate
 - Three online news releases, weekly socials posts on LCC and LFR accounts, six targeted emails to engagement database members and two to stage 1 participants who wanted to remain informed
- Individuals, groups and organisations who can reach out to members of the public – direct emails containing an article to share with their networks and a reminder item
 - Targetted emails at launch and reminder to around 1000 people for stage 1 and 2
 - Targetted messages at launch to over 2500 people for stage three
 - Reminder item to around 70 target organisations
- Fire and Rescue use the SHERMAN vulnerability approach, all of whom feature in the equality impact analysis. The chart below shows the total number of participants in each category. One fifth of respondents describe themselves as elderly or living alone; 18% have reduced mobility and/or sensory impairment and 13% have mental health issues
 - Six emails to representative individuals and groups
 - Video promoted direct and on social media and the website to aid understanding



- More than 50% of respondents were members of the public
- Young people were under-represented, but working age adults accounted for almost 7 in 10 of all responses
- The number of people from minority ethnic backgrounds was low, but proportionally reflected most of the county's make up (4%)
- Districts areas in the south of the county had lowest representation, which is the norm in engagement across Lincolnshire

4 Methodology

Stage 1 – survey with incentive promoted via general and targeted communications; internal briefings to LFR staff

Stage 2 – survey with incentive and quick poll promoted via QR code, general and targeted communications

Stage 3 – Survey, quick poll and question and answer tool promoted via QR code, general and targeted communications. A video simply explains the plan and increase inclusion

5 Findings

Survey

Stage 1 survey findings are reported in full on Let's talk Lincolnshire. They show that:

- over half (51.5%) of respondents had no knowledge of the CRMP at all (344)
- over one quarter (27% have a slight understanding (181). The remainder have a good understanding (101, 15%) or great understanding (42, 6.3%)

Stage 2 survey findings are reported in full on Let's talk Lincolnshire. They show that:

- more than half of all respondents ranked road traffic collisions (RTCs) as their most important risk (86, 51%). Over nine in ten had this risk in their top three (154, 91%)

- four in ten respondents ranked dwelling fires as their second most important risk (68, 40%). Almost eight in ten had this risk in their top three (130, 77%)
- three in ten respondents ranked flooding as their third most important risk (51, 30%). More than four in ten had this risk in their top three (72, 43%)

Stage 3 survey findings show that:

- fewer than 100 people responded to stage 3 consultation. This figure was disappointing, but not surprising given general engagement fatigue because of:
 - other staff, service and public engagement happening at the same time
 - the fact this is the final of three steps
 - lengthy strategic documents, which always receive a lower response, particularly if proposing the status quo

None the less, results remained clear:

- Q1 - 95% of consultation respondents (74) with a view on whether the draft CRMP reflects Lincolnshire agreed and 5% disagreed (4). Other respondents had no view or didn't know, This data was excluded from the percentages
- Q2 - The same proportions felt the draft plan reflected risks in the county (75 agreed and four disagreed). Only one person didn't know
- Q3 - 89% of respondents (71) felt the plan was easy to understand. Nine people disagreed
- Q4 - 89% of respondents also agreed the plan was clear that everyone is treated fairly
- People with Sherman characteristics were marginally less positive (by two to three percentage points) on questions 1, 3 and 4, but were more positive (by one percentage point) than those without SHERMAN characteristics about the risks reflecting Lincolnshire

There were only 19 additional comments, which varied in sentiment and nature. Comments are always more negative than positive, but many relate to questions and suggestions, rather than criticism of the plan itself.

Comments regarding the layout and clarity (3) of the document were considered when making minor adjustments to the plan. Other comments (14) included:

- concerns about resourcing the plan's ambitions (financial and human) and the rurality of Lincolnshire posing related sustainability challenges (7)
- requests for additional evidence or information that supports the CRMP intentions (4)
- environmental factors, particularly relating to flooding and climate change (3)

Quick poll

Stage 2 findings

Only six categories received a vote in the quick poll. They were across RTCs and house fires, which reflected the survey, with flooding coming in third.

Stage 3 findings

There were 21 contributions to the poll. More than 8 in 10 contributors (17) agreed with what the plan says. Two people had no view; one disagreed and one didn't understand it. This reflects the survey findings.

Q&A

Stage 3

As part of the consultation process, a question and answer tool was introduced to enable people to share comments or raise queries. There were two responses:

- one said they had nothing to add
- the other highlighted a missing number in the draft document, which was corrected

6 Conclusions and next steps

Participation has increased in the CRMP since the last IRMP engagement. Opinions have been very clear throughout all three stages of the CRMP engagement process, so confidence is high that the results reflect opinion.

There is strong support for Lincolnshire Fire and Rescue and the work they do. The plan and risks there in received support from participants and with minor tweaks show the CRMP should move forward for political scrutiny.

For future CRMP engagement cycles, learning from this process suggests:

- engage early with a small number of interested people (for example a representative focus group) to develop the consultation
- incentives worked well in the early stages of engagement, but a different approach might work better if methodology changes. For example, using the limited budget to pay participant expenses to ensure representation on a working group or increased use of face-to-face engagement with those who don't traditionally participate
- focus broader engagement in the latter stages to boost consultation respondent numbers
- we know strategies hold limited appeal to the public so having to review large amounts of text to provide an informed response reduces participation. Summary text co-designed with the public might help overcome this barrier
- stage 3 took place while devolution was high on the corporate agenda and resources were directed to that project with learning on inclusion and participation that could help inform future Fire and Rescue engagement
- update video and share widely when the CRMP launches to aid understanding

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