

Environment, Communities and Fire Select Committee
13 June 2018
Fire Authority Integrated Risk Management Plan 2018-22
Report by Executive Director, Communities and Public Protection and Director of Operations and Chief Fire Officer

Summary

The Fire Authority is required under the national fire and rescue framework to Produce an Integrated Risk Management Plan (IRMP). The plan assesses all foreseeable risk our communities face within the county of West Sussex.

The Chief Fire Officer then addresses the risk by developing action plans to be delivered over the next three to five years.

The purpose of the plan is to prevent and mitigate the fire and rescue related risks and keep our communities safe.

A draft 2018-22 IRMP has been developed and has now been submitted as a draft consultation document to stakeholders, staff and the public. The consultation took place between the 16th April and the 28th May 2018. Prior to and during the consultation a wide spread media campaign was run with six pre planned events that were publicised widely. Our communities were invited to attend these events across the county where members of the fire and rescue senior leadership team attended to discuss the IRMP. In addition we held five face to face events were held in open public places to gather feedback on the five priorities set by the Fire Authority and the subsequent action plans.

All the responses have now been considered and are now in a position to publish the final version of the 2018-22 IRMP.

Recommendation(s)

That the Committee:

- 1.** Notes the consultation feedback and subsequent amendments to the draft IRMP.
- 2.** Recommends the publication of the 2018-22 IRMP.
- 3.** Recommends the next steps for the delivery of the IRMP

Proposal

1. Background and Context

- 1.1** Producing an Integrated Risk Management Plan (IRMP) is a statutory requirement for all Fire and Rescue Authorities, under the National Framework for Fire and Rescue.

- 1.2 As per the National Framework, each plan must:
- i. Reflect up to date risk analyses including an assessment of all foreseeable fire and rescue related risks that could affect the area of the authority;
 - ii. Demonstrate how prevention, protection and response activities will best be used to prevent fires and other incidents and mitigate the impact of identified risks on its communities, through authorities working either individually or collectively, in a cost effective way;
 - iii. Include an evaluation of service delivery outcomes including the allocation of resources, for the mitigation of those risks;
 - iv. Set out its management strategy and risk-based programme for enforcing the provisions of the Regulatory Reform (Fire Safety) Order 2005 in accordance with the principles of better regulation set out in the Statutory Code of Compliance for Regulators, and the Enforcement Concordat;
 - v. Cover at least a three year time span and be reviewed and revised as often as it is necessary to ensure that the authority is able to deliver the requirements set out in this Framework;
 - vi. Reflect effective consultation throughout its development and at all review stages with the community, its workforce and representative bodies and partners; and
 - vii. Be easily accessible and publicly available.
- 1.3 The last IRMP was published in 2015. During this short time the Fire and Rescue Service has seen significant changes to the risk we face and also in new legislation that has been issued. Therefore a new IRMP has been drafted and consulted on. This plan will cover the period from 2018 to 2022. In line with the statutory duty, a new IRMP will ensure that recent changes to the risk environment, such as those arising from Grenfell and a series of national terrorist incidents, can be fully accounted for. It will also ensure that provisions under the Policing and Crime Act 2017, and drivers from the Home Office Reform agenda, are fully considered.
- 1.4 The IRMP has completed its six week consultation period with 209 on line Have Your Say responses received, collated and considered that can be reviewed in Appendix A and B. Five written responses were also received.

2. Proposal

- 2.1 Under the direction of the Cabinet Member for Safer, Stronger Communities, West Sussex Fire and Rescue Service, within West Sussex County Council, have prepared the final IRMP document for 2018 – 2022.
- 2.2 In accordance with the requirements for an IRMP, the document covers the following:
- An introduction to the Fire and Rescue Service, and its role, as part of West Sussex County Council.
 - The risk assessment of the county.
 - The structure of the service, its people and resources.
 - Response standards.
 - Collaboration and partnerships.
 - Challenges.

- Strategic aims and plans for the next four years.
 - Risk management, planning, governance and performance reporting.
- 2.3 The intention is that the IRMP is published as a final version document and that the action plans are delivered over the period of 2018-22 through the Fire and Rescue service governance and programmes arrangements.
- 2.4 Please follow this link to the Draft Integrated Risk management plan
- https://haveyoursay.westsussex.gov.uk/++preview++/risk/west-sussex-fire-rescue-service-risk-management-pl/supporting_documents/18_22_working_draft_Graphics_%20Template_v18%20%20final%20for%20public%20consultation.pdf

3 Resources

- 3.1 The IRMP will require resources to deliver the action plans throughout the period and will be managed through the fire and rescue governance and programme arrangements. This consists of five programme and governance boards.
- FRS 1 FRS Senior leadership Board
 - FRS 2 Service delivery Board
 - FRS 3 People and Culture Board
 - FRS 4 Integration and Collaboration Board
 - FRS 5 Customer Centred Value for Money Board

Each board will have an overarching strategy document articulating the direction of travel and detailing areas of work over the next four years and also developed time lines.

Additional resources will be applied for and allocated at appropriate times following approved business cases.

- 3.2 The IRMP is important to the allocation of resources across the fire and rescue service in West Sussex, as it is required to outline how the Service will assign its resources and address the risks identified within the County. Specific detail on resourcing is provided in the sections of the IRMP explaining how the service is structured.
- 3.3 The action plans will be delivered throughout the period of 2018-22 based on a priority basis and in line with current capacity. The Fire and Rescue Service will report back to ECFSC in September to detail the first year action plan.

Factors taken into account

4. Issues for consideration by the Select Committee

- 4.1 At the Cabinet meeting on the 5 June 2018 the results of the consultation were discussed.
- 4.2 At its meeting on 13 June 2018, ECFSC proposals will be considered.

5. Consultation

5.1 During the consultation period for the IRMP a wide spread social media campaign was delivered and over 100 groups directly emailed, the following are the main groups that have been consulted through the period 16 April to the 28 May 2018:

- The Environment, Communities and Fire Select Committee (ECFSC) at its meeting on 16 March 2018 seeking scrutiny on the consultation.
- The Environment, Communities and Fire Select Committee (ECFSC) at its meeting on 13 June 2018 seeking scrutiny on the final document.
- Directorates within West Sussex County Council including representatives from: Adult Operations; Economy, Planning and Place; Education and Skills; Energy, Waste and the Environment; Family Operations; Finance, Performance and Procurement; Highways and Transport; Law, Assurance and Strategy; and Public Protection.
- Unions
- Members of the public
- Members of staff
- Stakeholders
- Cabinet members

A definitive list of contacts that received correspondence on the IRMP can be found in Appendix C.

5.2 ECFSC commented on the overall size of the draft IRMP and as a technical document questioned how easy it was for the public to read. Therefore an executive summary was placed into the full IRMP document. An additional summary leaflet was published and used widely throughout the consultation to sign post people to the full IRMP documentation, providing a brief overview of the priorities.

5.3 A number of full IRMP documents were also printed and placed in public places.

5.4 An easy read version was also published to ensure access for as many people during the consultation as possible.

5.5 The Draft IRMP consultation documentation provided several ways in which to be able to provide feedback as follows:

- West Sussex County Council web pages
- Contact telephone number
- In writing to County Hall

5.6 Members have been consulted through discussion with the County Council's Cabinet and also through the review of the draft IRMP at two ECFSC.

5.7 During the early stages of the consultation due to low numbers of engagement at the first two organised consultation events the consultation plan was revised to include several events in town centres across the county.

5.8 At its meeting on 16 March 2018, and in subsequent submissions made through the Chairman and the Vice Chairman, ECFSC proposed the following:

- The addition of an Executive Summary.
- The production of a separate summary document, making clear the areas of focus for the public.
- The inclusion of specific references to matters such as the handling of Asbestos.
- The provision of more detail in regards to action plans, and performance measurement.
- That the consultation process be supported by pro-active communications and engagement activities, which, in addition to the public, should also seek to capture the views of District and Borough Councils and other partners.
- That reviews of areas such as the retained duty systems, and proposals to address any issues, are returned to the Committee for specific and distinct scrutiny.
- That the enhanced scrutiny arrangements now in place be directly referenced in the document.

All the recommendations were incorporated into the draft document.

6. Risk Management Implications

6.1 The IRMP is a key risk management document. Its purpose is to document an assessment of all foreseeable risks relevant to the delivery of Fire and Rescue Services within West Sussex, and to demonstrate how those risks are being addressed and how they will be addressed in the future.

6.2 The preparation of an IRMP is a statutory requirement under the National Framework for Fire and Rescue. It is fundamental to the planning and delivery of fire and rescue service operations in regard to response, prevention and protection within the county.

6.3 The key risks associated with the preparation of any IRMP are:

- That the document does not comply with statutory requirements: This is being mitigated via close reference to the current National Framework for Fire and Rescue during generation of the document, consultation with appropriate Fire and Rescue Service professionals, and oversight by Members. This includes the new National framework document published on 9 May 2018.
- That the document does not inform delivery by the fire and rescue service: This is being mitigated through use of the IRMP action plans to directly inform business planning by the service, and by accounting to Members and the Public, through an online performance dashboard and an annual Statement of Assurance. Performance will also be addressed and scrutinised going forward through the business planning group.

7 Other Options Considered

- 7.1 As the production of the IRMP is a statutory duty no other options have been considered.

8 Equality Duty

- 8.1 The extant Equality Impact Assessment for the current IRMP has been reviewed and updated and can be found in Appendix D.
- 8.2 As the impact report notes, the IRMP is an enabling document, which is intended to mandate specific work streams and projects. Each work stream or project that requires public or staff consultation will go through an impact assessment, and also be subject to its own Equality Impact Report. As such, there are no known negative impacts inherent in the publication of this document for consultation purposes. West Sussex Fire and Rescue Service is available to all equally, without regard to whether a service user has a protected characteristic or not.
- 8.3 Whilst there are no negative impacts indicated, there are positive impacts. The IRMP updates the public and other stakeholders on community risks, fire service activity and operational demands on our service, and gives them opportunity to formally comment on our use of resources.
- 8.4 In addition, the Fire and Rescue Service maintains its commitment to protect and deliver positive outcomes for all who live, work, or travel through West Sussex without fear of discrimination, harassment or victimisation. The service is available to all equally, without regard to whether a service user has a protected characteristic or not. Service planning takes into account the emergency resilience needs of the whole community, and what effective preventative measures can be delivered to make them safer stronger and more resilient.

9 Social Value

- 9.1 There are no procurements involved in this exercise which would be subject to Social Value requirements.
- 9.2 In terms of environmental sustainability, the IRMP makes clear the Authority's commitment to reducing the environmental impact of its operations, and provides an indication of work done to date.

10. Crime and Disorder Implications

- 10.1 No impacts in this area.

11. Human Rights Implications

- 11.1 No impacts in this area.

Nicola Bulbeck
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Gavin Watts
Director of
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Appendices (documents which are critical to the decision)

- A IRMP feedback data
- B IRMP response, themes and comments
- C List of organisations and groups that were contacted on the IRMP draft consultation document
- D Equalities and impact report
- E Integrated Risk Management Plan

No background documents

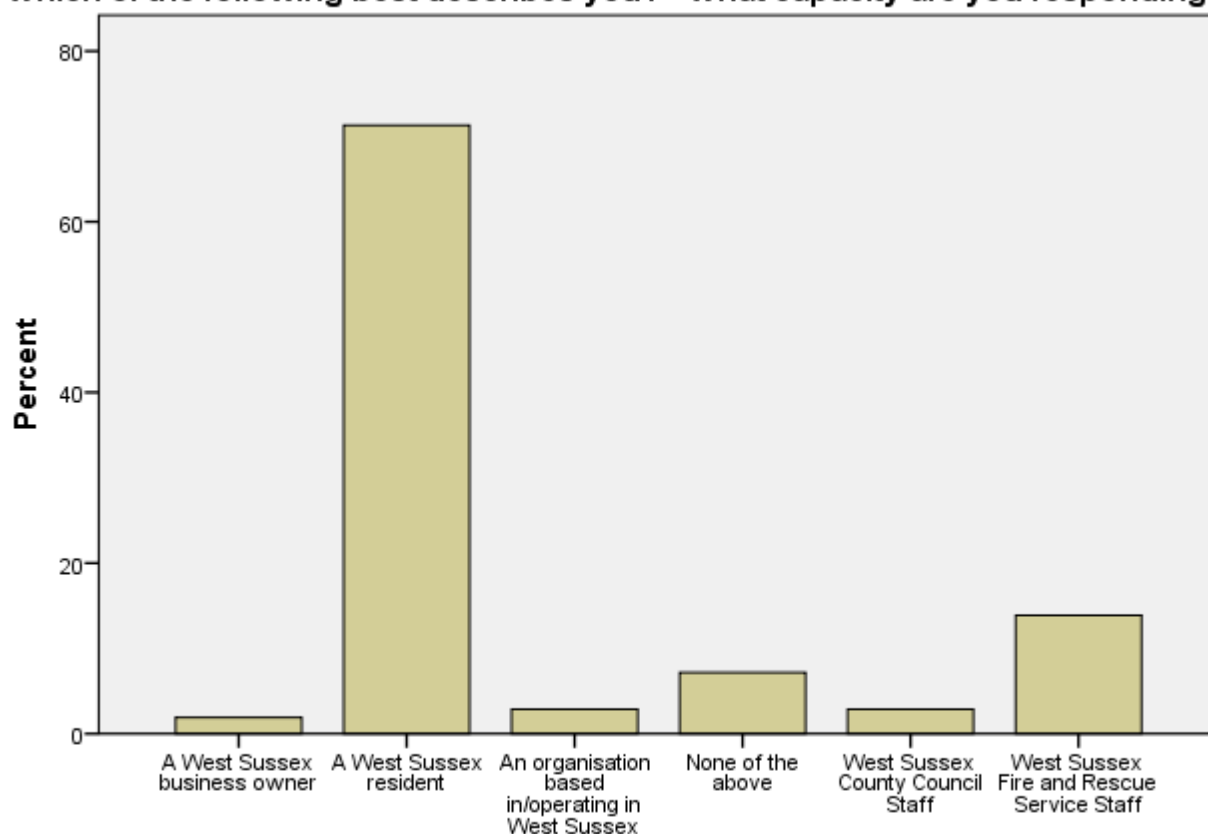
Appendix A

IRMP feedback data

Consultation response data through the online “have your say survey”

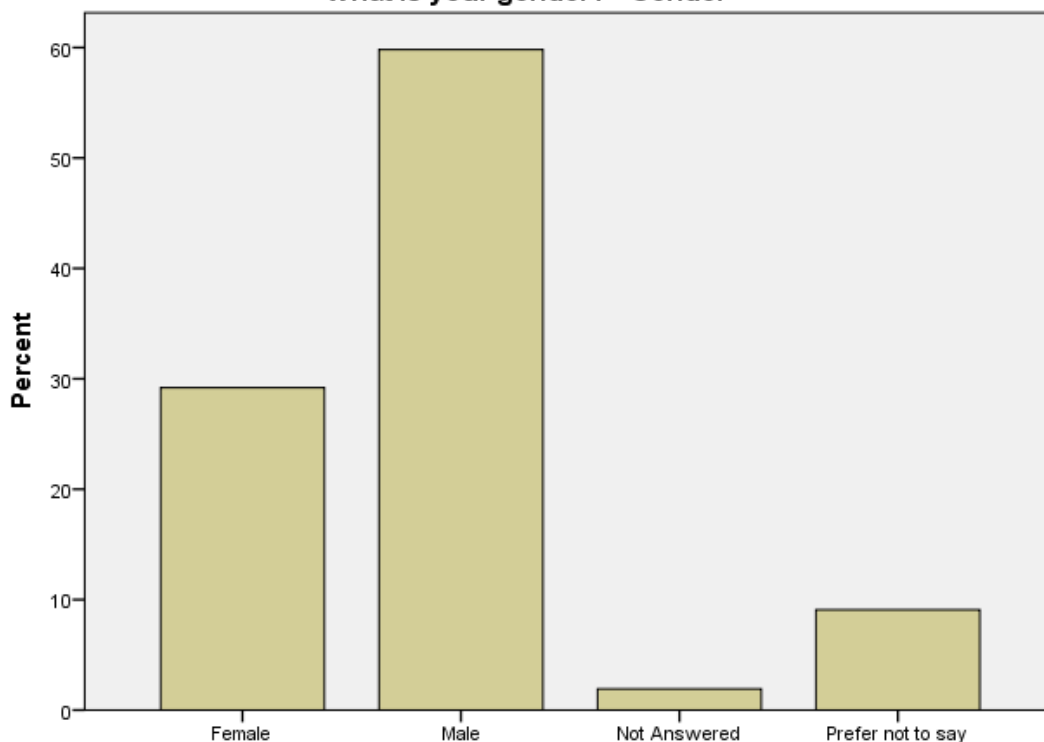
Total “Have your say” respondents over the six week consultation	
To end of Consultation	209
Written responses	5

Which of the following best describes you? - What capacity are you responding



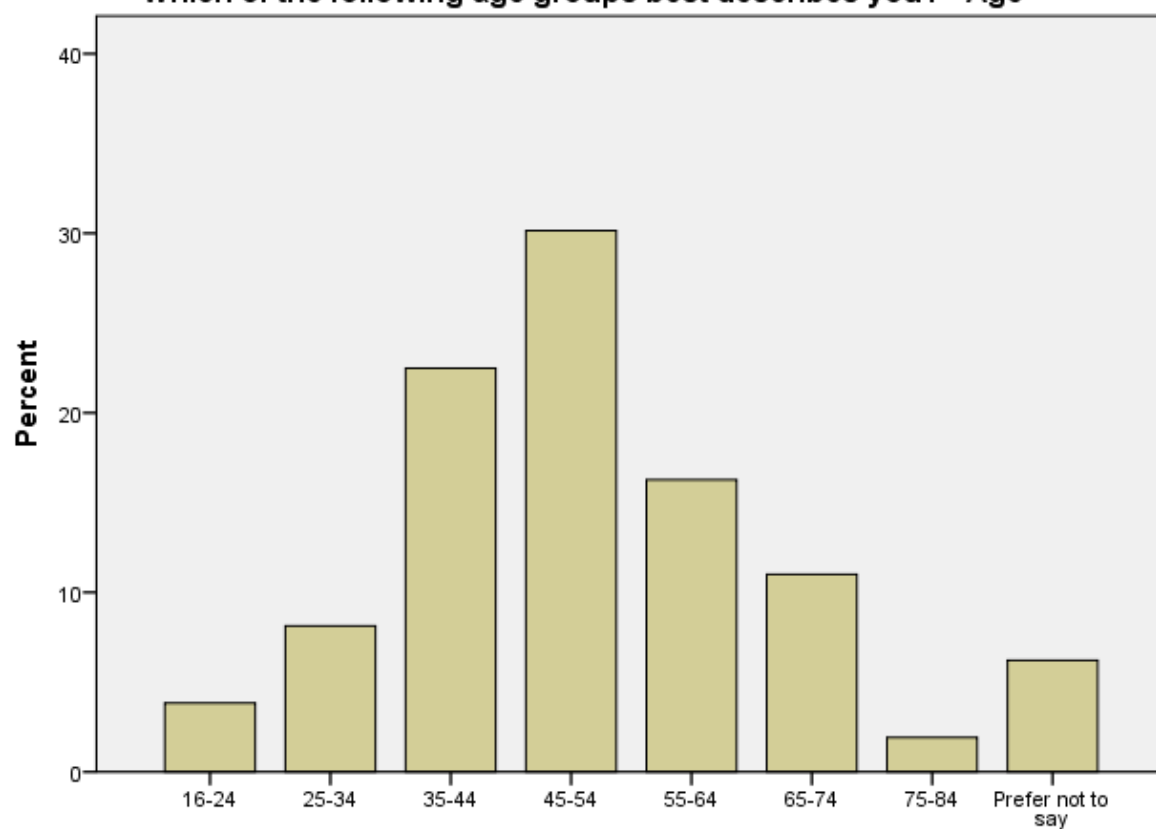
Which of the following best describes you? - What capacity are you responding

What is your gender? - Gender



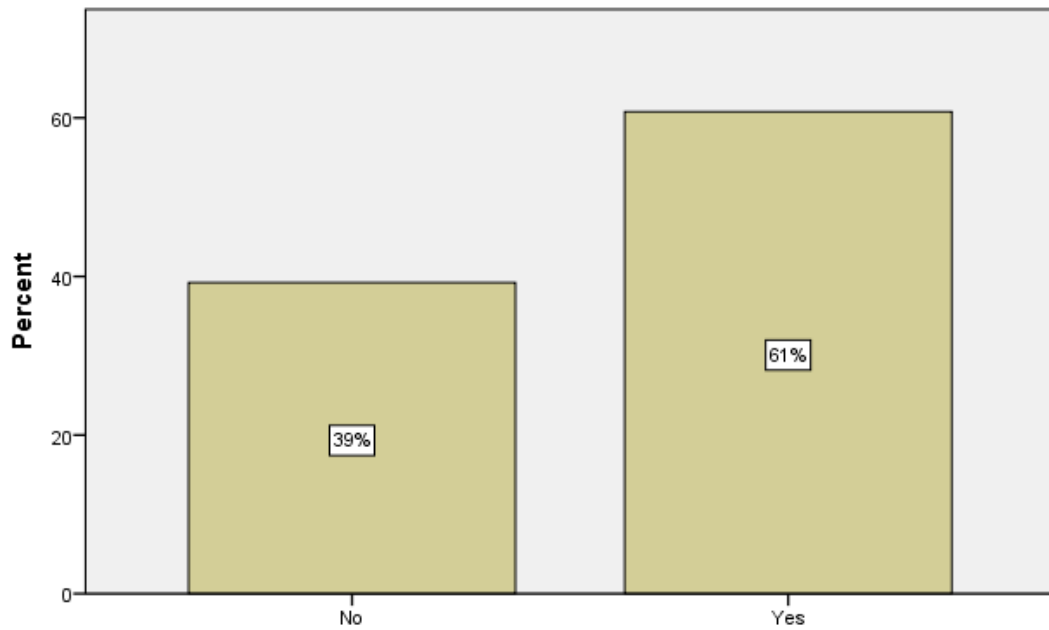
What is your gender? - Gender

Which of the following age groups best describes you? - Age



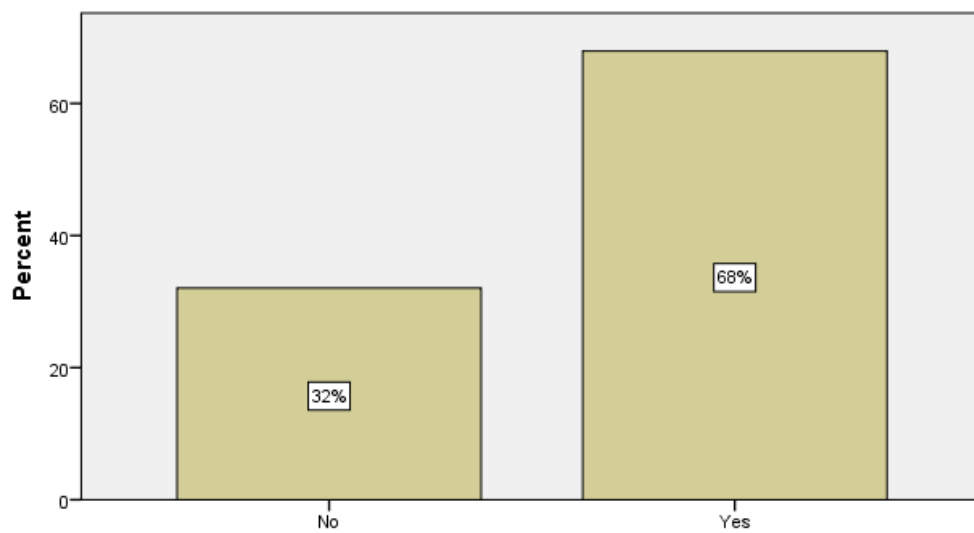
Which of the following age groups best describes you? - Age

Approval Priority One



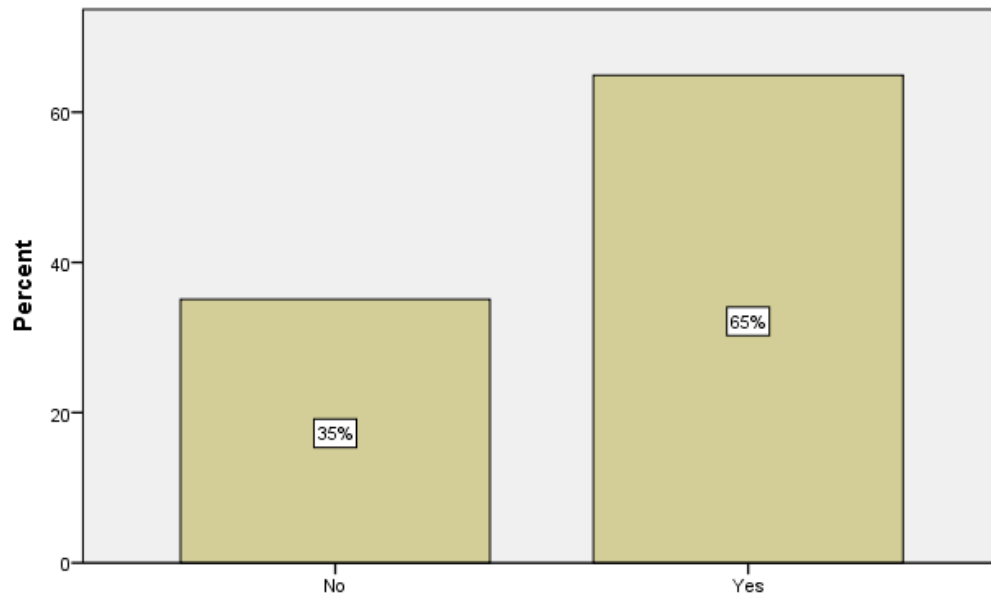
Do you agree with priority one: Reduce the number of emergency incidents and their consequences through the continuous improvement of prevention, protection and response activities. - Approval Priority One

Approval priority two



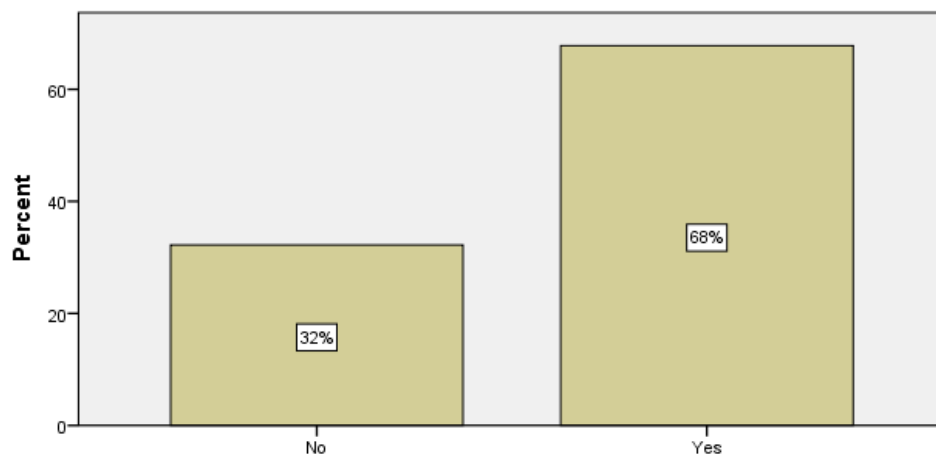
**Do you agree with priority two:
As part of West Sussex County Council, the fire service must work with local communities, districts and boroughs to keep West Sussex safe? - Approval priority two**

Approval for priority three



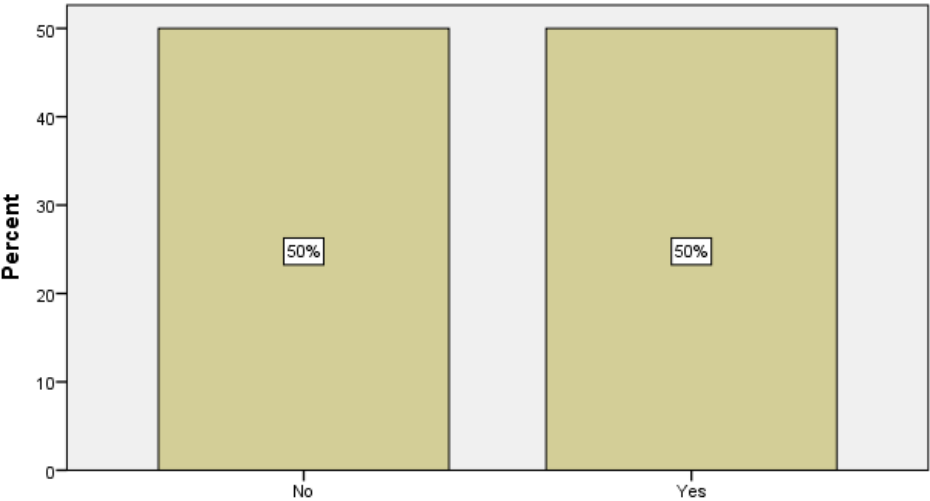
Do you agree with priority three:
Collaborate with emergency services and other local and national partners to
improve the service to the public. - Approval for priority three

Approval for priority four



Do you agree with priority four:
Develop and maintain a workforce that is professional, resilient, skilled,
flexible and diverse.
- Approval for priority four

Approval for priority five



Do you agree with priority five:

Provide customer-focused value for money services. Approval for priority five

Appendix B

Integrated Risk Management Plan 2018-22 consultation response

Thank you to everyone who took part in our Integrated Risk Management Plan 2018-22 public consultation.

We received 209 online responses on the 'Have Your Say' website and in addition were sent responses from neighbouring fire services and fire service unions.

The IRMP is a strategic document. Action plans will be produced to deliver the work detailed in the document. These plans will be consulted on in future public consultations.

Respondents were asked to complete an online 'Have your say' survey and could add additional comments if they did not agree with a priority that was put forward.

The priorities put forward were in no order of preference.

The survey provided for some anonymity and did not mandatorily require all respondents to submit their name or contact details. We have therefore provided a generic response to all the points raised in the document below.

Of the 209 online responses received:

- 61% said they agreed with priority one and 39% said they disagreed
- 68% said they agreed with priority two and 32% said they disagreed
- 65% said they agreed with priority three and 35% said they disagreed
- 68% said they agreed with priority four and 32% said they disagreed
- 50% said they agreed with priority five and 50% said they disagreed

Additional written responses were received from Hampshire Fire & Rescue Service, The FBU, RFU and FOA.

When respondents disagreed with a priority there was the opportunity for them to say why. In addition, there was a comment section for people to add any other comments to us. Due to the large number of comments we received we have decided to group some of these together to answer under each priority.

Priority one: Reduce the number of emergency incidents and their consequences through the continuous improvement of prevention, protection and response activities.

Themes to responses received: A number of people raised concerns that we wanted to have a crew of four firefighters on appliances and the impact this might have on firefighters' wellbeing. Other points raised were concerns that the fire service may have to find more savings in the future and that by not attending all automatic fire alarms in future that this may lead to more fires.

Our response: Crewing with four on wholetime pumps as the minimum has now been in place for some time. We have made adjustments in how we approach

incidents and develop our tactical plans to accommodate this. The adoption of four on our wholtime appliances as our standard enables us to use the resources that we have as effectively as possible. We are not reducing the number of firefighters available. For eg, if we have 20 firefighters available then this would allow us to make five fire engines available each with a crew of four on them, rather than four fire engines with a crew of five. Working this way also allows us to reduce travel time to certain incidents.

As an integral part of West Sussex County Council our financial planning is linked to the authority's funding. Even with increases in council tax over the past two years we know there is still a funding gap and that the fire service may be asked to look at options to reduce our budget. Along with the county council we continually look at how we spend our money. This is done in an open and transparent way through the council's democratic process with all councillors voting on budget decisions.

Our priority is to make sure the people of West Sussex are safe as possible. It is our view that our prevention work has been very successful in preventing fires. Adopting new technologies will improve the way we respond to incidents making firefighters and the public safer.

Last year we received more than 3,000 calls to false alarms involving automatic fire alarms. Only a small per cent turned out to be fires. We will review the way these are responded to as this would allow us to carry out other core functions. In other parts of the country many other fire and rescue services already do this.

Priority two: As part of West Sussex County Council, the fire service must work with local communities, districts and boroughs to keep West Sussex safe?

Themes: You raised concerns that we would not be able to carry out our statutory duties by working with other agencies, such as social services. You raised queries about how this would improve fire and accident safety and whether we should be doing community work on behalf of other agencies.

Answer: We will always maintain our statutory duties and we have governance in place to make sure our core functions are not adversely impacted by other work we carry out. We also publically report on our performance against these statutory duties.

It is also important that we can help people access the right agency in any given situation.

As part of West Sussex County Council we work closely with our colleagues to keep residents safe. Like all other local authorities there are challenges around funding and demand on our resources and by working together we all become more effective.

A key part of this work is our prevention activity and we do this alongside colleagues across the county. For example this could be with the public health team or the adult social care if we identify residents who requires further support.

We constantly look at the work we do ourselves and with our partners as well as reviewing key findings from across the country to continually improve safety for residents.

We are producing local plans that will reflect the needs of individual areas and the risks we identify through the local data we have for each area.

Priority three: Collaborate with emergency services and other local and national partners to improve the service to the public.

Themes: You raised concerns that collaborating with partner organisations and agencies could mean reductions in the service and our service would be watered down. You also raised suggestions about a combined fire authority.

Answer: Collaboration is a statutory duty under the Policing and Crime Act 2017. There are many benefits to collaborating with our partners, particularly our blue light partners. This includes sharing buildings, sharing some services and shared use of facilities. We will explore opportunities as they arise. An example of where we are working with partners is on the maintenance of our vehicles and purchasing equipment. We are also part of the One Public Estate Programme with a number of fire stations being rebuilt as shared blue light facilities.

We will always maintain our statutory duties and we have governance in place to make sure our core functions are not adversely impacted by other work we carry out.

Priority four: Develop and maintain a workforce that is professional, resilient, skilled, flexible and diverse.

Themes: The majority of responses agreed with this priority however some of you raised concerns about crewing at our on call stations and how we train and reward on call firefighters.

Answer:

We want to make better use of our on call firefighters. We know this will have many benefits one being a higher a retention rate. Our action plan for this area will prioiritise work around recruitment and retention and remuneration of our on call staff.

We run four on-call initial courses and one wholetime initial course every year and anticipate this will continue.

It benefits the service to have on call crews as the more people we have to call on the more appliances will be available.

Priority five: Provide customer-focused value for money services.

Themes: This priority divided opinion. One of the concerns raised was that this appears to be a further focus on savings. Concerns were also raised about the wording, particularly around calling people 'our customers'.

Answer: This priority is about being as efficient and effective a Fire & Rescue Service as possible. This is not about reducing the levels of service that we provide but looking at new ways to ensure that our residents have the best service possible within the budget that we have. We continually challenge ourselves on how we use our resources and consider the long term sustainability of the Service as part of our planning as part of the County Council and with our partners.

One very clear message from you is that you want a fire engine within our agreed response times when there is in an emergency and we can assure you that that this will always be our focus. We constantly monitor our performance against these standards and report on them on a quarterly basis.

A number of you questioned why we used the term 'customer' in this priority. We used this term because part of your council tax funds the Fire & Rescue Service. Being 'customer-centred' is a key priority for West Sussex County Council and one that we follow.

Other responses received:

Comment: You said the IRMP was not an easy read.

Answer: We acknowledge this is a lengthy document but it is required under the Fire Services Act and must be a comprehensive analysis of the foreseeable risks in West Sussex. This is also West Sussex Fire Authority's strategic plan for 2018-2022.

Comment: You asked whether we would consider changing the way we work in order to reduce our numbers of on call firefighters and boosting our wholetime numbers.

Answer: Our on call firefighters are highly skilled and essential to how we operate. The men and women who work this system provide the highest levels of dedication and commitment when serving their communities. We have clearly articulated the challenges faced by this system and are confident in our plans to address these.

Comment: You asked why we asked so many questions about you, such as pregnancy, gender.

Answer: We ask the 'About You' questions to make sure that everyone is treated fairly and equally. We collect collect this data as part of our day to day business to improve our services. It means that we meet our duties under the Equality Act 2010.

These duties are to eliminate unlawful discrimination, advance equality of opportunity, foster good relations between those who share a protected characteristic* and those who don't. *The Equality Act 2010 lists a number of characteristics which must not be used as a reason to treat someone worse than others. The 'protected characteristics' are: age, gender, disability, race, sexual orientation, gender reassignment, religion or belief, marriage or civil partnerships and pregnancy and maternity.

This information helps us to make sure that we are seeking the views of everyone in society. By understanding more about the make-up of the communities in the county, we can make better decisions about how to provide accessible information and appropriate services to everyone, and see where there may be gaps. It can help contribute to decisions about where to direct our services, and to identify any areas of the community who aren't making the most of the services that are available to them. We also have a statutory duty to show that we are eliminating unlawful discrimination and promoting equality of opportunity. As an organisation we need to consider the impact that race, sex and transgender, disability, age, sexual orientation and religion or belief may have on the life chances of members of our communities.

We received a number of other responses outside of the 'have your say' survey. Some of these raised questions about crewing our fire engines with less than four firefighters. We will review this in conjunction with our staff and ensure that we take a risk based approach, considering the safety of the public and our firefighters.

The Fire Brigades Union raised a number of points. Among these was asking about the use of sprinklers in buildings. Our position is that there is clear evidence that sprinklers can be effective in stopping fires spreading and putting them out. West Sussex Fire & Rescue Service already promote better understanding of the benefits of sprinklers as part of our vision to achieve safer business and community sectors and to reduce the impact of fire on people, property and the environment.

The FBU also raised points about our response times and when they were last reviewed. We recognise response standards were last looked at 10 years ago and are ready for review. However we would like to assure residents that any change to response standard would be consulted on.

Any significant changes to the delivery of service will be the subject of extensive analysis and risk assessment and where required we will undertake further public consultation.

Appendix C

List of organisations and groups that were contacted on the IRMP draft consultation document

LGBT Carers Support Group
LGBT Staff Group
Mindout LGBT MH Group
International Neighbours (Shoreham area)
BAME Staff Group
Apple tree Centre, Gurjar Hindu Union
Sikh Gudwara
Minorities Health and Social Care Group
Diverse Community Empowerment
Worthing Masjid
Crawley Ethnic Minority Partnership
Families friends and travellers
Sussex Travellers and Gypsies
AGE UK West Sussex
Age UK Horsham
Horsham Older People's Council
Mid-Sussex Olders Peoples Council
Crawley Older People's Forum
General Groups; Specific Conditions
4Sight
ABI Group
Adults' Services Customer and Carer Group
Action for Deafness
Aldingbourne Trust
Alzheimer's Society
Autism - Working Age Adults Team - PAT
Capital Project - Mental Health Project
Carers Voice(Carers Open Forum Carers Voice is best route)
DSG: (Disability Staff Group)
Headway
Horizon Self Advocacy Strawford
Impact Advocacy
Independent Lives
Coastal West Sussex Mind
Sussex Deaf Association
West Sussex Parent Carer Forum and Service Families
Sussex Armed Forces Network
WSFRS staff
WSCC staff
Internal Staff Diversity Groups
Unions
Neighbouring FRS
Police and Crime Commissioner Katy Bourne
South East Coast Ambulance
Police and Crime Panel
Members
All Parish/Town/District/Borough Council
All MPs
All CLCs

Press release
Radio and video release
Corporate Twitter/FRS Twitter
Town + Parish newsletters
Sussex Resilience Forum
Local Strategic Partnership
Community Safety Partnership
All Libraries
Children and Young People Partnership Board
4Sight
AGE UK West Sussex
CEMP, Crawley Ethnic Minority Partnership
Worthing Islamic Social and Welfare Society
Holbrook Tiddlers & Toddlers Group – Horsham
Horsham Interfaith Forum
The Point Scope West Sussex
Sussex Traveller Action Group (Now called Sussex Traveller and Gypsy Group)
TAGS - The Arun Gay Society
Carers Support West Sussex
Action for Deafness Association
West Sussex Parent and Carers Forum
Coastal West Sussex Mind
Worthing Equality and Diversity Group
Parents for Autism
West Sussex Humanists - Chichester
Business
Burgess Hill Business Parks Association
Chichester Chamber of Commerce and Industry
Coastal West Sussex
Haywards Heath and District Business Association
Henfield Enterprise
Partnership for Economic Prosperity
Petworth Business Association
Invest West Sussex
Rustington Chamber of Trade
Selsey Business Partnership
South East Design Forum
Steyning and District Business Chamber
Sussex Enterprise
Voluntary Action Arun and Chichester
West Sussex Social Enterprise Network
West Sussex Sustainable Business Partnership
Worthing chamber of Commerce
Worthing Town Centre Initiative
Action in Rural Sussex
Federation of Small Businesses (West Sussex)
Sussex Chamber of Commerce
SALC
Voluntary sector
District/Borough as appropriate
National Farmers Union
Rural economy

Appendix D

Equality Impact Report

Title of proposal	Public and stakeholder consultation arrangements for the WSFRA Integrated Risk Management Plan 2018-22		
Date of implementation	19 June 2018		
EIR completed by:	Name:	Gary Locker, Strategic Risk Manager, WSFRS	
	Tel:	07714819987	

1. Decide whether this report is needed and, if so, describe how you have assessed the impact of the proposal.

Fire & Rescue Services' have a statutory duty to consult on and publish their 'Integrated Risk Management Plan' (IRMP). Each IRMP has a lifespan of 3-5yrs. The lifespan of the previous WSFRS CRMP ends in 2020. WSFRA have decided to refresh the current CRMP early due to the changing environment FRS's find themselves in, and as part of our ambition for continual improvement and value for money.

An IRMP is a strategic assessment of community risks in their area, and how the Fire & Rescue Service uses its resources (including its working with partners) to reduce those risks as low as is practicably possible.

The consultation will seek the views of the public and stakeholders on the draft WSFRA IRMP 2018-22 (referred to as the WSFRA Integrated Risk Management Plan – IRMP) and make changes where appropriate before the finalised IRMP is published.

2. Describe any negative impact for customers or residents.

The operating model and deployment of resources for WSFRS has been agreed through the course of three major public consultations since.

There are no specific proposed changes to the operating model in the IRMP. The IRMP is an 'enabling document' that allow for specific work streams and projects to be undertaken. Each work stream or project that requires public consultation will go through that process, and also be subject to its own Equality Impact Report.

There are no known negative impacts for customers or residents.

3. Describe any positive effects which may offset any negative impact.

There is no known negative impact to offset. However, the IRMP updates the public and other stakeholders on community risks, fire service activity and operational demands on our service, and gives them opportunity to formally comment on our uses of resources.

4. Describe whether and how the proposal helps to eliminate discrimination, harassment and victimisation.

There are no new proposals in the IRMP.

The Fire & Rescue Service works to protect and deliver positive outcomes for all who live, work, or travel through West Sussex without fear of discrimination, harassment or victimisation.

5. Describe whether and how the proposal helps to advance equality of opportunity between people who share a protected characteristic and those who do not.

Our service is available to all equally, without regard to whether a service user has a protected characteristic or not. Our planning takes into account the emergency resilience needs of the whole community, and what effective preventative measures we can deliver to make them safer stronger and more resilient.

However, when resources are limited or stretched in times of emergency, our practical assistance must be aimed at those most in need, including those who have less opportunity to help themselves.

WSFRS are however embarking on a number of projects that focus on people with a protected characteristic, or who are underrepresented;

HeforShe – WSFRS have made a pledge to this cause, which strive to address gender imbalance in the workplace.

Targeted Home Safety Visits – Our approach, particularly focusing on those that are elderly or vulnerable, ensures that these people receive our highest level of support.

FireBreak – We have developed our firebreak course to include young adults with learning difficulties. These opportunities provide valuable confidence building experience for young adults who may be finding life particularly challenging.

6. Describe whether and how the proposal helps to foster good relations between persons who share a protected characteristic and those who do not.

Our service is available to all equally, without regard to whether a service user has a protected characteristic or not.

7. What changes were made to the proposal as a result? If none, explain why.

No changes have been made to the proposal as no requirements have been identified.

8. Explain how the impact will be monitored to make sure it continues to meet the equality duty owed to customers and say who will be responsible for this.

We will continue to monitor community risks and our response activities through a

variety of means, including:

Performance standards and data (published on the WSCC website)

Community Risk Map (updated annually with 3yrs of rolling data including fire service activity and social demographics)

After the incident surveys; impartially and independently reviewed analysis of customer feedback (WSFRS Management Information Team)

Monitoring of customer complaints (WSFRS Management Information Team)

Appendix E

[https://haveyoursay.westsussex.gov.uk/++preview++/risk/west-sussex-fire-rescue-service-risk-management-pl/supporting_documents/18_22_working_draft_Graphics %20Template v18%20%20final%20for%20public%20consultation.pdf](https://haveyoursay.westsussex.gov.uk/++preview++/risk/west-sussex-fire-rescue-service-risk-management-pl/supporting_documents/18_22_working_draft_Graphics_%20Template_v18%20%20final%20for%20public%20consultation.pdf)