



LONDON FIRE BRIGADE

Report Title:	
LFB adoption and implementation of the Charter for Families Bereaved by Public Tragedy	
Report to:	Date:
People Board Commissioner's Board London Fire Commissioner	21 April 2022 11 May 2022
Report classification	
For Decision	
The subject matter for this report deals with the following LFB strategic priorities:	
Outward facing	
<p>The adoption of the Charter for Families Bereaved by Public Tragedy (the Charter) aligns with our strategic pillars in the Transformation Delivery Plan:</p> <ul style="list-style-type: none">• Seizing the future Drive continuous improvement and innovation in what we do and how we do it.• Delivering excellence Improving execution in every part of the organisation from operational delivery.• Outward facing Become central to the communities we serve and lead in generating excellence in the national fire service. <p>The Charter calls for public services, in this case LFB, to ensure a community-centred approach is adopted in the aftermath of a major public tragedy. The adoption of the Charter will have a direct impact on communities, both those affected by public tragedy, and the general public. It will also aid the growth of confidence in the London Fire Brigade and allow the Brigade to better serve the community in the aftermath of a major incident.</p> <p>LFB's forthcoming Community Risk Management Plan (CRMP) and Target Operating Model (TOM) will also inform and aid the development of the Brigade's approach to developing improved service provision in the aftermath of an incident.</p>	
Report number – LFC-0705	
For Publication	

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

Executive Summary

This report provides details of the Charter for Families Bereaved by Public Tragedy. It sets out the background and the requirements of the Charter for LFB and recommends that the London Fire Commissioner adopts the Charter.

The Deputy Mayor Fire and Resilience has been consulted on this paper in advance of a decision and was supportive of the adoption of the Charter.

Recommended decision

That the London Fire Commissioner agrees to

1. Adopt the Charter for Families Bereaved by Public Tragedy.

1. Introduction and Background

- 1.1 The Hillsborough tragedy took place on 15th April 1989, in which 97 men, women and children lost their lives as a result of injuries sustained in a crush at the FA Cup semi-final between Liverpool and Nottingham Forest at the Hillsborough Stadium in Sheffield. The disaster was the worst disaster in British sporting history, a personal tragedy for hundreds of people and the city of Liverpool, and an event of major national and international significance. In December 2012, following the publication of the Hillsborough Independent Panel report in September 2012, the High Court quashed the original inquest verdict. It ordered a fresh inquest which opened in Warrington on 31st March 2014 and concluded on 26th April 2016. The jury decided that 96 Liverpool supporters who died as a result of the crush were unlawfully killed. This replaced the verdicts of the original inquest. In July 2021, the coroner ruled that Andrew Devine, who died 32 years after the tragedy, was also unlawfully killed and he officially became the 97th victim of the disaster.
- 1.2 In 2017 the then Home Secretary, the Rt Hon Theresa May MP asked the Right Reverend James Jones KBE to write a report detailing the Hillsborough families' experience. Bishop James is the former Bishop of Liverpool (1998-2013) and acted as an adviser to the Home Secretary on Hillsborough, as well as chairing the Independent Panel.
- 1.3 Bishop James wrote the *Patronising Disposition of Unaccountable Power, 1 December 2017* to ensure that the pain and suffering of the Hillsborough families is not repeated at the hands of public bodies and services. The report aimed to provide an insight into what the bereaved families experienced in the years since 1989 and placed this experience on the official public record. In doing so, it gave key recommendations for necessary system changes to the way in which public institutions treat the bereaved.

The Charter for Families Bereaved through Public Tragedy

- 1.4 In his report, Bishop James proposed the creation of a Charter for families bereaved through public tragedy which is inspired by the experience of the Hillsborough families. The Charter calls for a substantial change in the culture of public bodies when engaging with families bereaved by public tragedy.
- 1.5 The Charter calls on public bodies to publicly sign up to the Charter as an initial response before embedding behaviours into the culture and organisation.
- 1.6 If the LFC adopts the Charter, the Commissioner will be required to confirm that the Brigade commits to becoming an organisation which strives to do the following.
- 1.7 This is the wording of the Charter.
 - In the event of a public tragedy, support the activation of emergency plans and deployment of resources to rescue victims, to support the bereaved and to protect the vulnerable.
 - Place the public interest above our own reputations.
 - Approach forms of public scrutiny – including public inquiries and inquests – with candour, in an open, honest and transparent way, making full disclosure of relevant documents, material and facts. Our objective is to assist the search for the truth. We accept that we should learn from the findings of external scrutiny and from past mistakes.
 - Avoid seeking to defend the indefensible or to dismiss or disparage those who may have suffered where we have fallen short.
 - Ensure all members of staff treat members of the public and each other with mutual respect and with courtesy. Where we fall short, we should apologise straightforwardly and genuinely.
 - Recognise that we are accountable and open to challenge. We will ensure that processes are in place to allow the public to hold us to account for the work we do and for the way in which we do it. We do not knowingly mislead the public or the media.

2. Key considerations - Hillsborough community and Grenfell community

- 2.1 The Charter has already been adopted by several public bodies, including (please note the below is not an exhaustive list):
 - College of Policing
 - National Police Chiefs' Council
 - Crown Prosecution Service
 - Dorset & Wiltshire Fire and Rescue Service
- 2.2 Bishop James has met Grenfell bereaved and survivors to consider their lived experience in the development of the Charter. Bishop James also worked with the Grenfell bereaved and survivors in the setting up and ensuring the right conditions for the Grenfell Tower Public Inquiry.
- 2.3 All Grenfell groups have been informally consulted and agree that LFB should sign up to the Charter:
 - Justice4Grenfell advocate for LFB to sign up
 - Grenfell United indicated that they thought LFB had already adopted the Charter

- Next of Kin support and advocate LFB signing up to the Charter

2.4 It is understood that some Grenfell groups have formed supportive alliances with the Hillsborough support groups.

2.5 The 'Hillsborough Law' is being supported by cross-party politicians, including high profile figures such as Andy Burnham, the Mayor of Greater Manchester and Steve Rotheram, Mayor of Liverpool City Region. The Mayor of London also announced his support for the Hillsborough Law on 12 January 2022. Numerous MPs are also backing it, as is former Liverpool FC player and manager Sir Kenny Dalglish, and the campaign has gathered momentum following the ITV programme *Anne* about Anne Williams' battle for justice for her son, Kevin. There is currently no Bill before Parliament, however Labour tabled an amendment to the Police, Crime, Sentencing and Courts Bill in the Lords in January, which would require the police to "act at all times in the public interest and with transparency, candour and frankness and to assist in court proceedings, official inquiries and investigations". The Government was defeated on this amendment, however agreement on the final wording of the Bill is currently being agreed between the Commons and the Lords. The proposal for the Hillsborough Law asks for a move to rebalance the scales of justice based on four key pillars:

- A Charter for Families Bereaved through Public Tragedy to be legally binding on all public bodies.
- A statutory duty of candour on public servants during all forms of public inquiry and criminal investigations.
- Proper participation of bereaved families at inquests, through publicly funded legal representation and an end to near limitless legal spending by public bodies.
- A public advocate to act for families of the deceased after major incidents.

3. Advice on the adoption of the Charter

3.1 Three meetings have taken place to date with Bishop James and his team and representatives of LFB, including the LFC. The advice received from these meetings includes:

- There are no certification processes for adoption
- An important first step is to adopt the Charter quietly and quickly
- LFB can make a statement on its website and write to relevant groups
- Media promotion is not advised
- Create a process of adoption that includes policy, culture and training. The section on Implementation and expected outcomes provides more detail on this.
- The word "strive" is key in describing how we will deliver and LFB should consider the Charter when developing policy and in any decision making following an incident where there has been a loss of life.

4. Implementation and expected outcomes

4.1 A key expected outcome will be to better respond to communities in the aftermath of incidents and public tragedy. Communities have fed back that they want LFB to respond in a community-centred way in the aftermath of a major incident. This includes staying present to assess and respond to the needs of communities. Adopting the Charter and the development of a new community offer in the aftermath of a major incident will allow for an improved response. A

community impact assessment and offer are currently being designed, taking a cross-departmental approach which includes operational policy and assurance, community engagement, and Fire Stations.

- 4.2 Internal discussions have taken place to consider the Brigade's readiness and activities that might need to be put in place to allow for the adoption and mobilisation of the Charter. This involved colleagues from the Transformation Directorate and Grenfell Tower Investigations team, General Counsel, Stakeholder and Community Engagement teams (Comms) and People directorate.
- 4.3 LFB is completely committed to the principle of candour and applies this to all public inquiries or investigations it is involved in, adhering to disclosure and other legislative requirements in this way. Adoption of the Charter underlines this commitment, and to seeking where appropriate to provide context behind the rationale for actions or decisions.
- 4.4 Internal discussions about LFB's readiness to adhere to the Charter identified the need for a lessons learned review of the Major Incident Investigation Policy and a scalable approach to the learning from LFB participation in the Grenfell inquiry. These activities will need to be programmed but do not hinder the decision to adopt the Charter.
- 4.5 LFB's adoption of the Charter will need to be carefully communicated both to staff and externally in appropriate ways, taking into consideration the advice given by Bishop Jones and his team. A communication plan will be developed which is likely to include:
 - Placing the Charter on the LFB website
 - A letter from the LFC to key stakeholders including Grenfell community groups, London politicians and government stakeholders
 - Internal communication using our channels including Shout, Hotwire and Yammer
 - A briefing to Heads of Service by the Community Engagement team

The community engagement team will also incorporate the behaviours and values articulated in the Charter into the ongoing development of their work, which will include training packages and sessions.

- 4.6 Commitments 1 and 5 of the Charter – namely, *In the event of a public tragedy, support the activation of emergency plans and deployment of resources to rescue victims, to support the bereaved and to protect the vulnerable, and Ensure all members of staff treat members of the public and each other with mutual respect and with courtesy. Where we fall short, we should apologise straightforwardly and genuinely* - are the most challenging for the Brigade to realise immediately; more work will need to be done to deliver to these areas including underpinning in policy. A review of community response in the aftermath of incidents is being undertaken through a working group and the new community offer will develop an approach to supporting the bereaved, survivors or residents with more effective end-to-end care.
- 4.7 The LESLP manual may need to reflect the Charter: this will be picked up by the LESLP Blue Light Group through a future blue light collaboration meeting agenda.

5. Equality comments

- 5.1 The LFC and the Deputy Mayor for Fire and Resilience are required to have due regard to the Public Sector Equality Duty (section 149 of the Equality Act 2010) when taking decisions. This, in broad terms, involves understanding the potential impact of policy and decisions on different people, taking this into account and then evidencing how decisions were reached.
- 5.2 It is important to note that consideration of the Public Sector Equality Duty is not a one-off task. The duty must be fulfilled before taking a decision, at the time of taking a decision, and after the decision has been taken.
- 5.3 The protected characteristics are: age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership (but only in respect of the requirements to have due regard to the need to eliminate discrimination), race (ethnic or national origins, colour or nationality), religion or belief (including lack of belief), sex, and sexual orientation.
- 5.4 The Public Sector Equality Duty requires decision-takers in the exercise of all their functions, to have due regard to the need to:
- eliminate discrimination, harassment and victimisation and other prohibited conduct
 - advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it
 - foster good relations between people who share a relevant protected characteristic and persons who do not share it.
- 5.5 Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic where those disadvantages are connected to that characteristic
 - take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it
 - encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- 5.6 The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
- 5.7 Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
- tackle prejudice
 - promote understanding.
- 5.8 The potential impact has been considered and reviewed in the equality impact assessment. Please see Appendix 1 Equality Impact Assessment.

6. Other Considerations

Workforce comments

6.1 There are no immediate consequences on the workforce arising from this decision.

Procurement comments

6.2 There are no known procurement implications arising from this decision.

Financial comments

6.3 There are no known financial implications arising from this decision.

Sustainability implications

6.4 There are no direct sustainability implications arising from this decision.

7. Legal comments

7.1 Under Section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (the "Commissioner") is established as a corporation sole, with the Mayor appointing the occupant of that office. Under section 327D of the GLA Act 1999, as amended by the Policing and Crime Act 2017, the Mayor may issue to the Commissioner specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.

7.2 Section 1 of the Fire and Rescue Services Act 2004 (FRSA) states that the Commissioner is the fire and rescue authority for Greater London.

7.3 When carrying out its functions, the Commissioner, as the fire and rescue authority for Greater London, is required to 'have regard to the Fire and Rescue National Framework prepared by the Secretary of State (FRSA section 21).

7.4 This report seeks the Commissioner's agreement to sign the 'Charter for Families Bereaved by Public Tragedy' (the Charter).' The requirements placed on signatories to the Charter are set out within the body of the report. The statutory power to sign up to the Charter is provided by Section 5A FRSA, under which a relevant fire and rescue authority (which includes the London Fire Commissioner) may do—

- (a) anything it considers appropriate for the purposes of the carrying out of any of its functions (its "functional purposes"),
- (b) anything it considers appropriate for purposes incidental to its functional purposes,
- (c) anything it considers appropriate for purposes indirectly incidental to its functional purposes through any number of removes,
- (d) anything it considers to be connected with (i) any of its functions.

7.5 Under the LFC's Scheme of Delegations, certain matters are reserved to the Commissioner for decision. It is considered that the decision to adopt the Charter is a matter which the Commissioner would wish to decide and which officers have agreed with the Commissioner, should be referred to him.

List of Appendices

Appendix	Title	Open or confidential
1.	Equality Impact Assessment	Open

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

Is there a part 2 form – NO

<p>ORIGINATING OFFICER DECLARATION:</p> <p>Drafting officer Donna Peters has drafted this report and confirms the following:</p> <p>Assistant Director/Head of Service Lorraine Homer has reviewed the documentation and is satisfied for it to be referred to Board for consideration.</p> <p>Advice The Finance and Legal teams have commented on this proposal</p> <p>Yvonne Mckenna Legal Advisor, on behalf of General Counsel (Head of Law and Monitoring Officer)</p> <p>David O'Sullivan, on behalf of the Chief Finance Officer</p>	<p>Drafting officer to confirm the following (ü)</p>
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Equality Impact Assessment (EIA) Form

The **purpose** of an EIA is to give **as much information as possible** about potential equality impacts, to demonstrate we meet our **legal duties** under the Equality Act 2010.

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

1. What is the name of the policy, project, decision or activity?
LFB adoption and implementation of The Charter for Families Bereaved by Public Tragedy

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

<u>High</u>	<u>Medium</u>	<u>Low</u>	<u>X</u>
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2. Contact details	
Name of EIA author	Donna Peters
Department and Team	Community engagement team
Date of EIA	28 March 2022

3. Aim and Purpose	
What is the aim and purpose of the policy, project, decision or activity?	The aim of the report is to recommend the adoption of the Charter for Families Bereaved by Public Tragedy, highlighting the needs of the community and establishing the commitment to engage communities and create the opportunity to better support those bereaved by public tragedy. Adopting the Charter commits LFB to: <ul style="list-style-type: none"> In the event of a public tragedy, support the activation of emergency plans and deployment of resources to rescue victims, to support the bereaved and to protect the vulnerable. Place the public interest above our own reputations. Approach forms of public scrutiny – including public inquiries and inquests – with candour, in an open, honest and transparent way, making full disclosure of relevant documents, material and facts. Our objective is to assist the search for the truth. We accept that we should learn

	<p>from the findings of external scrutiny and from past mistakes.</p> <ul style="list-style-type: none"> • Avoid seeking to defend the indefensible or to dismiss or disparage those who may have suffered where we have fallen short. • Ensure all members of staff treat members of the public and each other with mutual respect and with courtesy. Where we fall short, we should apologise straightforwardly and genuinely. • Recognise that we are accountable and open to challenge. We will ensure that processes are in place to allow the public to hold us to account for the work we do and for the way in which we do it. We do not knowingly mislead the public or the media.
<p>Who is affected by this work (all staff, specific department, wider communities?)</p>	<p>LFB staff teams as whole will deliver against the recommendations in The Charter, as it enshrines practices and behaviours already expected of them,; this will also benefit London's communities.</p>

4. Equality considerations: the EIA must be based on evidence and information.

<p>What consultation has taken place to support you to predict the equality impacts of this work?</p>	<ul style="list-style-type: none"> • Engagement about the adoption of the Charter with Grenfell community groups • Internal engagement with People Services • Engagement with Bishop James Jones KBE and his Team
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5. Assessing Equality Impacts

Use this section to record the impact this policy, project, decision or activity might have on people who have characteristics which are protected by the Equality Act.

Protected Characteristic	Impact: positive, neutral or adverse	Reason for the impact	What information have you used to come to this conclusion?
<i>Example: Age</i>	<i>Positive</i>		<i>GLA Datastore: X% of the London community are aged 70 or over. GLA data shows that only 10% of those over the age of 70 have regular access to a computer or smart phone.</i>
Age (younger, older or particular age group)	Positive	<p>Adopting the Charter will support a better outcome and service provision for young and older persons, for those bereaved by public tragedy.</p> <p>The adoption of The Charter will further strengthen LFB's work to deliver a community centred and tailored approach to end-to-end care in the aftermath of an incident, including any necessary adjustments, aids or support to allow a person or persons to receive or participate in this service without disadvantage. This may include using accessible venues for engagement or providing materials in appropriate formats</p>	<p>Data shows that the pensioners and the elderly, and certain younger groups, tend to experience a disproportionate number of fire injuries and deaths in accidental dwelling fires based on the data from the past 5 years (data source ACRON).</p> <p>The GLA projects that, in 2019, over a fifth of London's population are under 16 (1.9 million). Over two-thirds, or 6.2 million, are working age (aged between 16 and 64), and less than one in eight are 65 or over (1.1 million). Despite being the smallest age group in London's population, the number of Londoners aged 65 or over is projected to increase by 86 per cent between 2019 and 2050, faster than younger age groups. Therefore, there will be a</p>

			growing need for infrastructure and services that support an ageing population
<p>Disability (physical, sensory, mental health, learning disability, long term illness, hidden)</p>	Positive	<p>Adopting the Charter will support a better outcome and service provision for people with disabilities, for those bereaved by public tragedy.</p> <p>The adoption of The Charter will further strengthen LFB's work to deliver a community centred and tailored approach to end-to-end care in the aftermath of an incident, including any necessary adjustments, aids or support to allow a person or persons to receive or participate in this service without disadvantage. This may include using accessible venues for engagement or providing materials in appropriate formats.</p>	<p>According to GLA data, there are 1.3 million disabled adults in London, defined according to the Equality Act as having a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on their ability to do normal daily activities. Disability is closely related to age: 13 per cent of the working age population are disabled versus 28 per cent of people aged 65 or over. People with disability or mobility issues are recognised as being at increased risk of vulnerability in the event of a fire, flood or other major incident.</p>
<p>Gender reassignment (someone proposing to/undergoing/ undergone a transition from one gender to another)</p>	Positive	<p>Adopting the Charter will support a better outcome and service provision for people who identify as transitioning or transitioned, for those bereaved by public tragedy.</p> <p>The adoption of the Charter will further strengthen LFB's work to deliver a community centred and tailored approach to end-to-end care in the aftermath of an incident, including any necessary adjustments, aids or support to allow a person or persons to receive or participate in this service without disadvantage. For example, where possible using venues with gender neutral facilities for engagement, and the use of inclusive language in information and materials.</p>	<p>There are no current data sources on gender identity in London or the UK.</p> <p>Research carried out in 2018 by the Government Equalities Office suggests there is no robust data on the UK trans population although it is estimated that there are approximately 200,000-500,000 trans people in the UK.</p> <p>Language used that is not gender neutral has been widely reported as being a reason for the Trans community feeling excluded.</p>

Marriage / Civil Partnership (married as well as same-sex couples)	Positive	There are no specific impacts on this group identified: however, the adoption of the Charter should provide a more positive outcome for anyone affected by tragedy.	
Pregnancy and Maternity	Positive	There are no specific impacts on this group identified: however, the adoption of the Charter should provide a more positive outcome for anyone affected by tragedy. The adoption of the Charter will further strengthen LFB's work to deliver a community centred and tailored approach to end-to-end care in the aftermath of an incident, including any necessary adjustments, aids or support to allow a person or persons to receive or participate in this service without disadvantage. For example, this may include offering engagements at child-friendly times or in child-friendly venues.	

<p>Race (including nationality, colour, national and/or ethnic origins)</p>	<p>positive</p>	<p>Adopting the Charter will support a better outcome and service provision for people of all nationalities and ethnicities.</p> <p>The adoption of the Charter will further strengthen LFB's work to deliver a community centred and tailored approach to end-to-end care in the aftermath of an incident, including any necessary arrangements, adjustments, aids or support to allow a person or persons to receive or participate in this service without disadvantage. This may include holding meetings in culturally appropriate venues, offering translators or literature in a translated format.</p>	<p>LFB's data shows that since 2018 approximately 60% of fire casualties occurred among the white population, 23% of fire casualties were among the black community and around 13% among the Asian community.</p> <p>According to the 2011 census, this was the ethnic breakdown of London: White residents make up 59.8 per cent, mixed/ multiple ethnic groups 5.0 per cent, Asian/ Asian British 13.3 % Black/ African/ Caribbean/ Black British 13.3 per cent or Other ethnic groups make up 3.4 percent of London's demographic.</p> <p>Assuming the 2011 data remains broadly accurate today, it indicates a disproportionately higher number of fire casualties in the black community and lower among the Asian community which might suggest under-reporting of fires among some groups, at least in terms of fire injuries.</p> <p>In 2011, Newham in London was the local authority where people from the White ethnic group made up the lowest percentage of the population (at 29.0%); 8 out of the 10 most ethnically diverse local authorities were in London</p> <p>The 2011 Census: Detailed analysis – states English language proficiency in England and Wales, Main language and general health characteristics look at the main language of UK residents, and their ability to speak English if English isn't their main language, it also looks at</p>

			<p>how the self-reported ability to speak English related to general health. English (or Welsh in Wales) was the main language for 92% of UK residents. Of the remaining 8% who had a different main language, the majority could speak English "well" or "very well". People who couldn't speak English "well" or "at all" had a lower proportion of "good" general health than those with English as their main language.</p> <p>1.3% of the population of England and Wales (726,000 people) could speak English but not well, and 0.3% of the population (138,000 people) do not speak English at all.</p>
<p>Religion or Belief (people of any religion, or no religion, or people who follow a particular belief (not political))</p>	<p>Positive</p>	<p>Adopting the Charter will support a better outcome and service provision for people of all religions and beliefs.</p> <p>The adoption of the Charter will further strengthen LFB's work to deliver a community centred and tailored approach to end-to-end care in the aftermath of an incident, including any necessary arrangements, adjustments, aids or support to allow a person or persons to receive or participate in this service without disadvantage. This would include engagement and liaison with faith groups at a local level to allow for a better response and greater offer to the community in the aftermath of a major incident.</p>	<p>London's population survey 2014 data shows that nearly half of London's residents, 48 per cent, give their religion as Christian. Muslims account for 14 per cent and all other religions total 12 per cent. People stating no religion make up the remaining 26 per cent. It is noted that some areas of London hold higher numbers of a particular religious group, for example Barnet has the highest Jewish community numbers and New Malden the highest Korean population which is predominantly non-religious, with 23 % Buddhist and 29% Christian.</p>
<p>Sex (men and women)</p>	<p>Positive</p>	<p>There are no specific impacts on this group identified: however, the adoption of the Charter should provide a more positive outcome for anyone affected by tragedy.</p>	<p>Gender: in 2019, the GLA estimated that 4.55 million Londoners are female and 4.55 million are male.</p>

Sexual Orientation (straight, bi, gay and lesbian people)	Positive	<p>There are no specific impacts on this group identified: however, the adoption of the Charter should provide a more positive outcome for anyone affected by tragedy.</p> <p>The adoption of the Charter will further strengthen LFB's work to deliver a community centred and tailored approach to end-to-end care in the aftermath of an incident, including any necessary adjustments, aids or support to allow a person or persons to receive or participate in this service without disadvantage. For example, where possible using venues with gender neutral facilities for engagement, and the use of inclusive language in information and materials.</p>	<p>ONS data states in 2016 2.7 per cent of adult Londoners identify as gay or lesbian, higher than the UK rate of 1.3 per cent. A further 0.6 per cent identify as bisexual and 0.6 per cent as other sexual identities.</p>

6. Impacts outside the Equality Act 2010
What other groups might be affected by this policy, project, decision or activity?
<p>Consider the impact on: carers, parents, non-binary people, single people, people with learning difficulties, people with a neurodiversity, people with dyslexia, autism, care leavers, ex-offenders, people living in areas of disadvantage, homeless people, people on low income / in poverty.</p>

The adoption of the Charter should provide a more positive outcome for anyone affected by tragedy.

The adoption of the Charter will further strengthen LFB's work to deliver a community centred and tailored approach to end-to-end care in the aftermath of an incident, including any necessary adjustments, aids or support to allow a person or persons to receive or participate in this service without disadvantage.

7. Legal duties under the Public Sector Equality Duty (s149 Equality Act 2010)	
How does this work help LFB to?	
Eliminate discrimination?	As above: the adoption of the Charter should provide a more positive outcome for anyone affected by tragedy.
Advance equality of opportunity between different groups?	We will engage with or seek the views of those impacted by public tragedy, and proactively involve them in our response following such incidents involvement in our response
Foster good relations between different groups?	The Charter supports LFB's work to deliver a community centred and tailored approach to end-to-end care in the aftermath of an incident, including any necessary adjustments, aids or support to allow a person or persons to receive or participate in this service without disadvantage.

8. Mitigating and justifying impacts		
Where an adverse impact has been identified, what steps are being taken to mitigate it? If you're unable to mitigate it, is it justified ?		
Characteristic with potential adverse impact (e.g. age, disability)	Action being taken to mitigate or justify	Lead person responsible for action
Age	.	
Disability		
Race		
Religion / belief		
Sexual orientation		

Now complete the RAG rating at the top of page 1:

High: as a result of this EIA there is evidence of significant adverse impact. This activity should be stopped until further work is done to mitigate the impact.

Medium: as a result of this EIA there is potential adverse impact against one or more groups. The risk of impact may be removed or reduced by implementing the actions identified in box 8 above.

Low: as a result of this EIA there are no adverse impacts predicted. No further actions are recommended at this stage.