LONDON FIRE BRIGADE

Full Equality Impact Assessment (EIA) Form

When completing this form please use the EIA guidance notes and check our other resources on our dedicated EIA Hotwire pages

Part one

You will only be required to complete a full EIA assessment if:

a) as a result of completing the initial screening form, potential adverse impacts have been identified in an area of your activity requiring adjustments

The purpose of an EIA is to meet the legal obligation required under the Public Sector Equality Duty (PSED), namely, the 'DUE REGARD' that documents that your activity will:

a) eliminate discrimination, harassment, and victimisation;
b) advance equality of opportunity; and,
c) foster good relations between people who share a relevant protected characteristic and people who do not share it.

In your full EIA, you are only required to complete an assessment of any negative impacts that has been identified against any protected characteristics. Any positive impacts should be fully explained in the initial screening form. You must be able to show that your activity meets the three conditions of the due regard by providing relevant information to show how it caters for people with protected characteristics (where applicable), through eliminating potential discrimination and promoting opportunities to build equity between all groups.

A. Summary of EIA
Assessment of Risk – Public Engagement Layer one of the Assessment of Risk (AoR) is intended to identify the risks and hazards that members of the public are most concerned about in relation to the fire and rescue service. These will not necessarily reflect the likelihood or severity of actual incidents (this is captured elsewhere through analysis of incident data), but reflect the concerns held by members of the public. There is a need to produce a simple and repeatable measure of public risk perception that can be used to track changes year on year and to highlight any differences in risk perception or concern between different geographies or demographics. This data is to be collected through planned engagement with the public.

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The tool for data collection is Mentimeter, with additional data via a YouGov survey. This method was utilised for the 2024 and 2025 Assessments of Risk, and is to be repeated for the 2026 Assessment of Risk.

The expected outcome is the identification and measurement of the public perception of risk across London.

B. Team responsible for the activity

EIA Author(s):	EIA Owner(s) - individual in charge of the overall activity:
Name: Ruth Walshe Job title: Community Engagement Manager Department: Communications and Engagement	Name: Thomas Ronan Job title: Station Commander, Strategic Planning Department: Transformation Name: Ruth Walshe Job title: Community Engagement Manager Department: Communications and Engagement

C. What supporting policies/documents are relevant to this EIA? (Please hyperlink each document, policy, and guideline referenced below)

LFB Assessment of Risk 2024
LFB Assessment of Risk 2025

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D. Equality and diversity considerations

Describe the ways your activity is anticipated to disproportionately affect any groups with a protected characteristic listed under the Equality Act 2010.

You must make sure to list any sources you have used to complete your analysis.
Do not provide databases, graphs, or tables in this section. Just key findings and the outcomes of your learning about these different groups.

Sources used throughout:
Census 2021
LFB Assessment of Risk 2024
LFB Assessment of Risk 2025

Age
Both young people and older persons may have different vulnerabilities and perceptions of risk due to their age, and the engagement activity must ensure that these are captured. In the AoR 2024 & 2025 both older people and younger people were highlighted as a concern around physical vulnerability – that physical characteristics increase an individual's risk.

Age may impact the accessibility of the engagement activity – for example, digital access, ability to attend something in-person, or understanding the tool used to collect data. It must be ensured that the tool is accessible to all audiences, that help and assistance are available where required, and that there are multiple ways to participate in the engagement to avoid exclusion.

The tool used to capture public risk perception data will include an assessment on its usability for the public, to ensure it is easy to use and understand, with alternatives to digital participation available.

Disability
The 2021 census showed that 16% of London residents identified themselves as disabled, with 5% of households having two or more disabled people.

Persons with disabilities may have specific needs and vulnerabilities, impacting their perceptions of risk, so the engagement activity must ensure that these are captured, and that this reflects a range of disabilities and long-term conditions. In the AoR 2024 & 2025 health & disability and mental health were highlighted as a concern around physical vulnerability – that these characteristics increase an individual's risk. There were also concerns around behavioural vulnerability, including taking prescription drugs, and hoarders.

Disability may impact the accessibility of the engagement activity – for physical disabilities this could include access to in-person/online engagement or the need for alternative materials for visual/hearing impairments, and for developmental disabilities / neurodiversity this could include the need for information to be presented in alternative ways. It must be ensured that the engagement takes this into account and is accessible to those with varying disabilities, including listening to and implementing specific requests from disabled persons. The tool used to capture public risk perception data will include an assessment of its accessibility for those with various disabilities, to ensure it is useable for these communities.
Gender reassignment The 2021 census showed that 1% of London residents identified with a gender different to that which they were assigned at birth. Trans people and/or those of marginalised genders may have specific concerns or vulnerabilities regarding personal risk, which may impact their perceptions of risk. The engagement activity must ensure that these are captured. Any engagement activity must be inclusive of this community – for example, ensuring that persons' identities are respected, correct names and pronouns are used, and provision of facilities (such as toilets) is adequate.
Marriage or civil partnership It is unlikely that persons in a marriage and civil partnership could be disproportionately impacted by the activity. However, in designing the engagement it must be ensured that it won't exclude this group in any way.
Pregnancy and maternity Persons experiencing pregnancy and maternity may have specific perceptions of risk related to this, and as such the engagement activity must ensure that these are captured. This group may also have accessibility needs when it comes to engagement, and the activity must be designed to take this into account. For example, online v's in-person engagement, the time and day of the engagement, and the location and facilities may all impact the ability of this group to engage. As such, it must be ensured that this is taken into account when designing the engagement.

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Race

The 2021 census showed that 37% of London's population identifies as White British, with White groups making up a total of 54% of London's population. Of the remaining 46%, Asian groups made up 21%, Black groups 14%, Mixed groups 6%, and other ethnic groups 6%. In addition, 22% of London residents spoke a main language other than English, and for 4% of London residents they reported not being able to speak English well at all. Further, 41% of London's population was born outside of the UK.

Persons of different races, ethnicities, and nationalities may have varying perceptions of risk, depending on their communities, ways of life, and specific vulnerabilities that they experience. This must be captured, to ensure they are accurately reflected in the perception of risk data. In the AoR 2024 & 2025 there were a number of concerns that certain socioeconomic factors increase an individual's risk, including communication and language difficulties, cultural differences, immigration, and low trust levels in uniformed services.

The engagement activity must also be accessible to the many different communities across London. This may include providing information in different languages, advertising the engagement in a variety of spaces, and offering engagement at a number of times and locations. It must also be a safe and inclusive space for people of different races, ethnicities, and nationalities.

The tool used to capture public risk perception data will include an assessment of its accessibility regarding race, ethnicity, and nationality – for example, looking at the language used.

Religion or belief

The 2021 census showed that 40% of London residents are Christian, 15% Muslim, 5% Hindu, 2% Jewish, 2% Sikh, 1% Buddhist, and 1% other religion, with 27% reporting that they do not have a religion. In addition, these numbers were often concentrated in boroughs – for example, 40% of residents in Tower Hamlets are Muslim, 14% of residents in Barnet are Jewish, and 25% of residents in Harrow are Hindu.

Persons of different religions or beliefs may have varying perceptions of risk, depending on their communities, ways of life, and specific vulnerabilities that they experience. This must be captured, to ensure they are accurately reflected in the perception of risk data. In the AoR 2024 & 2025 there were a number of concerns that certain socioeconomic factors increase an individual's risk, including communication and language difficulties, and cultural differences. There were also concerns around behavioural vulnerability, including use of candles.

The engagement activity must also be accessible to the many different religious communities in London. This may include considering the time and day of the engagement, and if in-

person the location of the engagement and the facilities available (such as private spaces, prayer rooms, etc.).

Sexual orientation

The 2021 census showed that 4.8% of London residents identified as LGB+, with a lower proportion of people identifying as heterosexual in London compared with the rest of England.

People of varying sexualities may have specific concerns or vulnerabilities regarding personal risk, which may impact their perceptions of risk. The engagement activity must ensure that these are captured.

Any engagement activity must be inclusive of this community, ensuring that their identities are respected.

Socioeconomic backgrounds

The 2021 census showed that just over half of all households in London are deprived on at least one dimension, with 13,000 households showing all aspects of deprivation (across four dimensions) – a higher proportion than any other region in England.

People from differing socioeconomic backgrounds may have differing vulnerabilities and perceptions of risk, dependent on their personal situations. The engagement activity must ensure that these are captured. In the AoR 2024 & 2025 there were a number of concerns that certain socioeconomic factors increase an individual's risk, including employment, deprivation, homelessness, and overcrowding. There were also concerns around buildings and building management, including private rental properties with negligent landlords, social housing, worries about building materials (such as cladding), and derelict buildings and accumulated rubbish.

The engagement activity must also be accessible to those of different socioeconomic statuses/backgrounds. For example, online and in-person options (recognising access to the internet, cost of travel, etc.), a number of times and days (recognising varying shifts, working patterns, appointments etc.), and varying locations. It should also be advertised in a range of different places, and should be inclusive of those on lower incomes / from working class backgrounds.

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Caring responsibilities
The 2021 census showed that 8% of London residents provide unpaid care to someone in their lives.

People with caring responsibilities may have specific perceptions of risk related to this, and as such the engagement activity must ensure that these are captured.

This group may also have accessibility needs when it comes to engagement, and the activity must be designed to take this into account. For example, online vs in-person engagement, the time and day of the engagement, and the location and facilities may all impact the ability of this group to engage. As such, it must be ensured that this is taken into account when designing the engagement.

E. Evidencing Impact: please answer the following:	
E. (a) List all stakeholders and organisations (internal/external) you have consulted or contacted regarding your activity, making sure to seek feedback from groups that may be the most impacted by the activity.	Groups spoken to during the 2024 Assessment of Risk were: • Board of Deputies of British Jews • Christian Family Concern • GLA Deaf and Disabled People's Organisations group • Kensington and Chelsea Over 50s Forum • LFB Community Forum • London Councils Community Engagement Network • London Resilience group • Open public session • Pollards Hill Youth Centre Groups spoken to during the 2025 Assessment of Risk were: • 2x open public sessions • Action Disability Kensington & Chelsea (both Voice of Experience and Access groups) • Age UK East London Older People's Reference Group • Barnet Youth Board • Deliveroo riders group • LFB Community Forum • London Bridge & Bankside BIDs • Open faith session • The Ivy Club Over 50s Women's Group

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	• Westminster LGBT+ Forum During and following these sessions, attendees had the opportunity to provide feedback on the assessment of risk engagement process.
(b) Explain the insights gained, how you have/will evaluate and whether you intend seek post-activity feedback from those stakeholders/organisations?	Insights were gained on the language used in the sessions, the explanations and examples given of risk types, any the additional fire safety information that people would appreciate receiving. All participants were given the opportunity to provide post-session feedback, but we only received it from some attendees.
F. Clearly record any gaps in evidence which has limited this assessment being completed in full. I.e. Was there any information or data you were unable to find/collect? Consider whether you can justify continuing the activity without this information, or if a mitigating action plan is required?	We did not identify any gaps limiting the EIA being completed in full. This activity is iterative, so it is completed annually but can develop based on feedback and learnings from the previous year.
G. Clearly record the following: **a)** List any adjustments you will be putting in place for people with protected characteristics. Use each characteristic as a sub-heading, and **b)** any activity to promote equity of access,	• Age – simple and accessible language, use of both print and digital resources, offer of both online and in-person sessions. • Disability – online and in-person sessions offered, reasonable adjustments available on request (i.e., BSL interpretation) • Race – offer of translation / interpretation on request • Religion – timing and location take into account religious holidays and times

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opportunity, experience and outcomes?	• Socioeconomic – engagement at zero cost where possible – online sessions to improve access, and offer to refund expenses
H. Clearly record how you will communicate the activity to those involved, especially if their protected characteristic may be a factor. You may need to consider diverse formats such as audio, large print, easy read, and other accessibility options in various materials? Please ensure you utilise and reference the below documentation: Inclusive and Accessible Documents for Neurodivergent Individuals - Tips and Resources 2024.pdf The-LFB-key-EDI-terminology2024.pdf	The activity is primarily communicated directly to groups invited to take part (on the basis of the EIA, and of risks identified by LFB). This can be email, phone, or in-person, dependent on preference. The session is then communicated to members of the group on the basis of how they usually receive communications, with any adjustments already in place. For the session itself, we take advice from each group on accessibility needs of the group, and any specific communication needs there may be – such as print copies, interpretation, etc.

I. Mitigating action plan (where an adverse impact has been identified, please record the steps that are being taken to mitigate or justify it?)	
Protected characteristic	**Action being taken to mitigate or justify**
1. Age – the activity is inaccessible for older persons or young persons	The language used will be simple and accessible, help and assistance will be available where required, and there will be multiple ways to participate in the engagement to avoid exclusion.
2. Disability – the activity is inaccessible for people with disabilities	Varying methods of engagement will be considered where necessary, alternative materials for visual/hearing impairments will be available upon request, and the presentation of information will be considered for neurodiverse accessibility.
3. Race (including ethnicity and nationality) – the activity is inaccessible/ exclusionary for certain ethnic groups	Information may be provided in different languages if requested, the activity will be advertised in a variety of spaces catering to different groups, and engagement will be offered at varying times/places.

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4. Religion – the activity is inaccessible/ exclusionary for people of certain religions.	The time and day of the engagement will be considered, and if in-person the location of the engagement and the facilities available (such as private spaces, prayer rooms, etc.) will be taken into account.
5. Socioeconomic backgrounds	Varying options for engagement will be considered, taking into account time and place. The engagement will be advertised in a range of different places.
To be completed by the Inclusion Team	
Review date:	

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Part two: Inclusion team to complete - feedback and recommendations

J. EIA Outcomes
☐ **Recommendation 2:** Adverse impact(s) identified - activity continues with agreed justification or mitigation in place ☐ **Recommendation 3:** Adverse impact(s) identified - activity paused until justification or mitigation provided ☐ **Recommendation 4:** Adverse impact(s) identified - activity paused due to potentially unlawful or adverse effects which cannot be reasonable justified/mitigated.

K. Feedback Please specify the actions required to implement the findings of this EIA and how the programme/ activity's equality impact will be monitored in the future. It may be helpful to complete the table.	
Name: [text here] **Sign-off Date**: [text here]	[text to be completed by the EIA Team]