

Community Risk Management Plan (CRMP)

Equality impact assessment (EqIA) November 2023

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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.

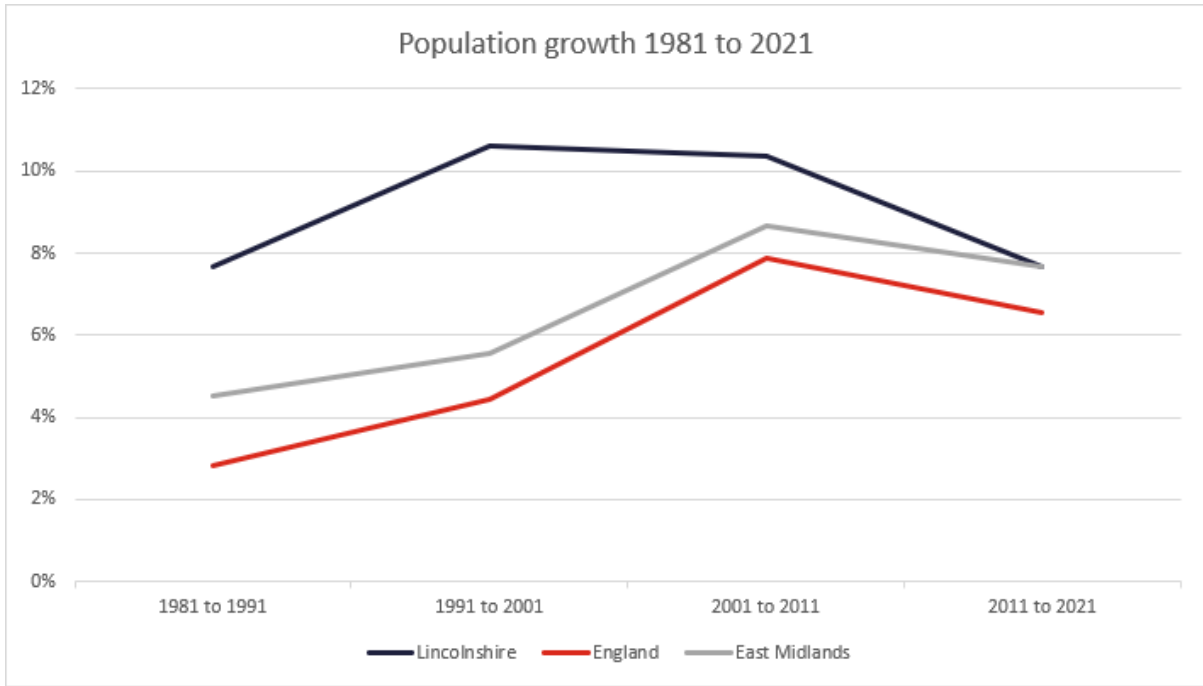
To make this analysis as meaningful as possible we used the various networks within LFR Lincolnshire County Council to give their advice and contribute to the analysis.

4. Lincolnshire communities

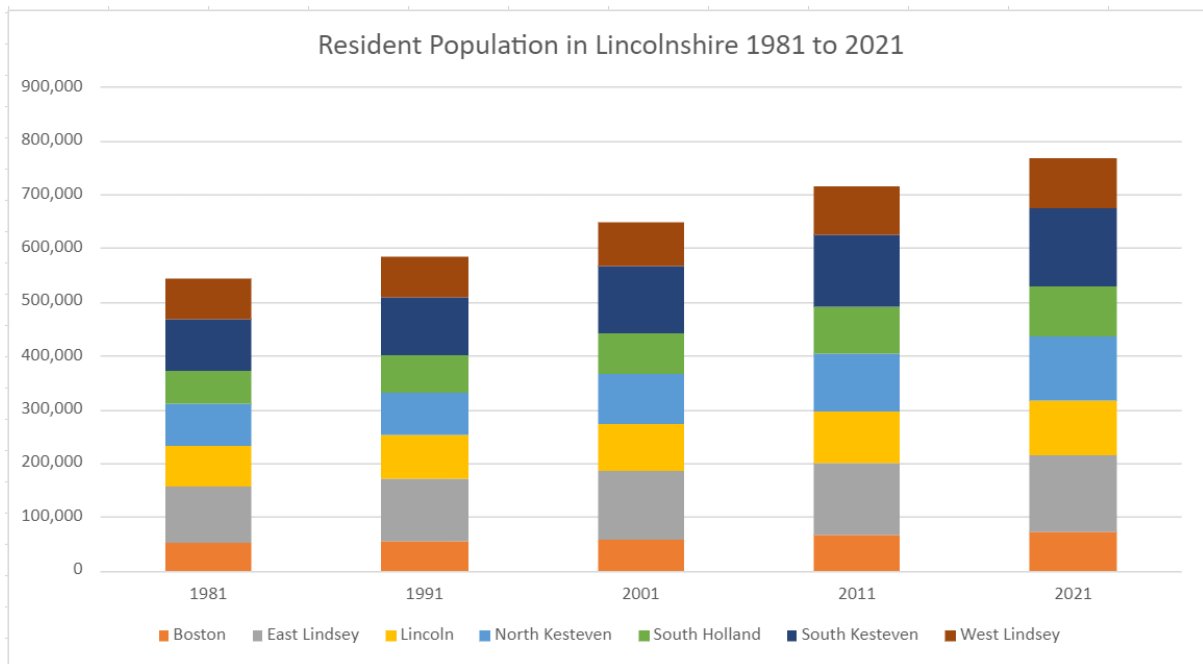
4.1. Demographics

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.



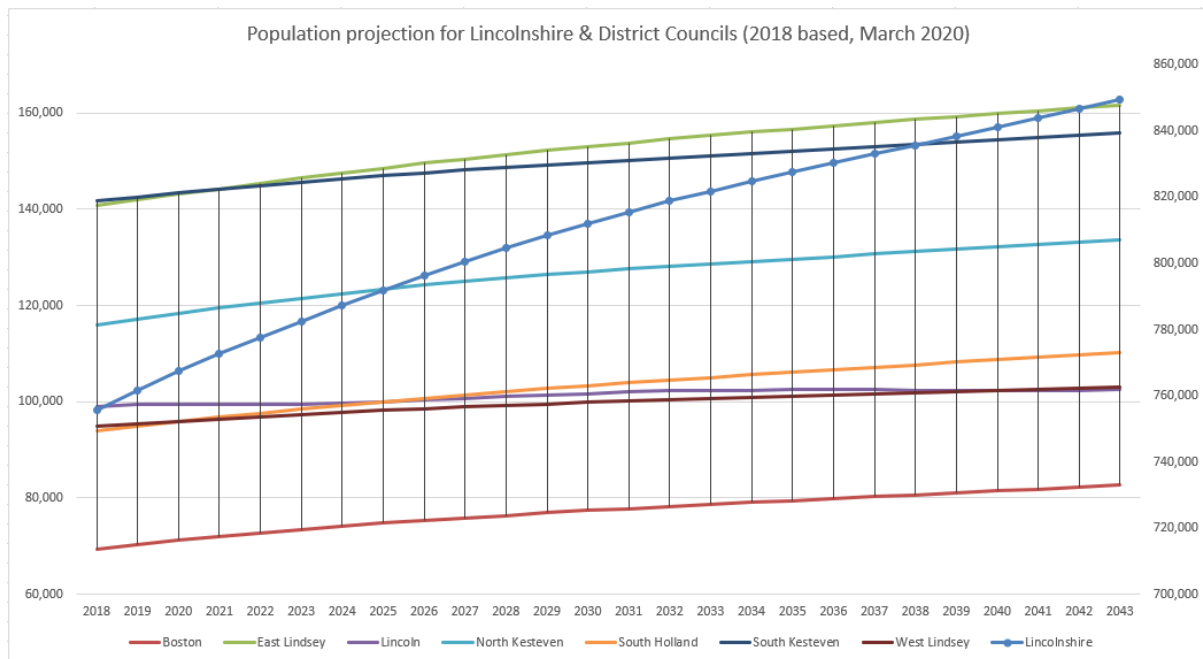
Source: NOMIS – Usual resident population from census (KS101EW) converted into percentage growth



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.



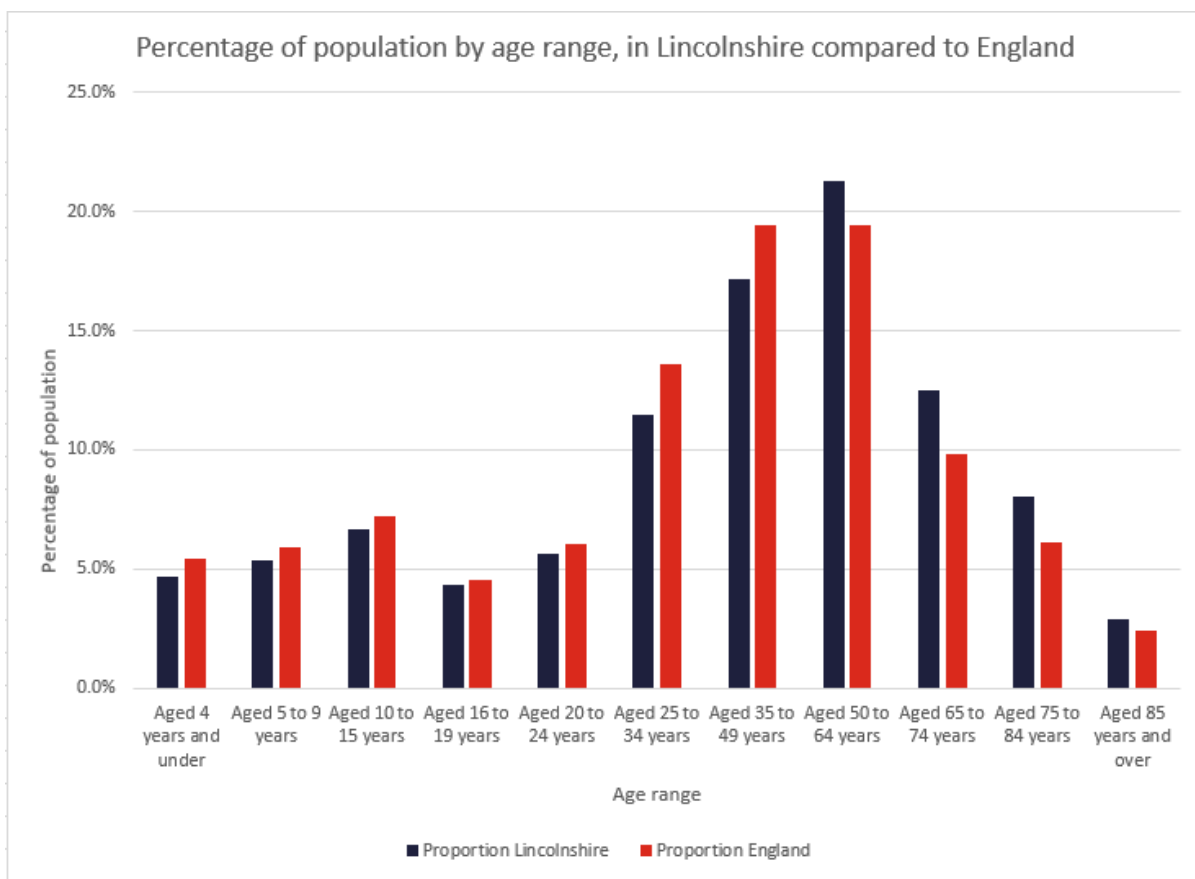
2018-based subnational principal population projections for local authorities and higher administrative areas in England ([Population projections for local authorities: Table 2 - Office for National Statistics](#))

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)

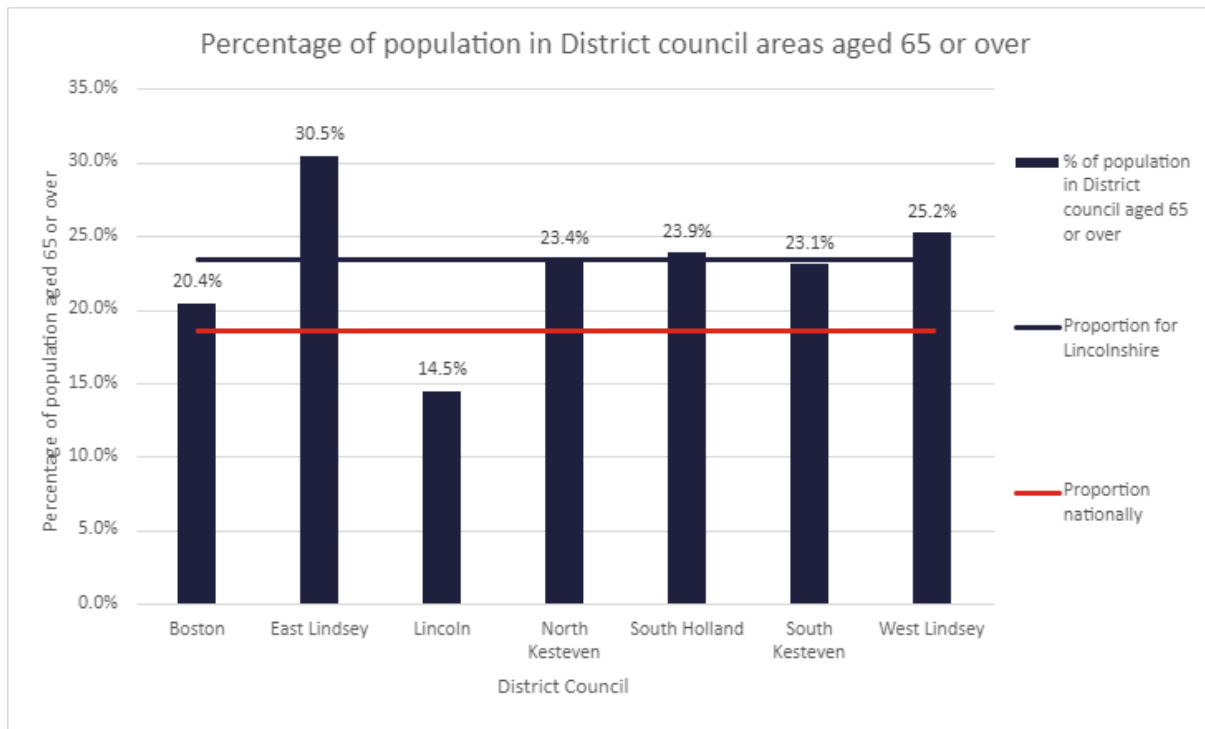
The resident population of Lincolnshire for the younger age categories are lower than the national proportions in these categories. This is to be expected by the higher proportion of older people living in the county.

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.

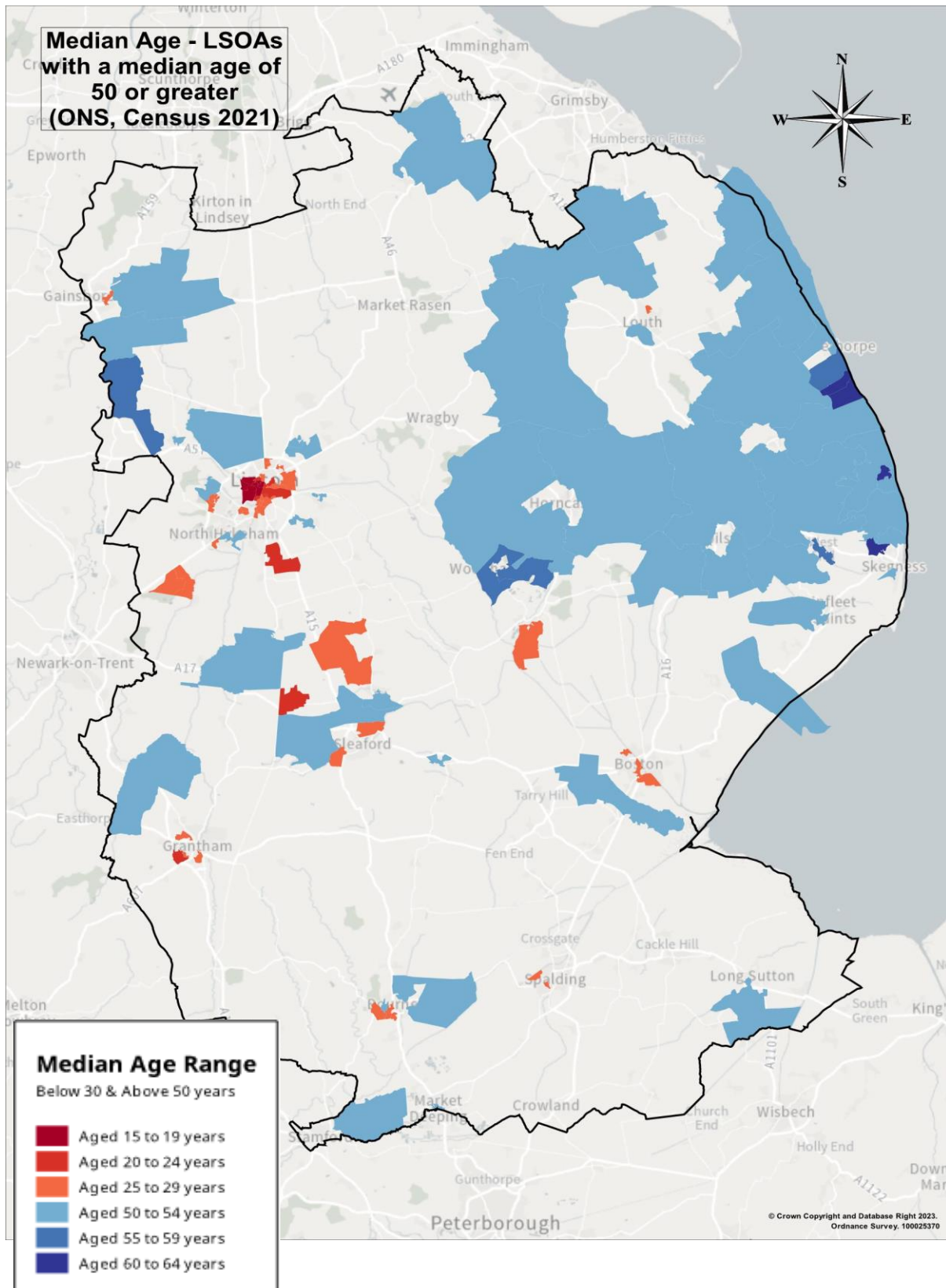
The older population also makes it more difficult to recruit and retain on-call firefighters in parts of the county. East Lindsey for example has almost a third of the population above the age of 65 and so past a normal working age for a firefighter. In Lincoln the opposite is the case, where despite 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)

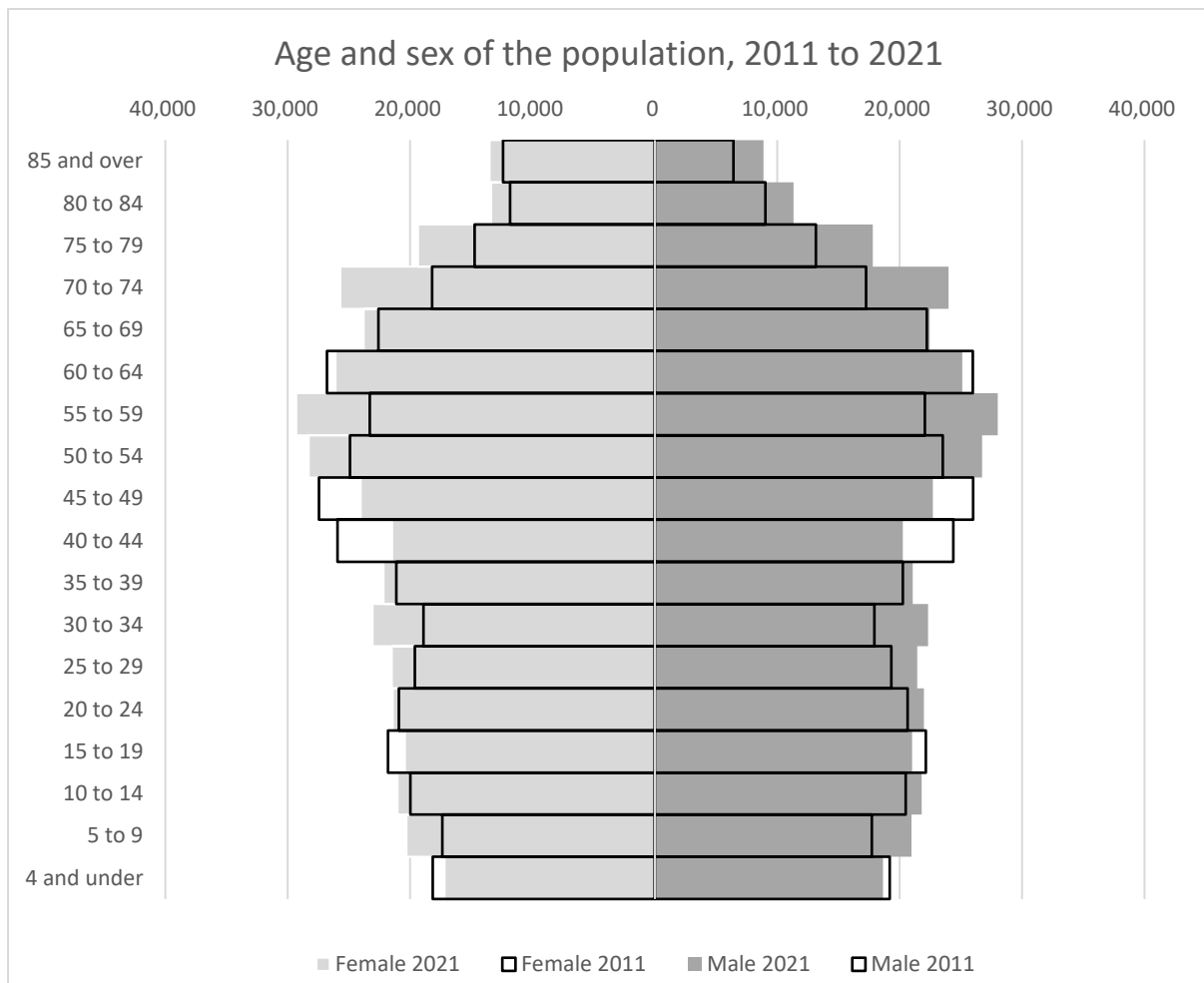
The following map highlights the areas of Lincolnshire where the median age of the population is aged 50 and over, or aged 30 and under.



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

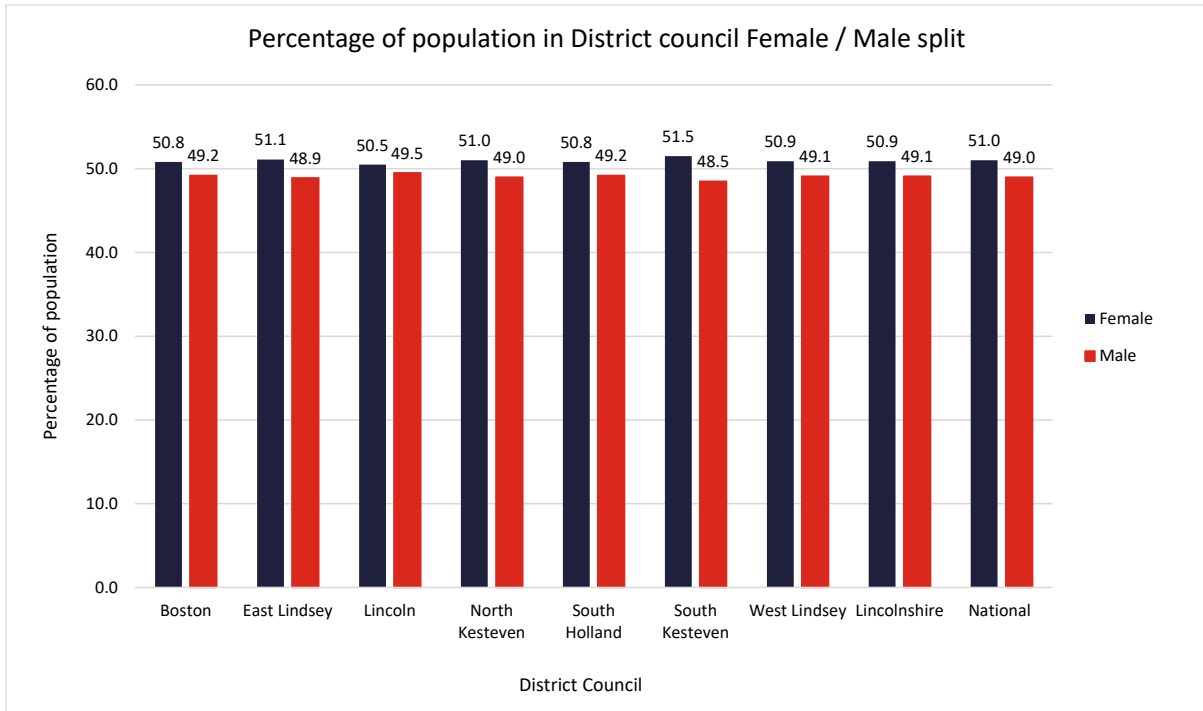
shows that there has been a net inward migration of people over 50, and that the population isn't just ageing, older people are choosing to make Lincolnshire their home in the later years of their life.



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

4.1.2. Sex

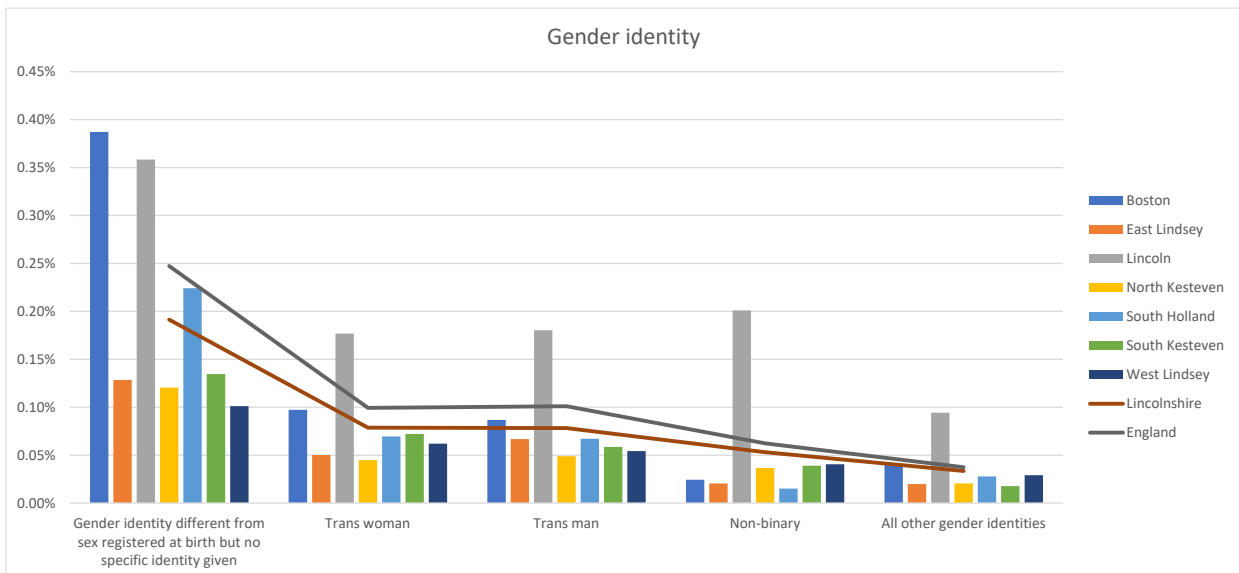
Lincolnshire population mirrors the national population breakdown by sex. The 2021 census recorded 50.9% of Lincolnshire population being female and 49.1% being male. The national breakdown in England and Wales is 51% female and 49% male. The district council distribution within Lincolnshire does have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



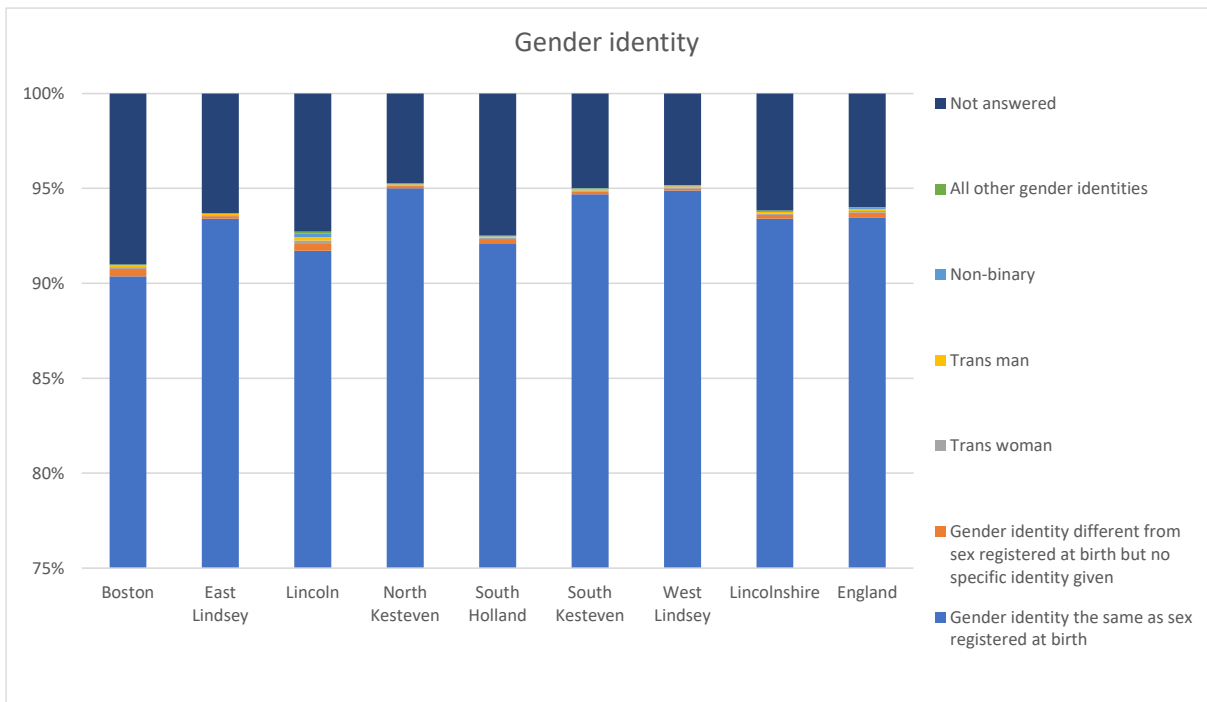
Source: ONS – 2021 Census (TS008)

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.



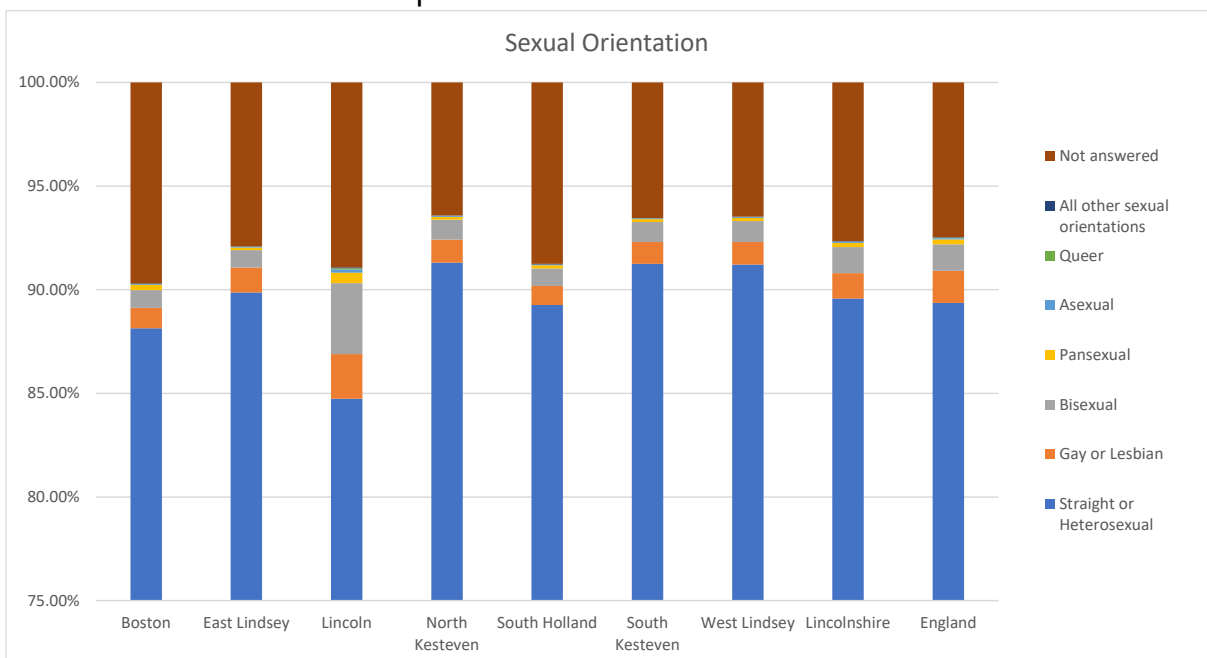
Source: ONS – 2021 Census (TS070)



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.



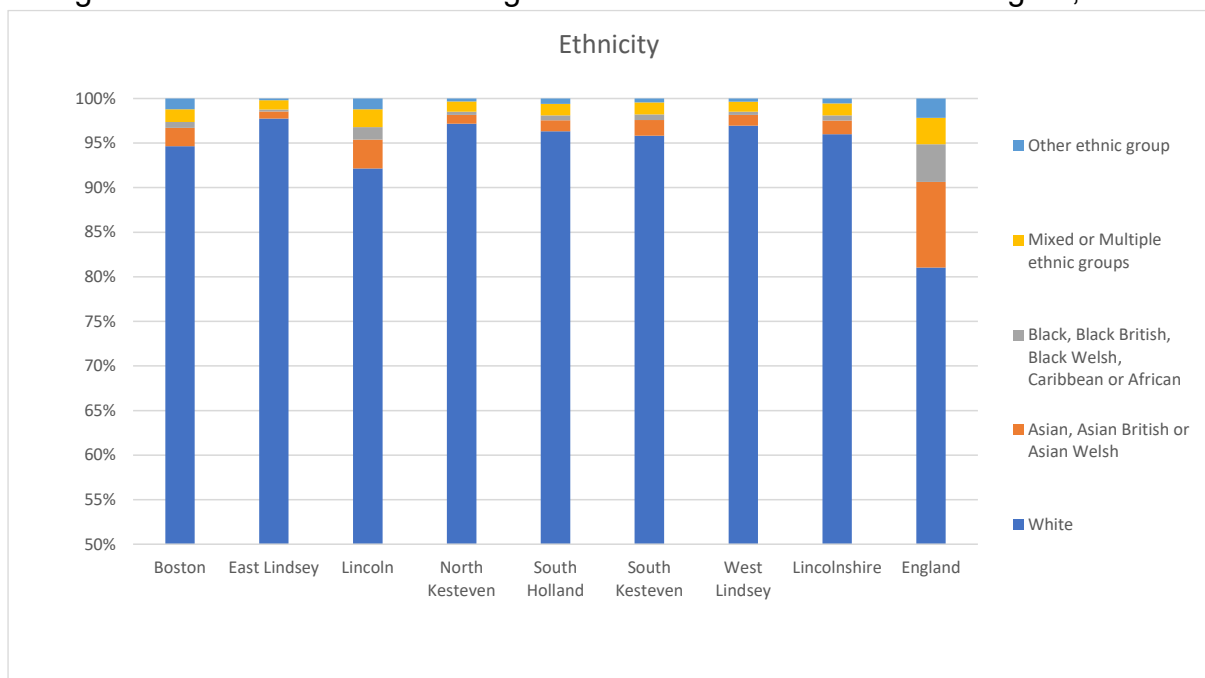
Source: ONS – 2021 Census (TS079)

See: [Census-2021-Sexual-Identity-Summary.pdf \(lhih.org.uk\)](#) 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

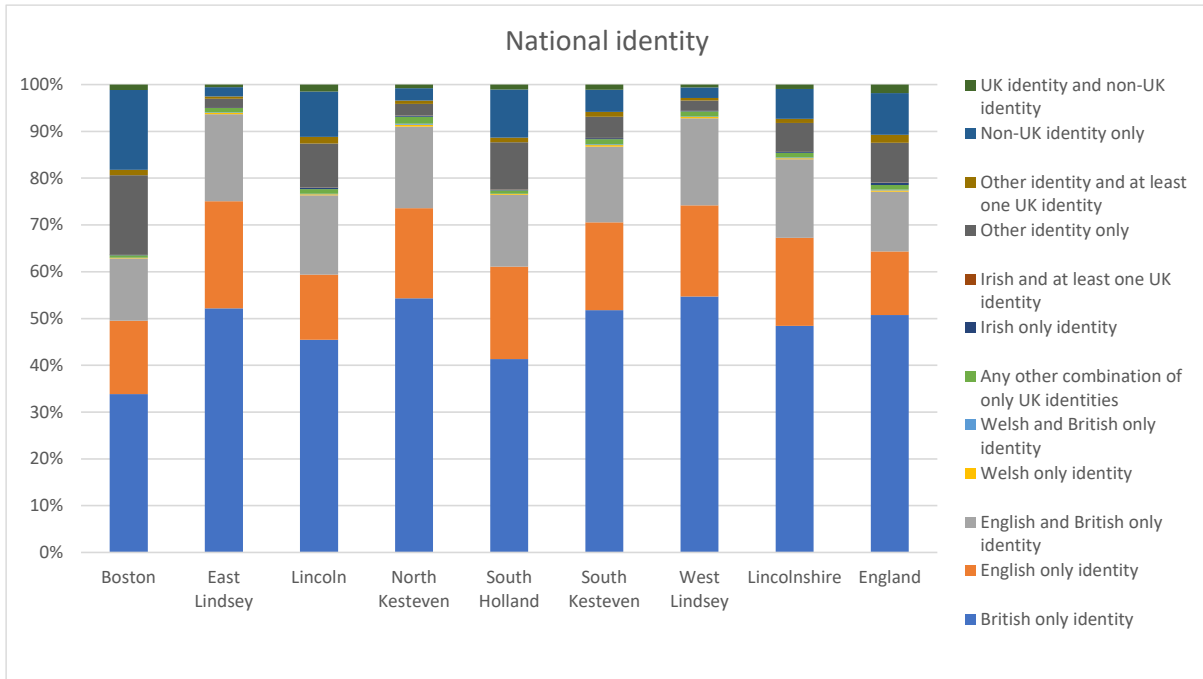
Lincolnshire has a significantly lower proportion, than England, that have stated their ethnicity as being in any group other than White. The district councils within Lincolnshire are broadly similar, with only slightly higher proportions from backgrounds other than White being seen in Lincoln and to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

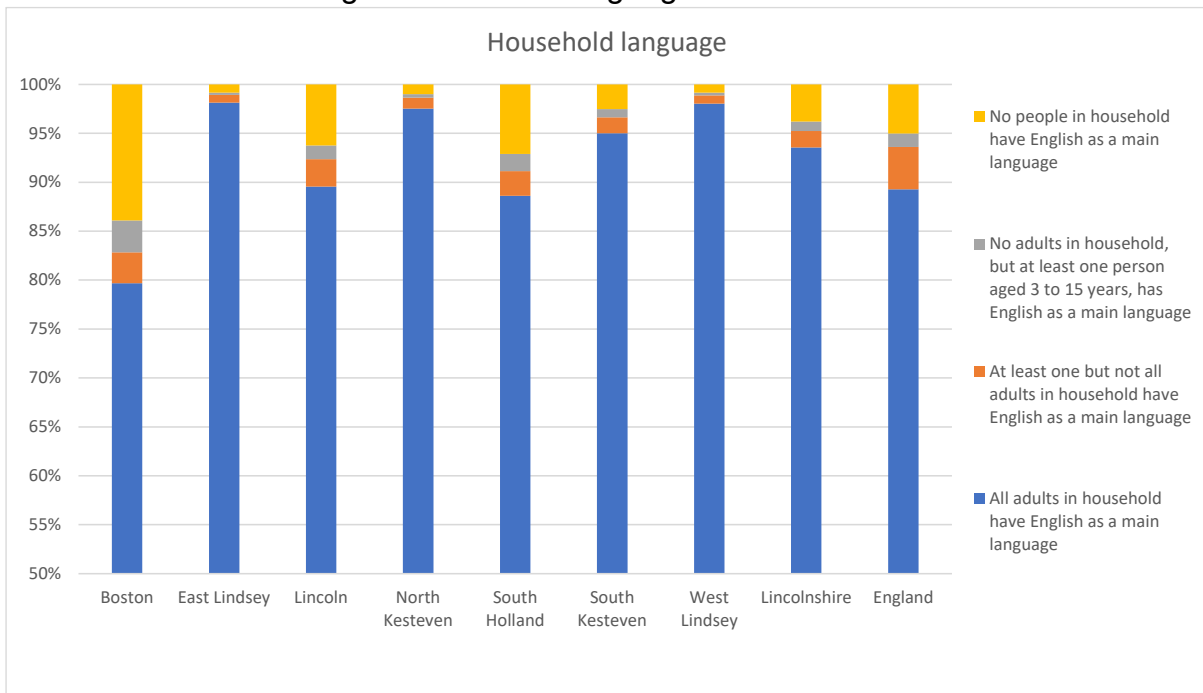


Source: ONS – 2021 Census (TS027)

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

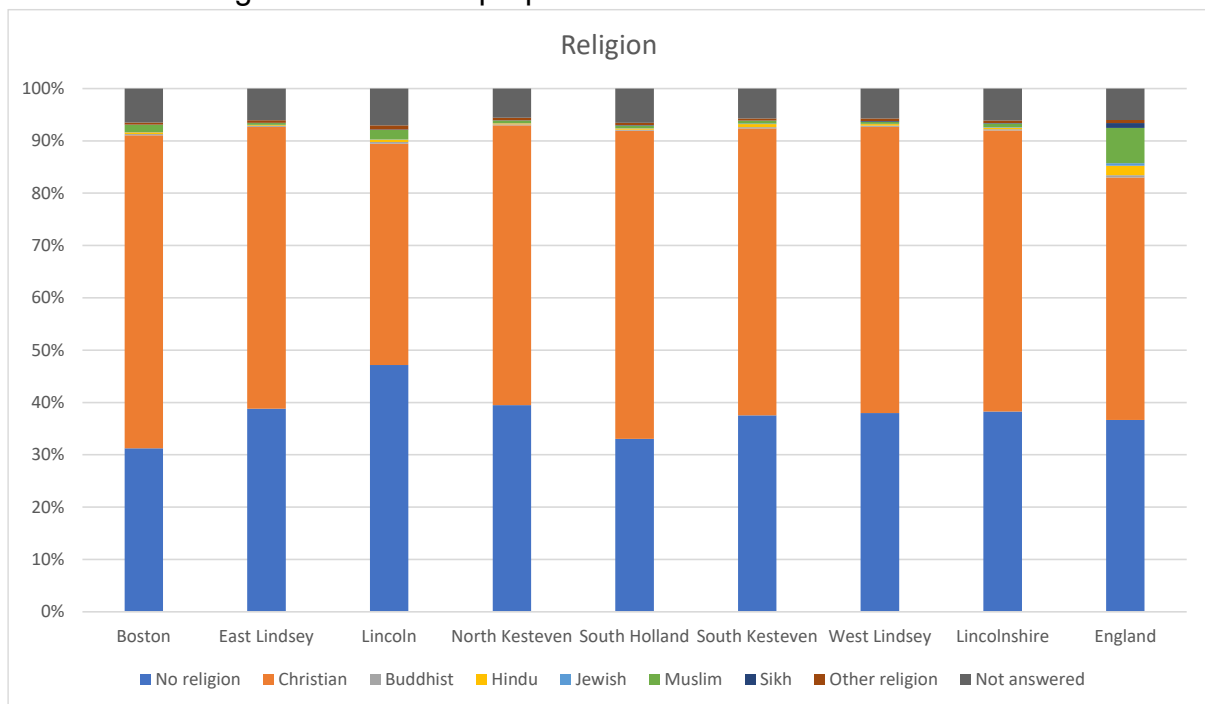


Source: ONS – 2021 Census (TS025)

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

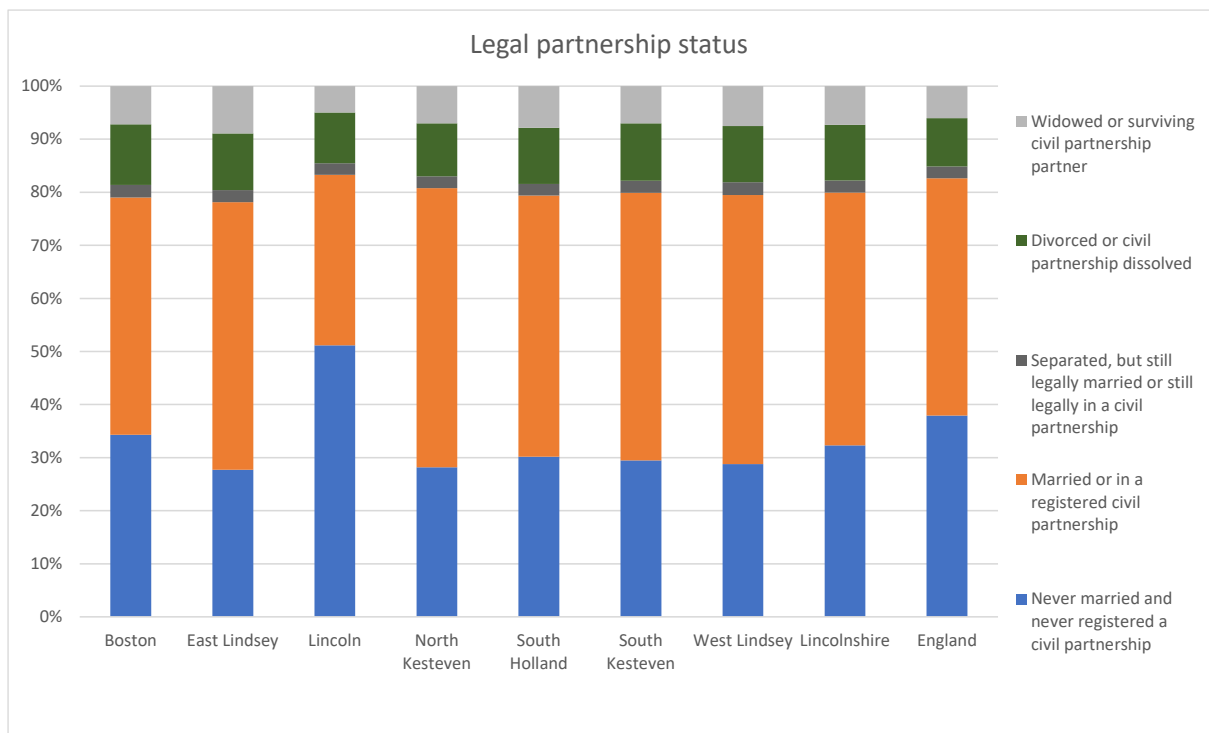
Lincolnshire has a broadly similar proportion to England that have no religion and that did not answer this question in the 2021 census, however, has a greater proportion that are Christian. Boston and South Holland have a noticeably lower proportion than Lincolnshire that have no religion and higher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

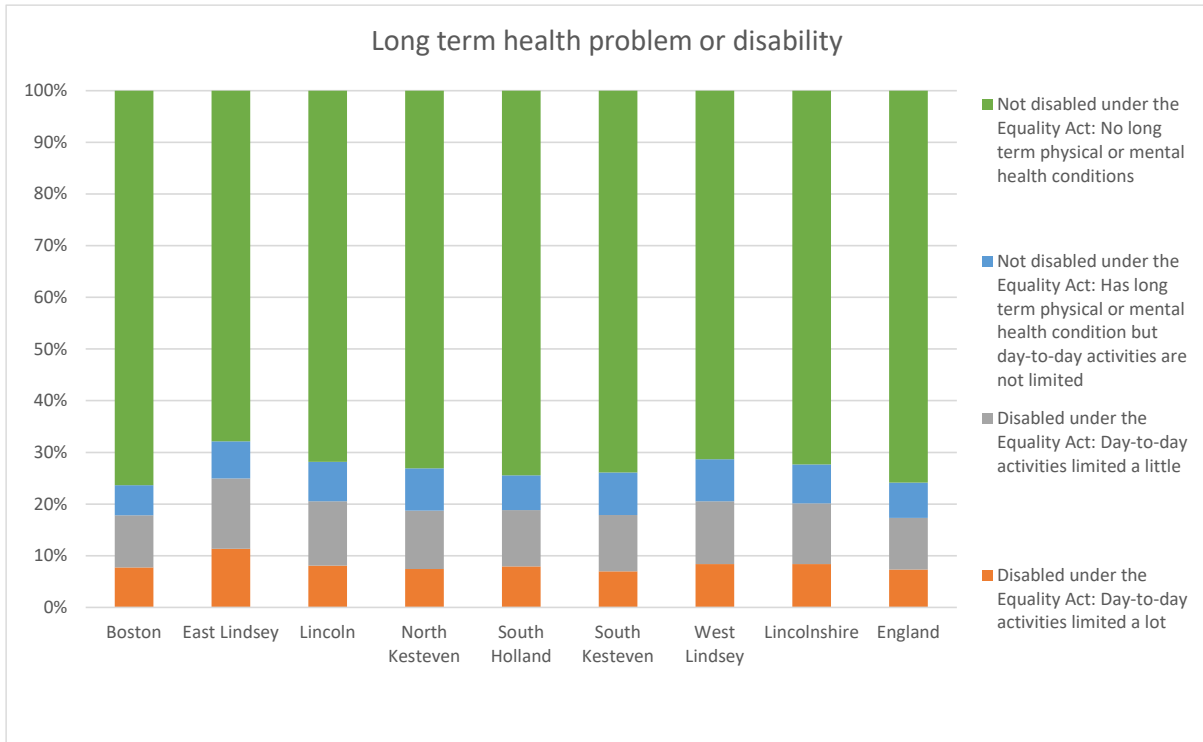
Statistics show that those living alone are more likely to be harmed in a dwelling fire, so this needs to be considered when designing prevention activities. In Lincolnshire, during the last five years, 50% of fatalities in dwelling fires were recorded as living alone; 48% of injuries in dwelling fires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



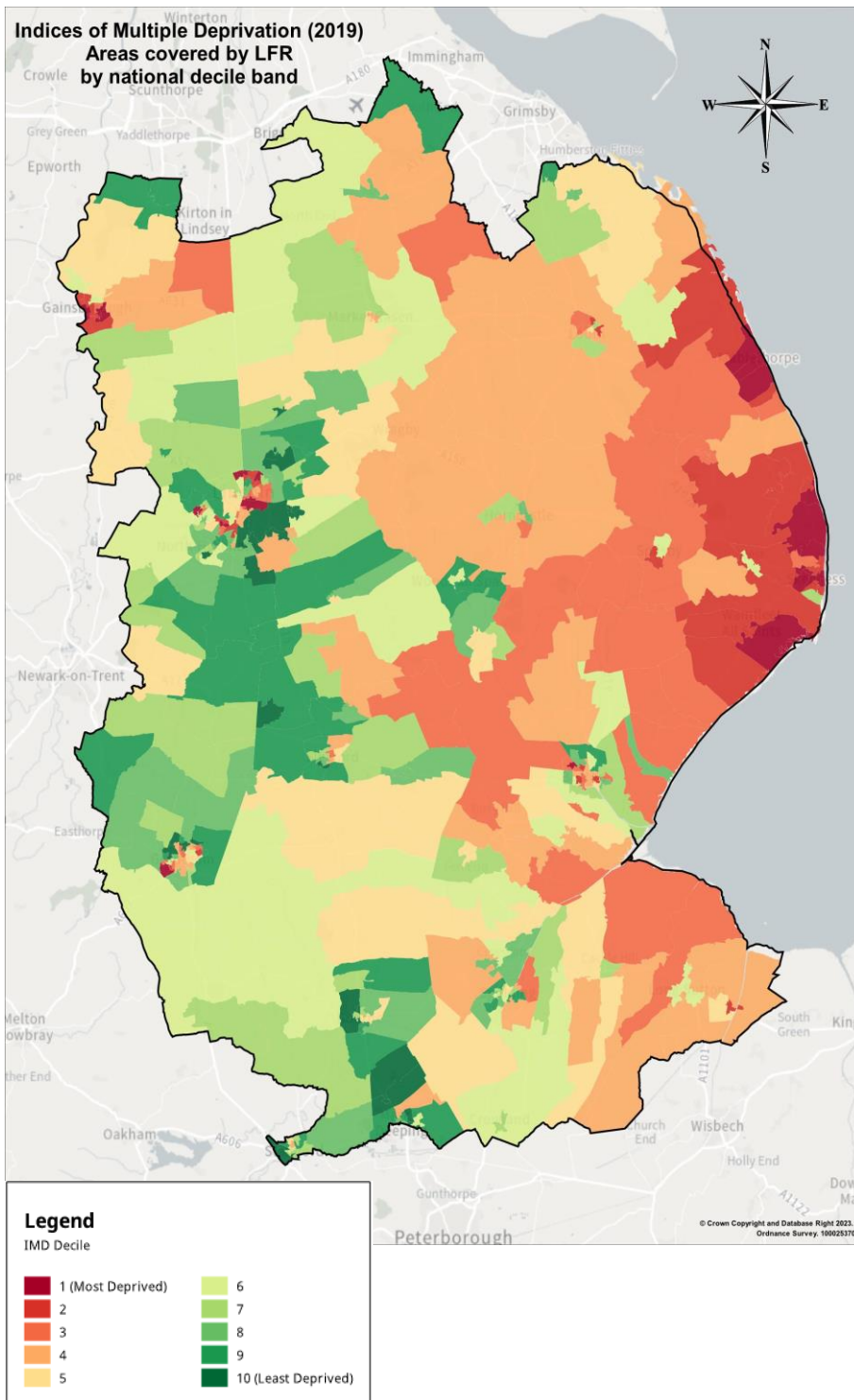
Source: ONS – 2021 Census (TS038)

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

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.

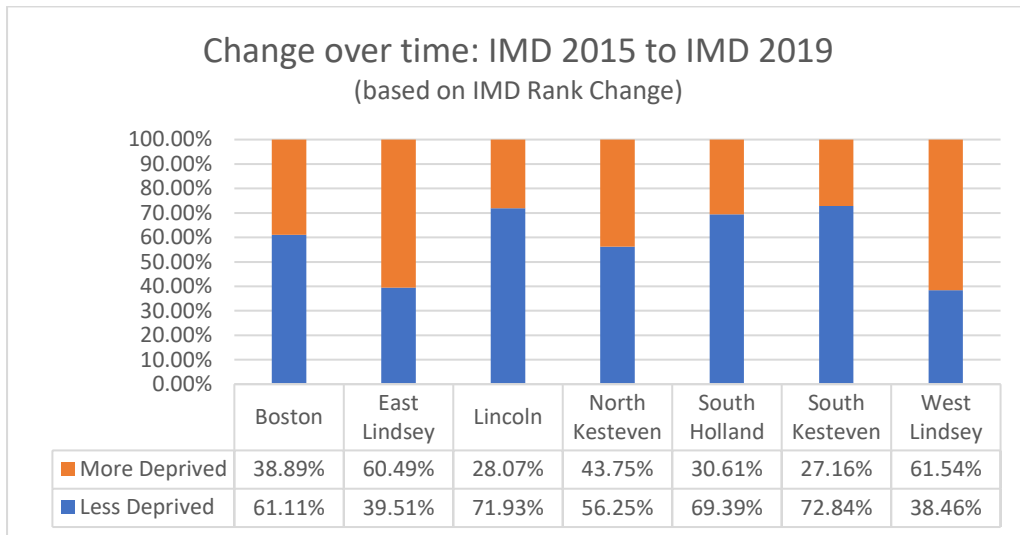
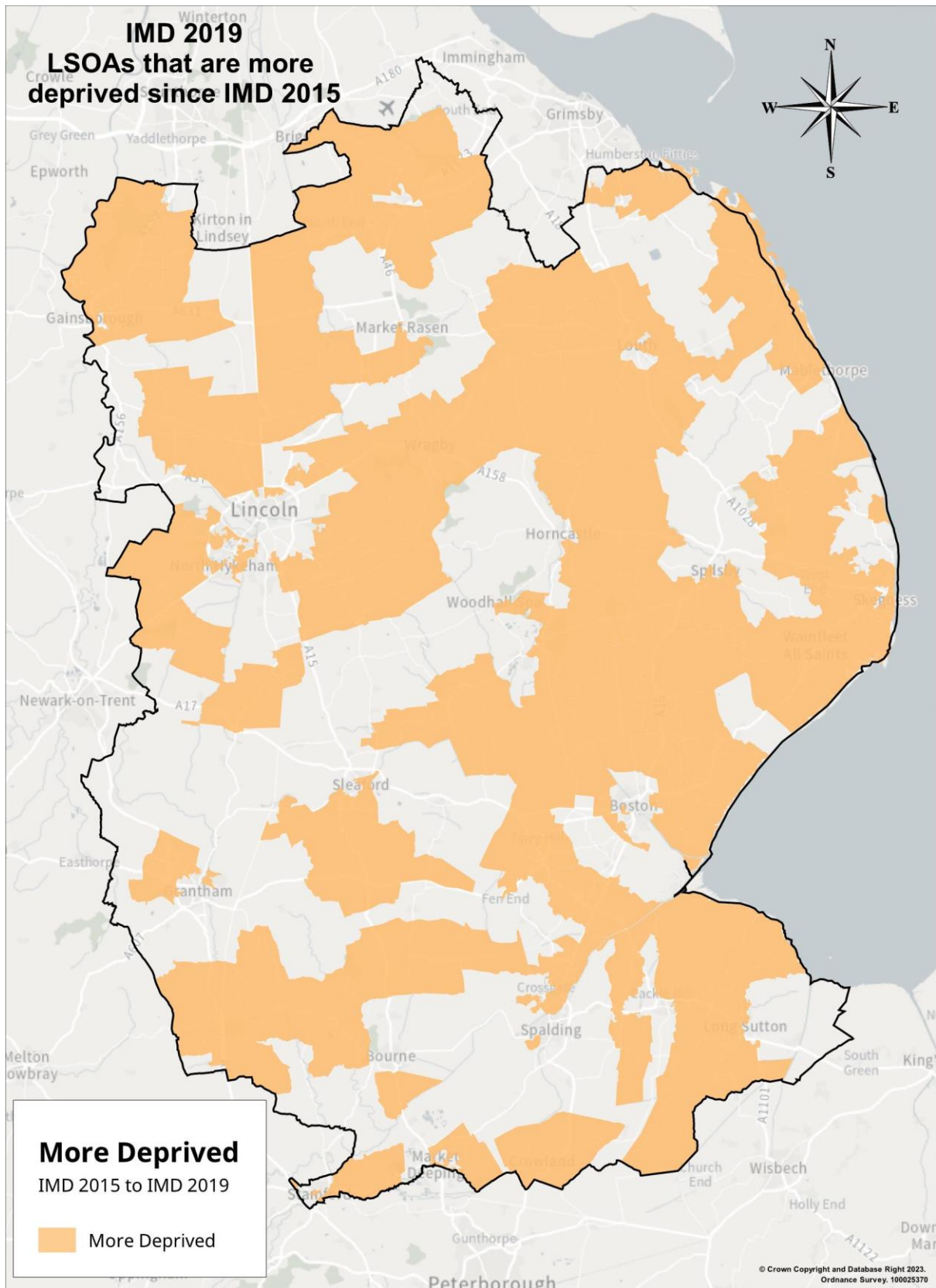


Chart x: Showing percentage of lower super output areas that have changed in deprivation rank from 2015 to 2019.

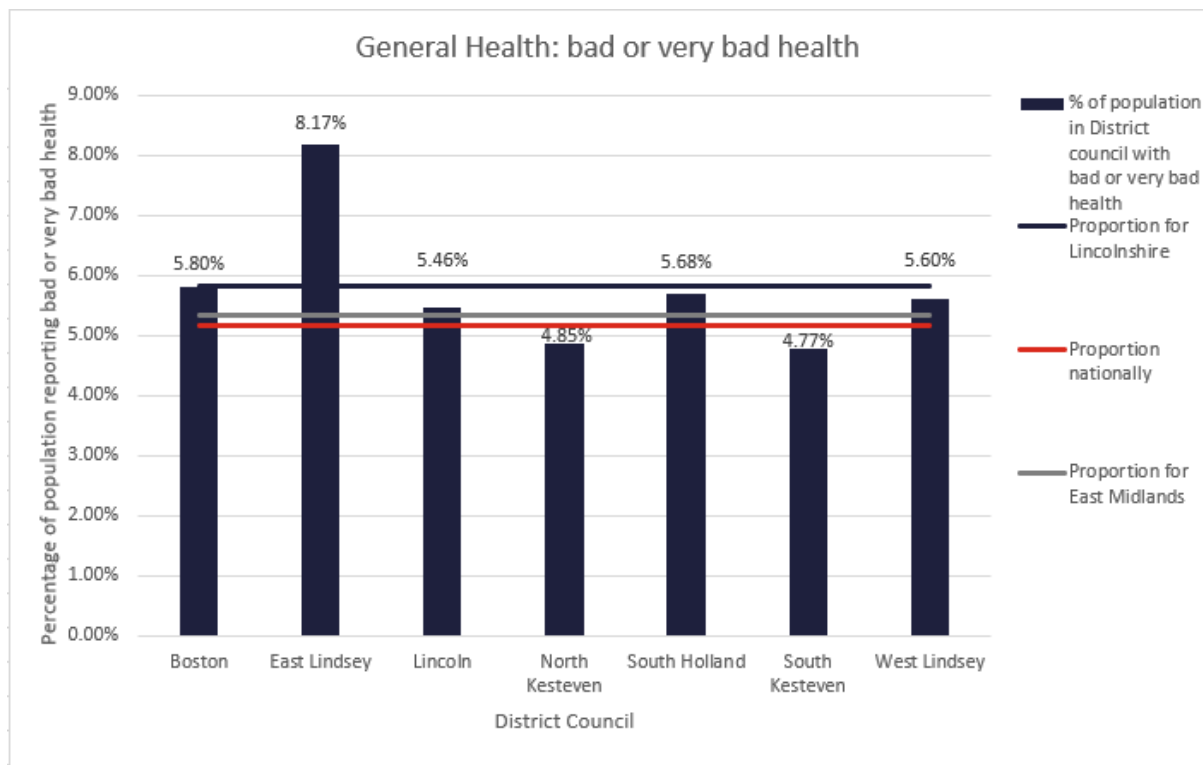


Map x2: lower super output areas that have become more deprived based on IMD Rank; IMD 2015 to IMD 2019.

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.



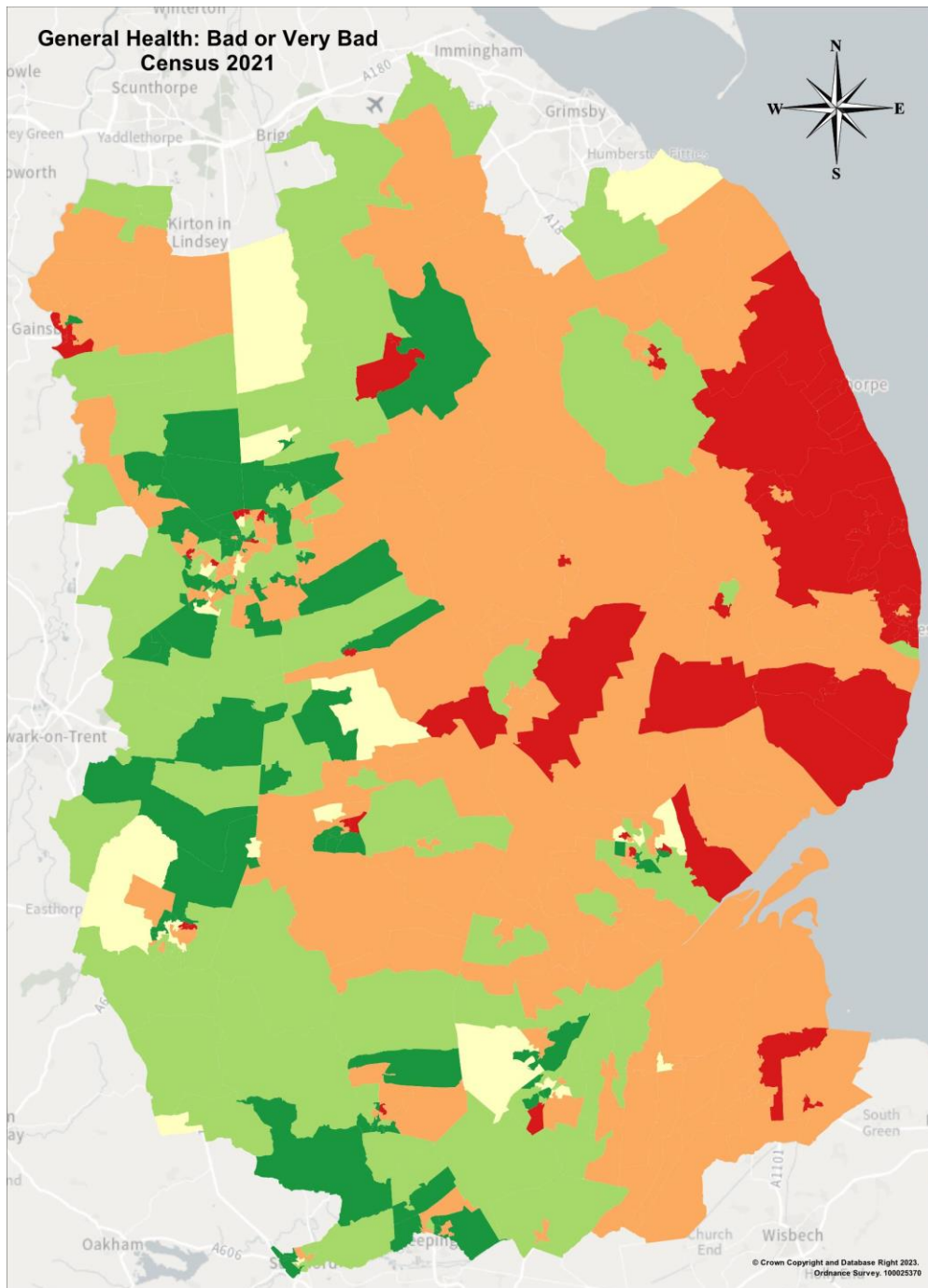
Source: ONS – 2021 Census (TS037)

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

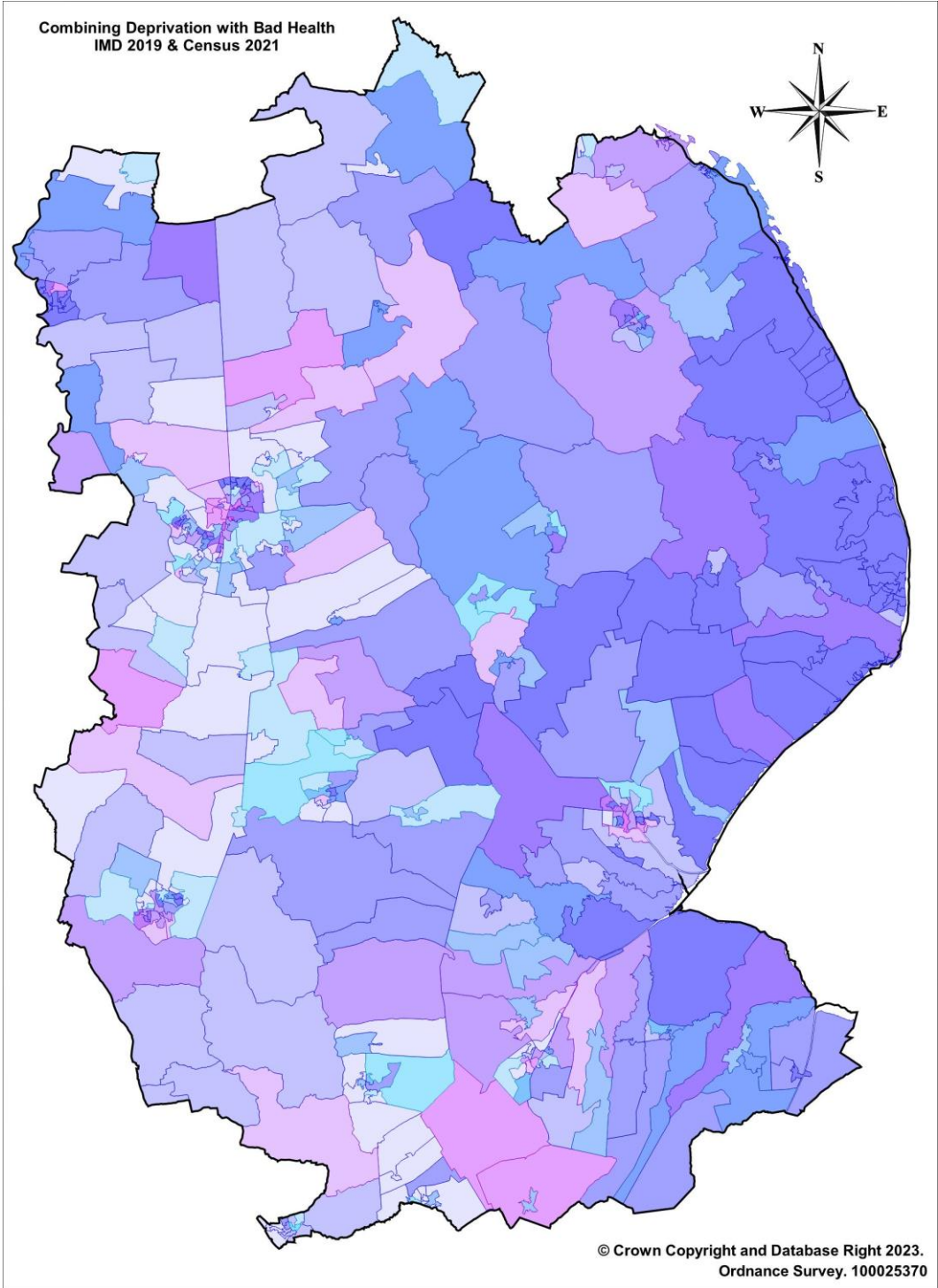
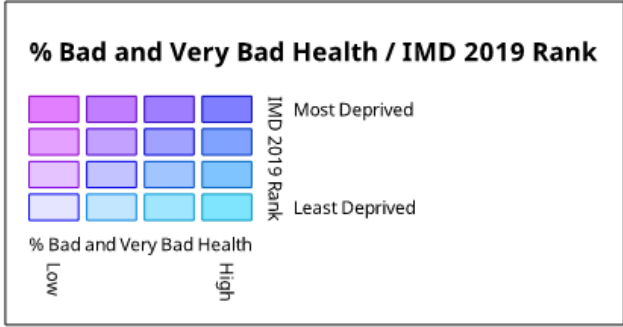
that lead a physically inactive lifestyle. Physical activity is known to reduce obesity and improve mental health amongst other conditions. 22.3% of adults are inactive in England and this is similar in Lincolnshire where it's roughly one in four adults. Notably within Lincolnshire, the local authorities 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.





Map x3. General Health Census 2021. Bad or Very Bad health

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%).

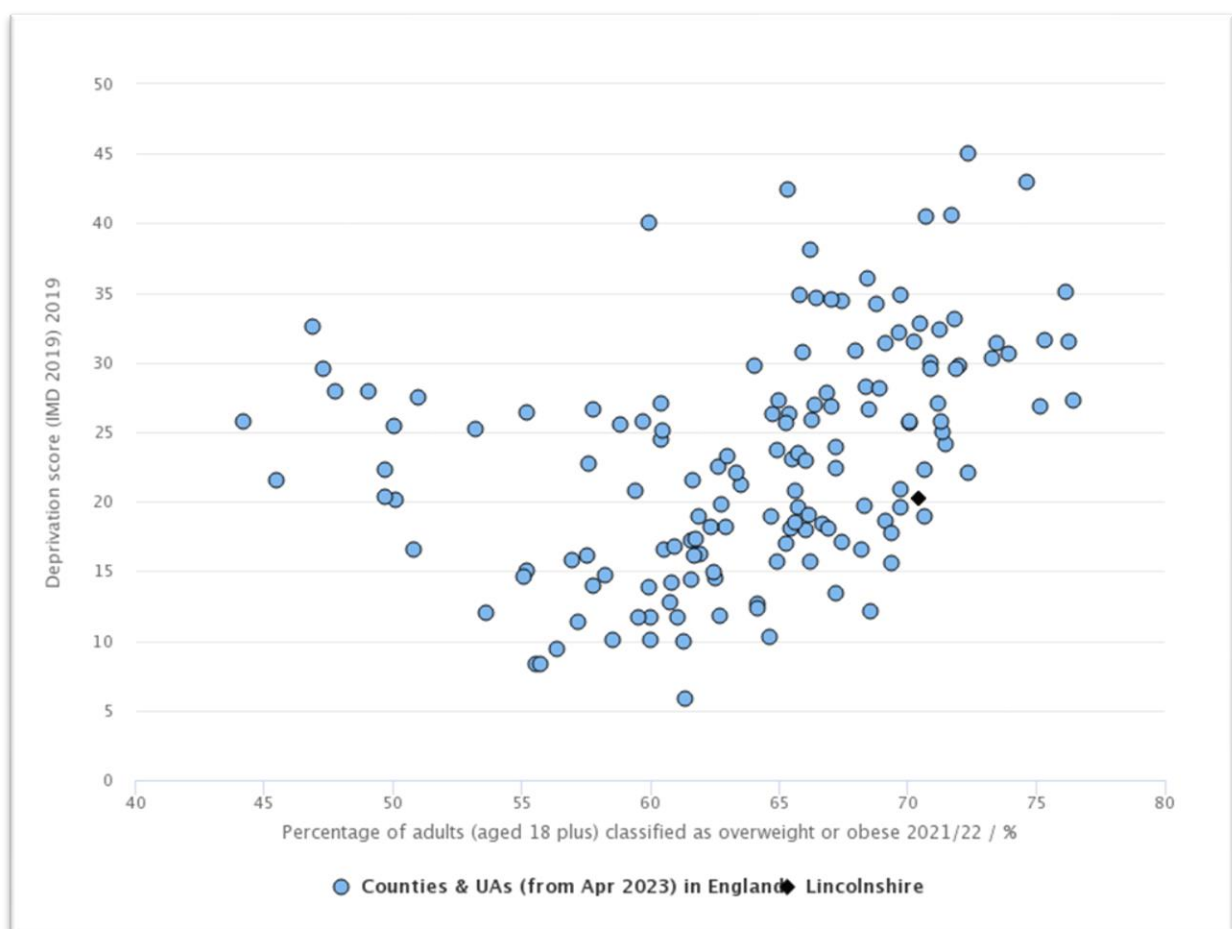
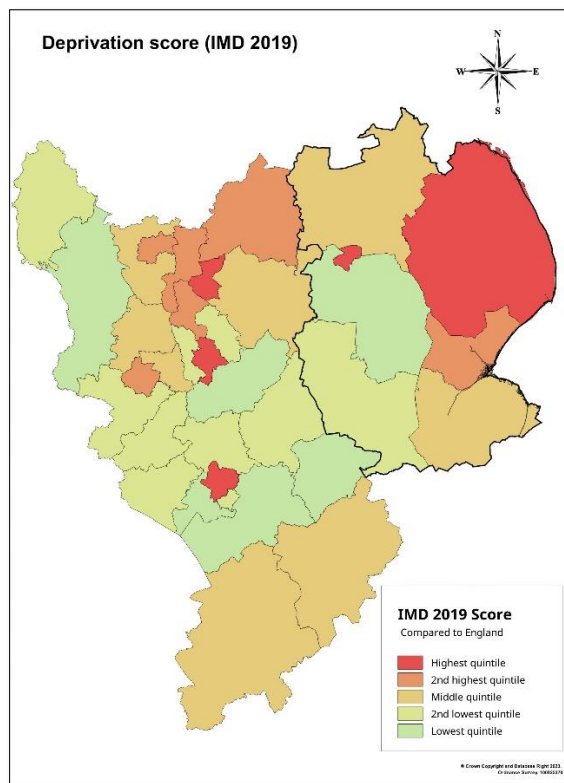
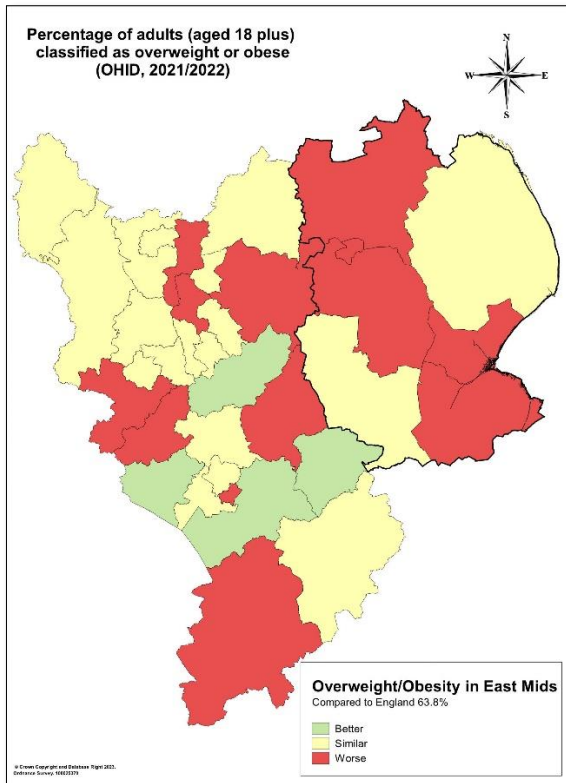


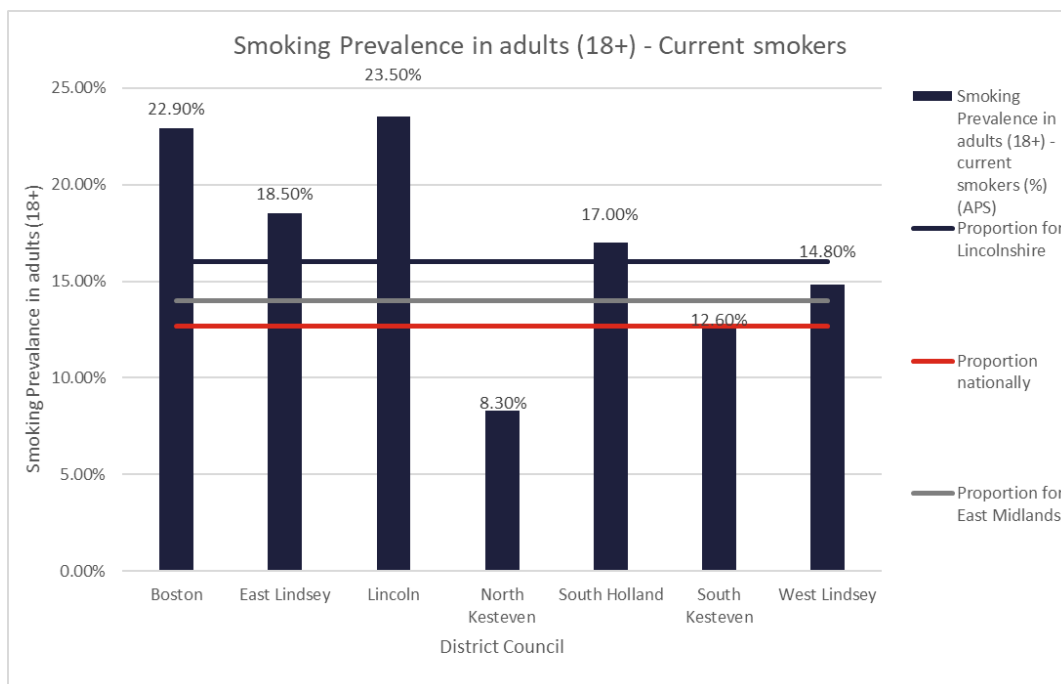
Chart x2. IMD 2019 against Percentage of adults (aged 18 plus) classified as overweight or obese (OHID,2023)

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.



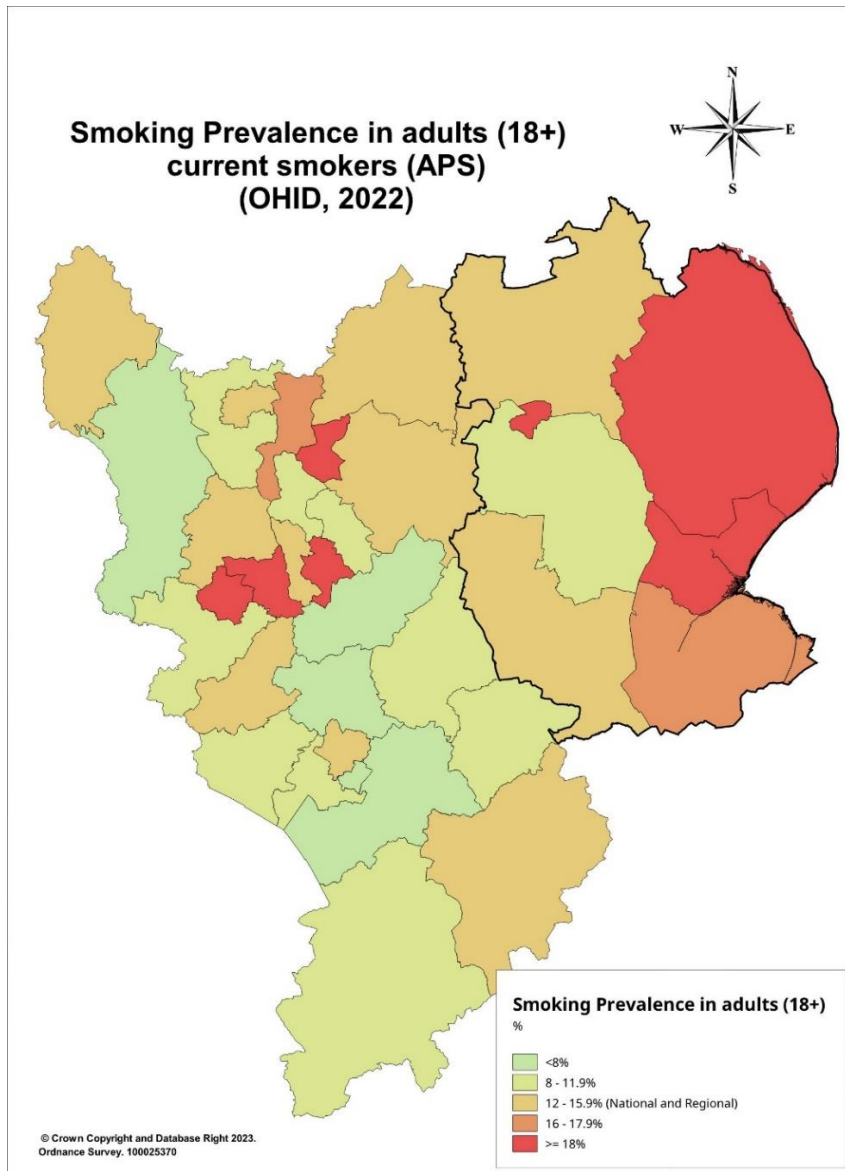
Smoking

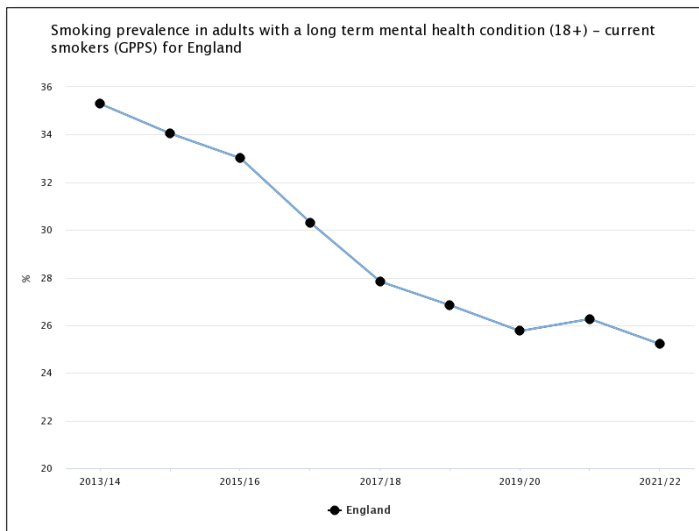
Regionally, East Midlands has the highest smoking prevalence in adults (18+) at 14% and is above the national prevalence for England (12.7%). At county level this is even higher at 16%, regionally coming third in the ranking after Nottingham (21.2%) and Derby (19.3%). At local authority level, Lincoln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

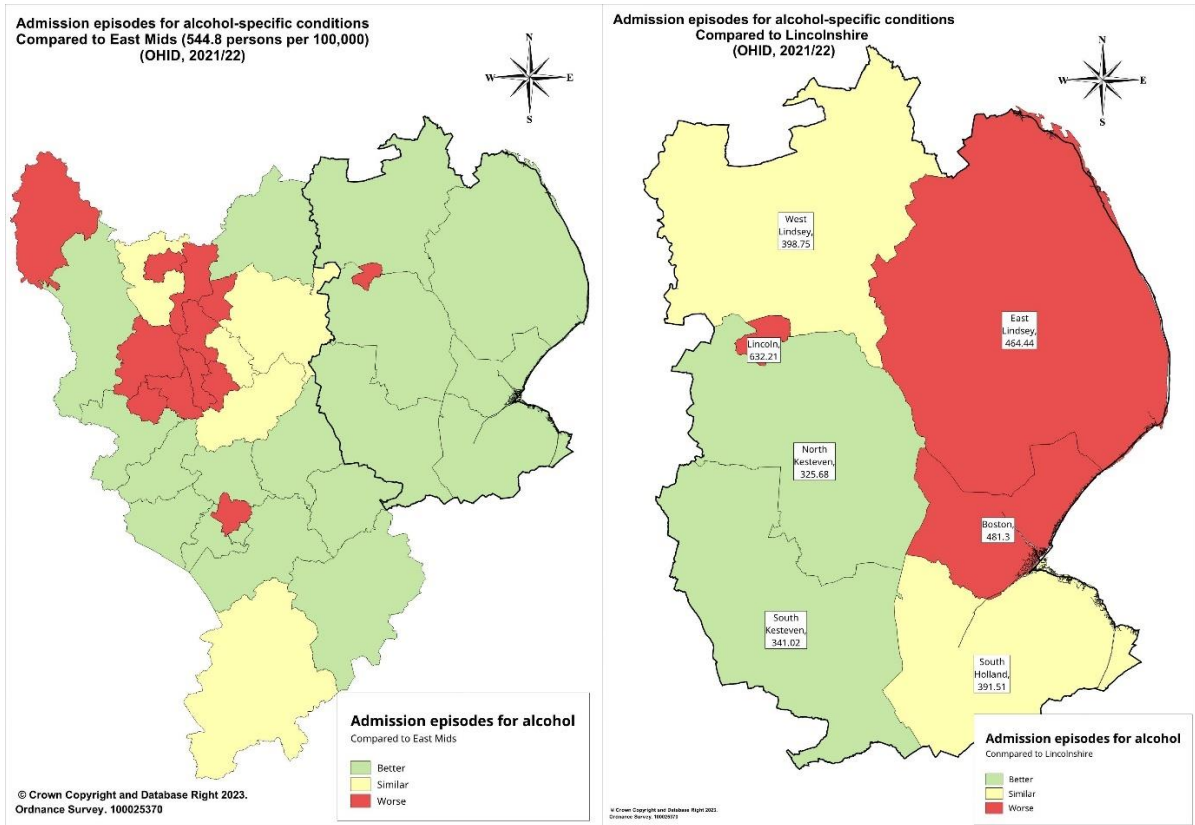
Alcohol consumption is a known human factor in the cause and consequences of a fire or other life-threatening incidents e.g., road traffic collisions. Alcohol misuse is estimated to cost the NHS about £3.5 billion per year and society £21 billion annually.

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.



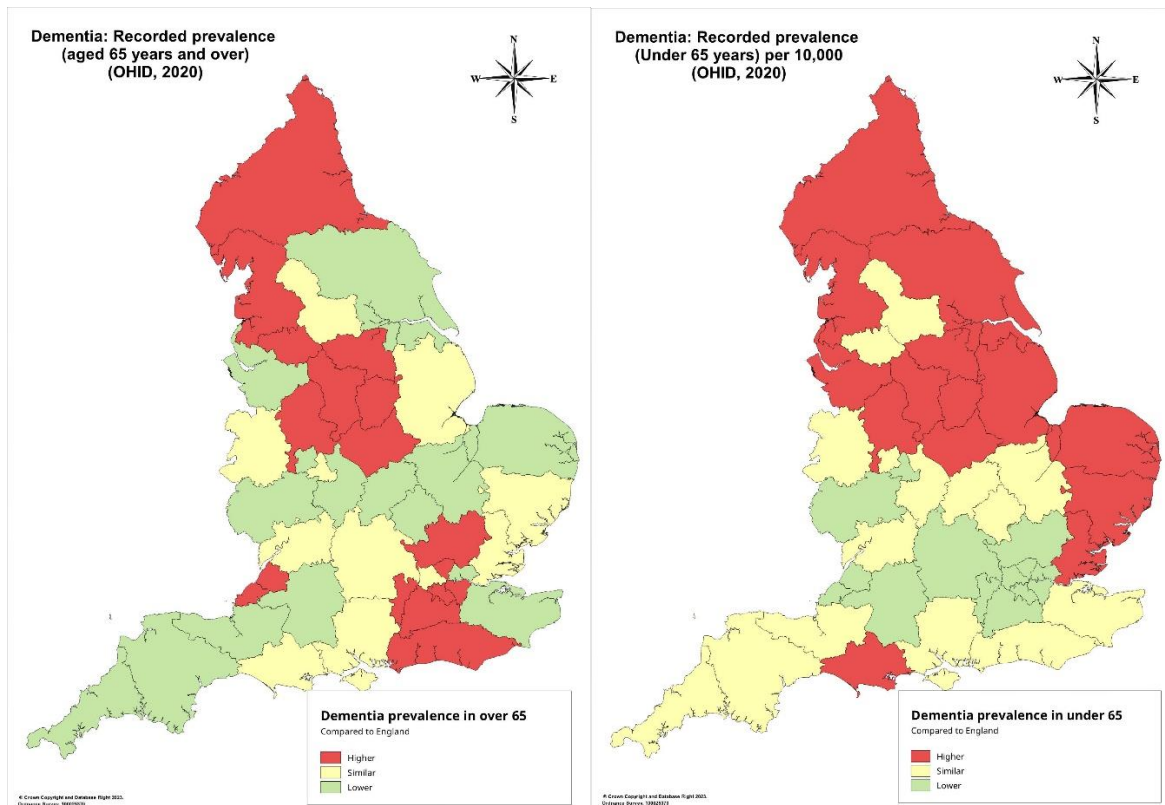
Dementia

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.

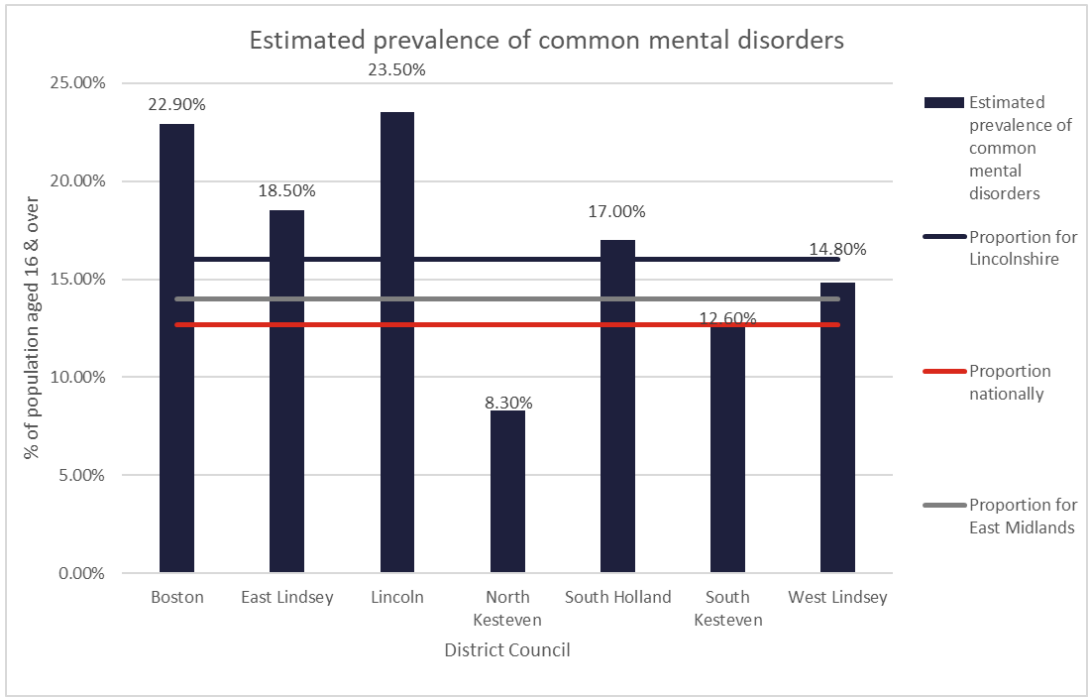
Dementia prevalence per 10,000 population in under 65-year-olds sit at a rate of 3.05 in England. Regionally this is slightly higher at 3.33. However, Lincolnshire has the highest prevalence in the country at STP level at a rate of 4.73 (see map below right).



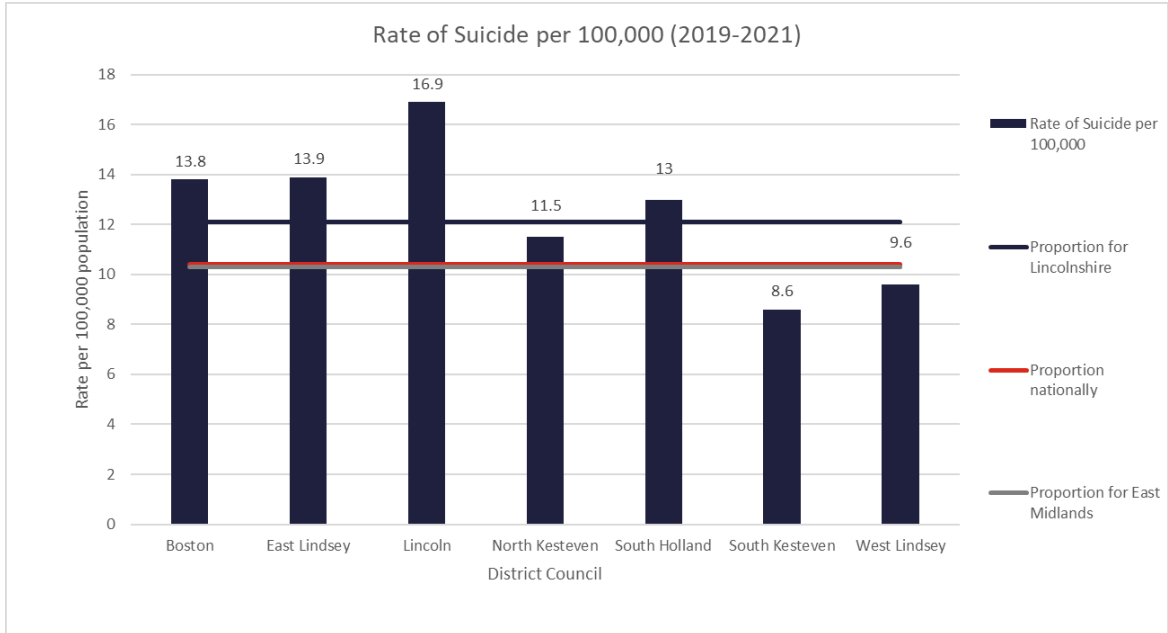
Mental Health

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:

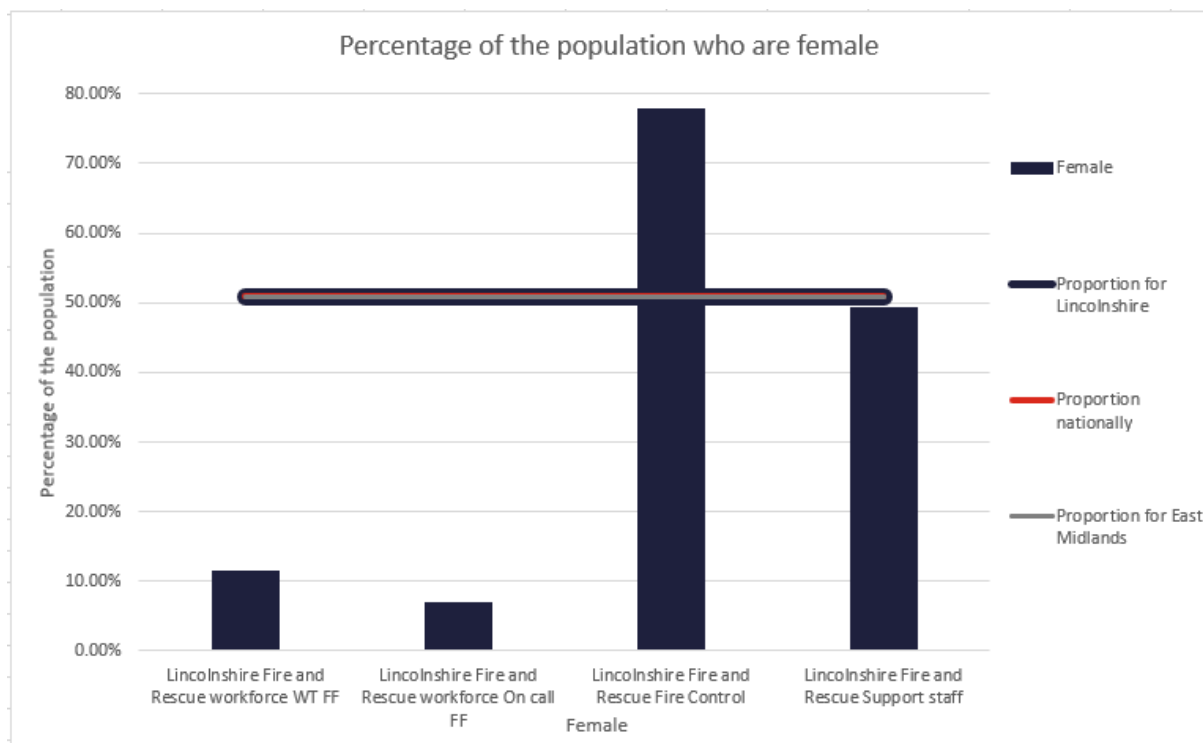
- Driving-related matters (95)
- The environment (35)
- Community safety concerns (33)

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.

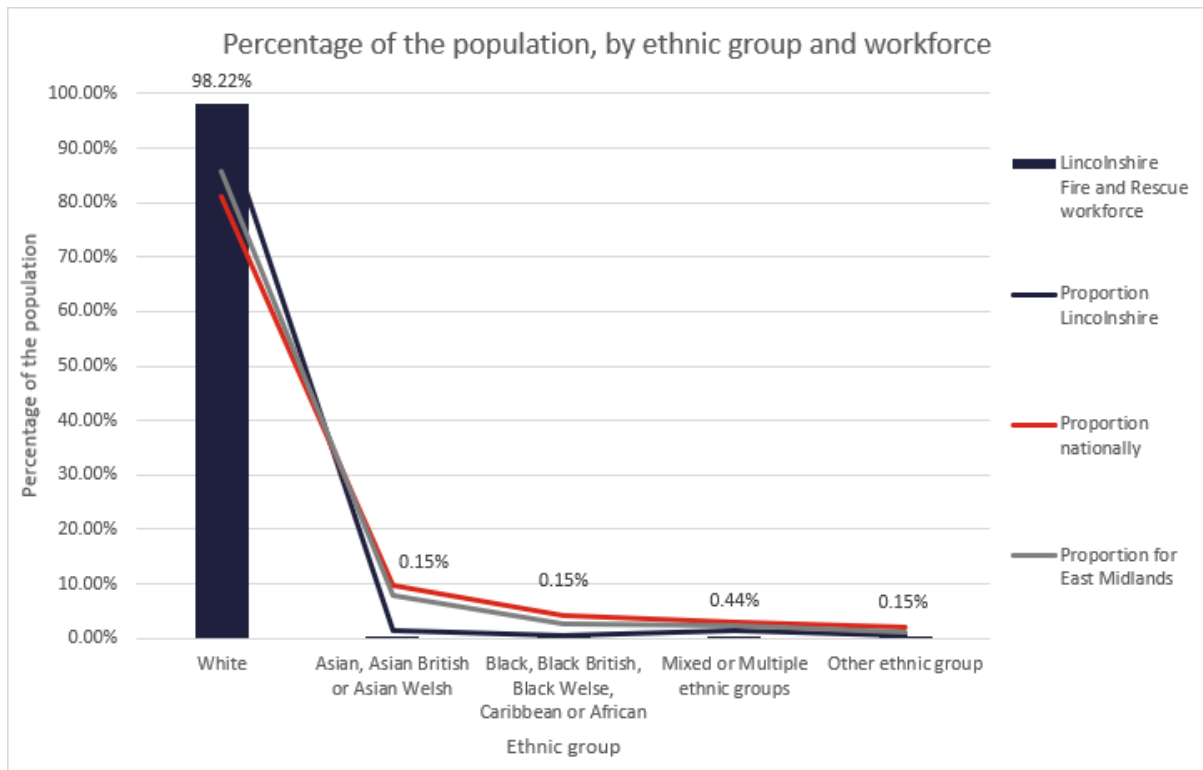
6. Service staff

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.



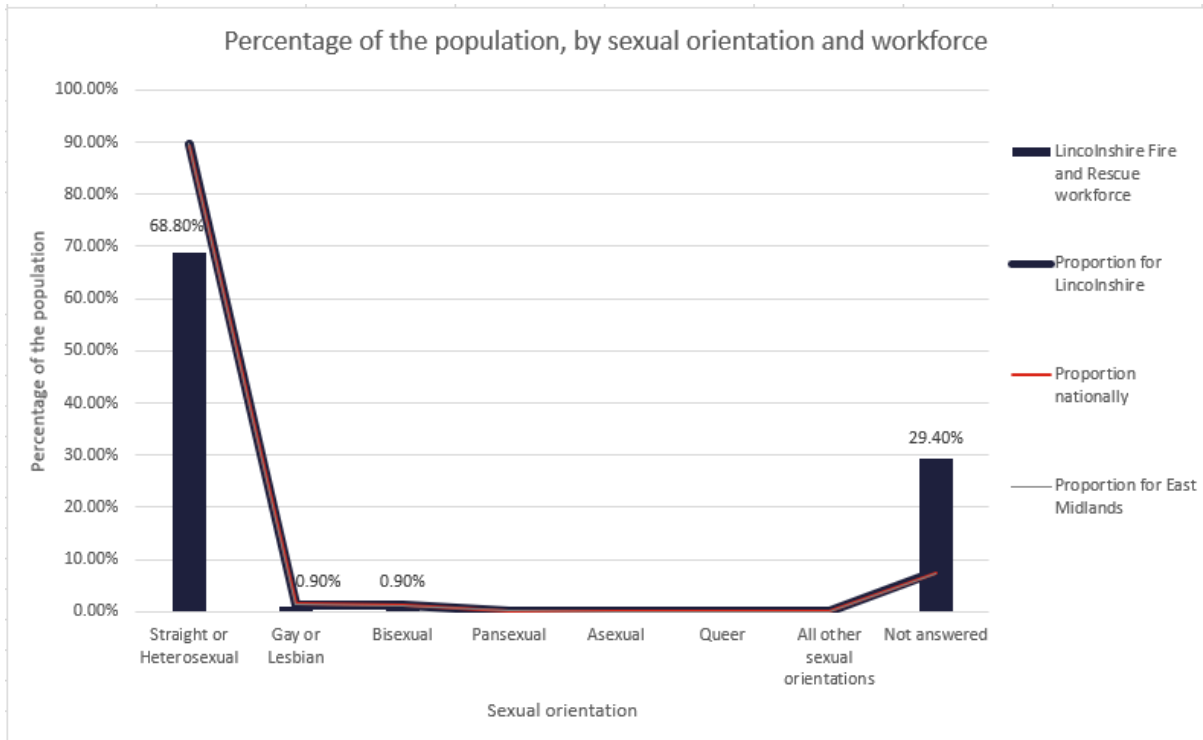
Source: ONS – 2021 Census (TS008) and Lincolnshire Fire and Rescue workforce data

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.



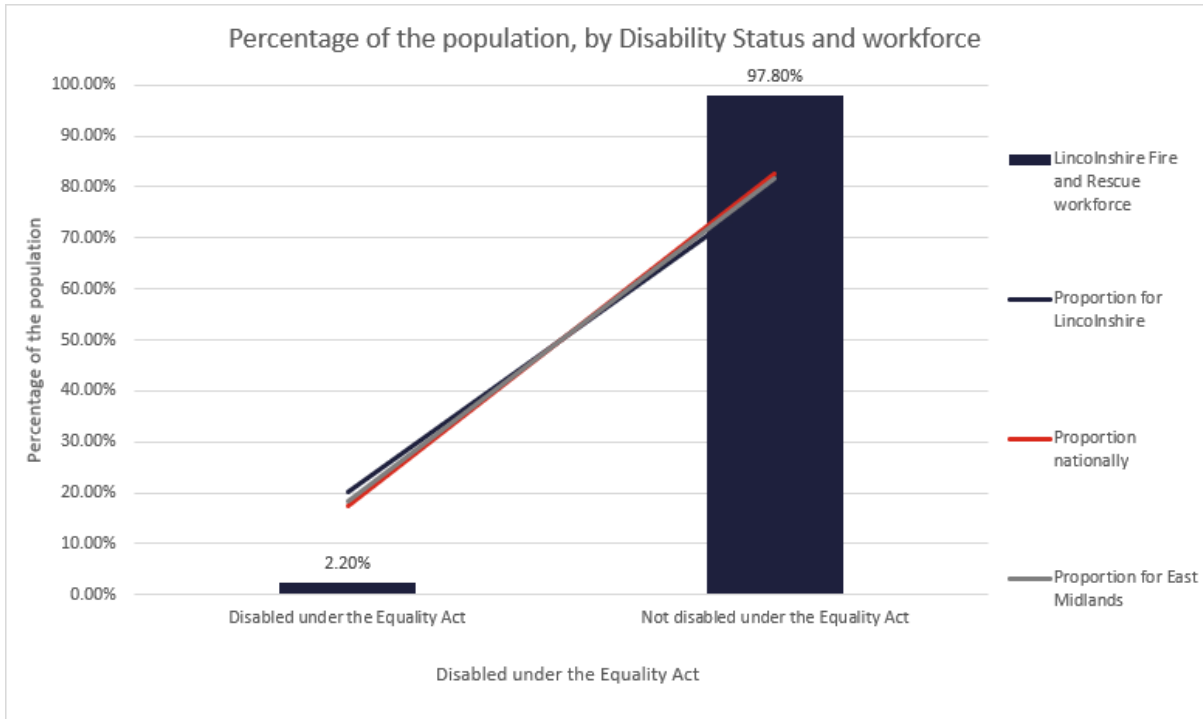
Source: ONS – 2021 Census (TS021) and Lincolnshire Fire and Rescue workforce data

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.



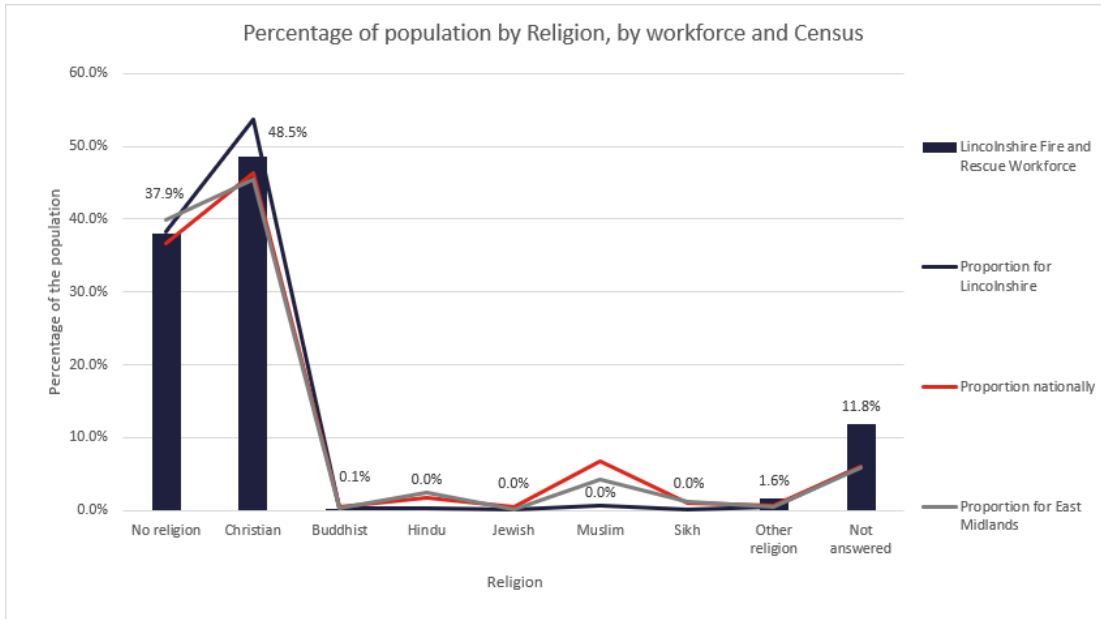
Source: ONS – 2021 Census (TS079) and Lincolnshire Fire and Rescue workforce data

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.

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