LONDON FIRE BRIGADE

Full Equality Impact Assessment (EIA) Form

iclWhen 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
Annual Review of Assessment of Risk 2026 To provide a robust assessment of all foreseeable risks, the AoR is structured into four layers. Each layer presents a different type of risk information for a specific purpose and audience. The layers are presented separately as individual reports for clarity. As a result, similar risks may appear with different scores and in different layers. · Layer one (public concern) reflects the level of concern expressed by the public about different risks. This will not necessarily reflect the measured frequency or severity of incidents but may be an early indicator of change. Public concern will also be influenced by factors such as the recency and visibility of risks, such as notable fires locally or in the news.

LONDON FIRE BRIGADE

Full Equality Impact Assessment (EIA) Form

· Layer two (commonly occurring risk) considers frequent incidents and incident locations, such as dwelling fires in purpose-built flats. These risks occur relatively regularly and can result in casualties, often affecting individuals or small numbers of people rather than large numbers in a single incident. This layer looks at which risks cause most casualties and also where these risks are most likely to manifest geographically.

· Layer three (reasonable worst-case scenarios) considers low-likelihood but high-impact events, such as a single, large residential high-rise fire causing many casualties.

· Layer four (Horizon Scanning for new and emerging risks) considers how risks may change or present differently in the future. For example, how the changing built environment may influence frequency and severity of fires in flats or how climate change may influence fire service incidents.

Public concerns and perception of risk are intentionally presented as layer one of the assessment, ensuring communities' views are highlighted.

The reason for an EIA is to review the EIA, to ensure it remains current, suitable and sufficient. It should be noted that there has be no change to the previous AoR structure. The technical approach to layer four has changed expanding the data analysis component and incorporating some objectives from "Horizon Scanning"

B. Team responsible for the activity

EIA Author(s):	**EIA Owner(s) - individual in charge of the overall activity:**
Name: Thomas Ronan Job title: Station Commander: Risk Department: Risk Assurance and Portfolio	Name: Thomas Ronan Job title: Station Commander Risk Department: Risk Assurance and Portfolio Name: Daniel Ingram Job title: Head of Risk Department: Risk Assurance and Portfolio

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

LONDON FIRE BRIGADE

Full Equality Impact Assessment (EIA) Form

Community Risk Management Plan; Your London Fire Brigade - https://www.london-fire.gov.uk/about-us/your-london-fire-brigade-our-plan-for-2023-29/

Fire and Rescue National Framework for England 2018
https://assets.publishing.service.gov.uk/media/5aec5974ed915d42f7c6bf18/National_Framework_-_final_for_web.pdf

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.

The below paragraphs apply to all characteristics listed in this section

The exposure of individual members of the public to various risks will differ significantly with their location and activity, this exposure may be correlated or independent to any individual protected characteristic. The layered approach adopted to assessing risk ensures that each type of risk an individual may be exposed to, for whatever reason, is assessed allowing mitigation to be planned.

LONDON FIRE BRIGADE

Full Equality Impact Assessment (EIA) Form

The NFCC have developed a national approach to assessing risk for dwelling fires and road traffic collisions. The AoR adopts this approach as a means of identifying geographic areas across London most likely to be associated with higher risk. The findings of the NFCC work indicate that some of the key factors linked to likelihood of dwelling fires include car or home ownership, (un)employment, deprivation, property type and tenure. Similar factors are associated with consequence; however, these differ for life and property consequences, and neither provide robust predictions as for likelihood. Individually, the correlated factors that have been identified do not necessarily contribute to higher risk, however, when considered collectively, these factors can be used to identify areas that are statistically more likely to contain people who are higher risk. Using the NFCC methodology ensures that a robust approach to dwelling fire risk is adopted. Any risks associated with protected characteristics whilst not directly addressed in the NFCC work is addressed through the including and aggregation of the identified factors that correlate with likelihood and consequence of a fire.

Key factors associated with risk on individual road segments include: Road class and type Urban/rural category (based on ONS data) Speed limit data (from Basemap Ltd) Values for Likelihood Values for Consequence RTC risk score and category (H/M/L). The AoR uses the NFCC methodology to map RTC risk onto London road maps.

Because key factors associated with dwelling fire and RTC risk are included in the NFCC definition of risk work and mapped pan London for the AoR, data sets on individual personal vulnerability are not assessed separately within the AoR document.

Specific individual personal vulnerability data sets are used by the prevention team when planning the allocation of Home Fire Safety Visits and other prevention work. This process is outlined in LFB Policy 1010.

Because individuals may experience or perceive risk uniquely as a function of their lived experience, and because this may differ from assessments made using historical incident data, The AoR includes as its first layer, Public Concerns and Public Risk Perception. This layer identifies the risks that Londoners are most concerned about in relation to fire and rescue service-related emergencies. These concerns will not necessarily reflect the likelihood or severity of actual incidents but reflect the concerns held by members of the public.

The purpose of this layer is to:

- Establish the primary concerns of the public as they relate to the fire service.
- Inform risk communication work and public engagement.
- Allow public concerns to be considered when setting organisational risk priorities.
- Use the lived experience of communities to inform Hazard Identification.

By including this layer any experience of risk that falls outside the data-based assessment can be assessed.

Layer one has a separate EIA

LONDON FIRE BRIGADE

Full Equality Impact Assessment (EIA) Form

LFB staff who support communities at incidents or during their work are trained to identify vulnerability including but not limited to; socio-economic, mental health, and physical needs. Crews are trained to identify possible safeguarding issues and take immediate actions to support vulnerable members of the community, keep them safe and refer to the appropriate agency for further support if required.

Age

The 2021 census showed that 24% of London residents are aged 19 and under, and 12% are aged 65 and over. LFB staff who support communities at incidents or during their work are trained to identify vulnerability including but not limited to; socio-economic, mental health, and physical needs. Crews are trained to identify possible safeguarding issues and take immediate actions to support vulnerable members of the community, keep them safe and refer to the appropriate agency for further support if required.

Sources used: Census 2021

Disability

The 2021 census showed that 16% of London residents identified themselves as disabled, with 5% of households having two or more disabled people/people with disabilities. LFB staff who support communities at incidents or during their work are trained to identify vulnerability including but not limited to; socio-economic, mental health, and physical needs. Crews are trained to identify possible safeguarding issues and take immediate actions to support vulnerable members of the community, keep them safe and refer to the appropriate agency for further support if required.

Sources used: Census 2021

Gender reassignment

The 2021 census showed that 1% of London residents identified with a gender different to that which they were assigned at birth.

Sources used: Census 2021

LONDON FIRE BRIGADE

Full Equality Impact Assessment (EIA) Form

Marriage or civil partnership
It is unlikely that persons in a marriage and civil partnership could be disproportionately impacted by risk assessment activity. However, in designing the engagement for layer one it must be ensured that it won't exclude this group in any way.

Sources used:

Pregnancy and maternity
Persons experiencing pregnancy and maternity may have specific perceptions of risk related to this. LFB staff who support communities at incidents or during their work are trained to identify vulnerability including but not limited to; socio-economic, mental health, and physical needs. Crews are trained to identify possible safeguarding issues and take immediate actions to support vulnerable members of the community, keep them safe and refer to the appropriate agency for further support if required.

Sources used:

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.

Sources used: Census 2021

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.

Sources used: Census 2021

LONDON FIRE BRIGADE

Full Equality Impact Assessment (EIA) Form

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. **Sources used:** Census 2021
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. LFB staff who support communities at incidents or during their work are trained to identify vulnerability including but not limited to; socio-economic, mental health, and physical needs. Crews are trained to identify possible safeguarding issues and take immediate actions to support vulnerable members of the community, keep them safe and refer to the appropriate agency for further support if required. . **Sources used:** Census 2021
Caring responsibilities The 2021 census showed that 8% of London residents provide unpaid care to someone in their lives. LFB staff who support communities at incidents or during their work are trained to identify vulnerability including but not limited to; socio-economic, mental health, and physical needs. Crews are trained to identify possible safeguarding issues and take immediate actions to support vulnerable members of the community, keep them safe and refer to the appropriate agency for further support if required. **Sources used:** Census 2021

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.	**External stakeholders** 1. YouGov polling was undertaken with approximately 1000 members of the community representing a wide cross section of ages, ethnicities, religions. 2. Expert Review Panel (consisting of academics, members of London Resilience Group, and external members of the fire sector). 3. Community engagement sessions Between November 2024 to December 2025 London Fire Brigade's Community Engagement team, Strategic Planning and Risk team and a number of borough teams, will held focus groups on the public perception of risk.

LONDON FIRE BRIGADE

Full Equality Impact Assessment (EIA) Form

	Groups given the opportunity to feedback on the AoR process, include but are not limited to: • LFB Community Forum • Christian Family Concern • Board of Deputies of British Jews • London Councils Community Engagement Network • London Resilience group • Kensington and Chelsea Over 50s Forum • GLA Deaf and Disabled People's Organisations group • Pollards Hill Youth Centre • Open public session
(b) Explain the insights gained, how you have/will evaluate and whether you intend seek post-activity feedback from those stakeholders/organisations?	Feedback was sought from External academics with regards the robustness and defensibility of the methodology. A statement of support was provided for the approach. With regards to the Layer 1 process, 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	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.

LONDON FIRE BRIGADE

Full Equality Impact Assessment (EIA) Form

mitigating action plan is required?	
G. Clearly record the following: • List any adjustments you will be putting in place for people with protected characteristics. Use each characteristic as a sub-heading, and • any activity to promote equity of access, opportunity, experience and outcomes?	Although not primally a risk communication tool, when published the AoR will be available as a PDF with alternative text provided for charts and tables. This will make it accessible to users with automated reading software. The points below mainly refer to activities associated with Layer 1 of the AoR (a separate EIA exists for the AoR Layer 1): • 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 • 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:	The AoR is intended to be used primarily as a technical document by LFB staff to direct and prioritise work. It is available to the public, but it is acknowledged that due to it's complexity it is not intended to be a public risk communication tool. Teams involved in direct risk communication work with the public should refer to the AoR when planning and prioritising their communication but use appropriate tools for the specific audience they are communicating with. When published, the AoR will be in a PDF format with alternative text for images and charts to allow accessibility to those members of the public choosing to engage with the document.

LONDON FIRE BRIGADE

Full Equality Impact Assessment (EIA) Form

Inclusive and Accessible Documents for Neurodivergent Individuals - Tips and Resources 2024.pdf The-LFB-key-EDI-terminology2024.pdf	The Layer 1 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 (Layer 1 specifically) 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 (Layer 1 specifically) 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 (Layer 1 specifically) 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.
4. Religion – the activity (Layer 1 specifically) 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 considered.
5. Socioeconomic backgrounds (Layer 1 specifically)	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:	

LONDON FIRE BRIGADE

Full Equality Impact Assessment (EIA) Form

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]