

## **Equality & Human Rights Impact Assessment Recording Local Fire and Rescue Plans**

### **Note to reader**

The Scottish Fire and Rescue Service applies a mainstreamed approach to equality and this methodology has been used in the development of the draft Local Fire and Rescue Plans. We prioritise our service provision based on need and potential for risk and this means that our equality priorities and our service provision priorities are one and the same. You will note throughout each of our draft Local and Rescue Plans references to service delivery priorities aimed at older people, mental health considerations and other issues that are relevant on the grounds of equality, diversity, social justice and inclusion.

An Equality and Human Rights Impact Assessment was developed as part of the project to prepare and ultimately deliver on our Local Fire and Rescue Plans. The impact assessment sets out the relevant equality issues for the Scottish Fire and Rescue Service across Scotland which is then applied by Local Senior Officers at a local level based on local community profiles, analysis of service provision statistics and input from local partners. This single overarching Impact Assessment is accompanied by evaluations of equality issues for the Fire and Rescue Framework for Scotland 2016, the Strategic Plan 2016-19 and each of the relevant service delivery policies providing a mechanism for equality considerations to be identified and met at the different stages of service design and implementation.

The Impact Assessment continues to be a live document for the duration of the Local Fire and Rescue Plans and will be kept under constant review with updates being made as new equality issues emerge.

## Equality & Human Rights Impact Assessment Recording Form Scottish Fire and Rescue Service

### PART 1 BASIC INFORMATION

<b>Policy Owner</b>	Local Plan Development Working Group
<b>E&amp;D Practitioner</b>	Elaine Gerrard
<b>Title (of function/policy to be assessed e.g. name of policy, title of training course)</b>	Local Plan Development
<b>Date Assessment Commenced</b>	6 June 2016

The purpose of the following set of questions is to provide a summary of the function/policy.

<b>Briefly describe the aims, objectives and purpose of the function/policy</b>	The Local Plan provides the strategic link between the Scottish Fire and Rescue Service's (SFRS) corporate priorities and obligations with each of the 32 local authority areas. This impact assessment has been developed as part of the project group to support the preparation and implementation of the Local Plans.
<b>Are there any associated objectives of the function/policy (please explain)?</b>	The Local Plans will be underpinned by detailed planning programmes unique to the needs of each local authority area. The purpose is to deliver excellent and appropriate fire and rescue services in line with the principles of transparent governance and best value.
<b>Does this function/policy link with any other function/policy? If Yes, please list and describe relationship.</b>	Police and Fire Reform Act 2012 Fire and Rescue Framework for Scotland 2016 SFRS Strategic Plan 2016-19
<b>Who is intended to benefit from the function/policy and in what way?</b>	Scotland's communities and SFRS partners in the 32 local authority areas from appropriate service provision and best value in transparent public services.
<b>What outcomes are wanted from this function/policy?</b>	The implementation of Local Plans consistent with the risk profile of the areas served and the needs of the communities.
<b>What factors/forces could contribute/detract from the outcomes?</b>	In relation to equality issues the Local Plan should represent the needs of the people across Scotland.
<b>Who are the main stakeholders in relation to the function/policy?</b>	SFRS Board, Scotland's communities, 32 local authority partners and SFRS personnel.
<b>Who implements the policy and who is responsible for the function/policy?</b>	Local Senior Officers.

## PART 2 ESTABLISHING RELEVANCE

- This section is designed to determine the relevance of the function/policy to equality.
- This section also fulfils our duty to consider the impact of our activities in relation to Human Rights.
- Initial screening will provide an audit trail of the justification for those functions not deemed relevant for equality impact assessment.
- Throughout the process the evidence and justification behind your decision is more important

### Q1. *The function/policy will or is likely to influence SFRs ability to....*

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010 and/or;
- Advance equality of opportunity between people who share a characteristic and those who do not and/or;
- Foster good relations between people who share a relevant protected characteristic and those who do not.

Please tick as appropriate.

	Yes/ Potential	No	Don't Know/Don't Have Enough Evidence
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Caring responsibilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage and civil partnership (answer this only in relation to point a above)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion and belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex (gender)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social and economic disadvantage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**If you have selected 'No' for any or all of the characteristics above please provide supporting evidence or justification for your answers.**

**AND,**

**If you have identified any potential links to other functions/policies please comment on the relationship and relevance to equality.**

Marriage and civil partnership is only relevant to the public sector equality duty in relation to the removal of unlawful discrimination– there are no issues within the Local Plan that relate specifically to issues of the marital/civil partnership status of service users or employees. There are no features of service delivery that relate to marriage or civil partnership nor any issues relating to employment practices.

**Q2. Is the function/policy relevant to the Human Rights Act 1998?**

**Yes**      **No**      **Don't Know**  
           

**If you have selected 'No' please provide supporting evidence or justification for your answers**

**AND,**

**If you have identified any potential links to other functions/policies please comment on the relationship and relevance to Human Rights.**

--

**Concluding Part 2**

<b>Outcome of Establishing Relevance</b>	<b>Please Tick</b>	<b>Next Steps</b>
There is no relevance to Equality or the Human Rights Act 1998	<input type="checkbox"/>	<a href="#">Proceed to Part 4 Monitoring</a>
There is relevance to some or all of the Equality characteristics and/or the Human Rights Act 1998	<input checked="" type="checkbox"/>	<a href="#">Proceed to Part 3 Impact Assessment</a>
It is unclear if there is relevance to some or all of the Equality characteristics and/or the Human Rights Act 1998	<input type="checkbox"/>	<a href="#">Proceed to Part 3 Impact Assessment</a>

## PART 3 IMPACT ASSESSMENT

### Describe and reference:

- relevant issues
- evidence gathered and used
- any relevant resolutions to problems
- assessment and analysis
- decision about implementation
- justification for decision
- potential issues that will require future review
- the results of any consultation required

Characteristic	
Age	<p>SFRS incident data identifies that the characteristics of age and disability correlate with fire casualties. Those aged 60 and above are proportionately more likely to die as a result of a dwelling fire than other age groups, During 2012-13 56.5% of fire fatalities were aged 60 and over. In 2015 -16 the figure was 53%. Throughout the last ten years the 60 and over age group has always had the highest rate of fatal casualties per million population. Age in itself is not the defining feature, rather it is a combination of factors such as higher rates of disability (sensory, mobility, mental health and cognitive conditions) amongst older age groups, living alone and the consequences of poverty that have a bearing on an individual's level of risk.</p> <p>Some specific age related disabilities such as dementia and Alzheimer's may increase the overall risk for the individual as well as those living in direct proximity. There is some evidence that levels of depressive illnesses amongst older people are increasingly recorded and the condition itself as well as the medication used to treat the condition may increase the overall level of personal risk.</p> <p>Moreover, the increased risk of slips, trips and falls amongst older people raises their overall vulnerability status. Combined with increasing levels of poverty amongst the over 65s, including fuel poverty, the needs of this group are significant when compared to younger age groups.</p> <p>Age features as an influencing factor in the incident data for road traffic collisions (RTC) at which the SFRS is in attendance. Data held by the SFRS and Police Scotland indicate that younger drivers (those under 25) are more likely to be involved in a RTC and are more likely to be the cause of an RTC than some older groups. Again, it is not the numerical number that is significant but the influencing factors of inexperience of driving and in some cases behaviours and attitudes more prevalent amongst younger age groups than others such as a sense of invulnerability, lack of experience in assessing risk and over estimating one's own abilities. Recent studies examining the neurological structure of people have identified that certain features of brain functioning, such as those associated with identifying risk, are not fully formed until around the age of 27.</p>

	<p>It is predicted that the Scottish population will age over the course of the next decade and the over 60 age group will represent a far greater proportion of the population. The 2011 census also shows that over the past decade there are some areas have an increased average age above that of the national upward shift. This is due to younger members of some island and remote communities moving away from the areas while older residents remain. In the case of some island communities where there has been a balancing of outward and inward migration trends amongst younger people this appears to be people who were born outside of Scotland.</p> <p>In addition to population drift the 2011 census also identifies that there are some areas where there is either an above national average or below national average of individuals over the age of 60 years.</p> <p>While there remain large numbers of care homes and sheltered facilities catering for older people there are increasing numbers of older people living alone for longer periods of their lives. As the population increases and the continued social demands for living at home there may be an will increase in the overall level of risk associated with older people and lone living.</p> <p>There is some evidence of older people being targeted for abuse. This is not referring to high profile instances of abuse carried out by professional carers, rather the targeting of older people on the grounds that they are older and what otherwise might be classified as a hate crime. There is no evidence that anti-social behaviour targeted towards older people takes on the form of fire related attack but it remains a possibility.</p> <p>Older people may be more at risk from anti-social behaviour such as unauthorised dumping of refuse if it places their home at risk of fire as they may be less able to remove the refuse or escape should fire occur.</p> <p>There is some evidence that younger people are more likely to engage in anti-social behaviour that is relevant to the fire service such as malicious fire calls, attack on crew, fire setting and fire hydrant vandalism.</p> <p>There is some recent research that suggests increasing levels of alcohol use amongst older people.</p> <p>For issues relating to Corporate Parenting see Caring Responsibilities below.</p>
<p><b>Caring Responsibilities</b></p>	<p>Caring responsibilities within the scope of the impact assessment process relates to employment and other work practices that may discriminate against those who have responsibilities for caring for young children or other dependents such as those with a disability or elderly parents. It generally does not apply to service provision unless it can be demonstrated that the conditions of the service provision disadvantages those with responsibility for caring for someone with a disability.</p> <p>There is, however, data from the 2011 census that is relevant to caring</p>

	<p>where there may be an overlap with issues of risk for older people and those individuals with a disability. The census identifies that 3.3% of the population (174,748 people) provide unpaid care for another individuals for more than 35 hours a week. This excludes care provided to a child by a parent or guardian. The dispersal rates are not consistent across Scotland and some areas such as Inverclyde, West Dunbartonshire and North Lanarkshire have higher levels of this kind of care provision which are also the local authority areas with higher ratings in the Scottish Index of Multiple Deprivation (SIMD). Such high levels of care indicates substantial levels of dependency and it may also be indicative of risk for those being cared when the carer is absent even for short periods of time. Those receiving unpaid care may not be known to partner agencies and even when they are known our partner agencies may not consider the risk of fire and other emergencies and omit to pass on a referral.</p> <p>As a Corporate Parent under Part 9 of the Children and Young People (Scotland) Act 2014 the SFRS has a responsibility to work with partners to improve the life chances of children and young people who are care experienced. There is no evidence to indicate that this group is more or less at risk from fire related incidents than other groups. There is an opportunity through our Corporate Parenting Plans to collaborate on initiatives that will make a positive impact on care experienced children and young people.</p>
<p><b>Disability</b></p>	<p>There is some evidence that individuals with a disability may be at greater risk from fire and other emergencies compared to someone who does not have that disability. It is unclear the extent to which the existence of a disability/long term health condition contributes towards the occurrence of a fire or to the outcome of the incident. The presence of a sensory impairment, mental health problem or cognitive impairment may have an impact on the ability of individuals to identify a fire risk or the presence/location of fire or smoke and these factors, along with the presence of a mobility impairment, may be a factor in the outcome of the incident where individuals were unable to remove themselves from harm.</p> <p>The 2011 census of Scotland identifies that across Scotland 19.6% of the population are identified as having a disability or long-term health condition affecting their ability to carry out day to day activities. The dispersal across Scotland is not evenly split with Inverclyde, West Dunbartonshire and Glasgow City local authority areas having higher proportions of their population with a disability. These local authorities are the same areas with higher rates of unpaid care provided by a relative or friend with at least 4% of the population providing more than 35 hours unpaid care work each week. These also broadly correspond with SIMD rankings and there is some evidence that individuals with a disability are likely to be amongst the lowest income households due to joblessness and welfare provisions.</p> <p>SFRS data capture does not make clear the extent to which the presence of a disability has contributed to the occurrence of fire nor to the outcome of the incident. Through referrals from partner agencies and case studies regarding the individual we can identify specific needs that require to be addressed.</p>

	<p>The presence of a disability does not automatically mean that the individual is at increased risk. In addition to the nature of the disability held by the individual there are other influencing factors to consider such as personal coping strategies, applied assistance programmes and tools as well as their living environment. Such issues suggest that it is unlikely that a national or regional assessment of disability would provide useful information regarding the location and deployment of SFRS resources. Alternatively, it is likely that individual assessment carried out at a very localised level to identify needs and implement preventative measures is more appropriate. Only at the level of personal assessment, for example, would the presence of oxygen cylinders in the home be identified.</p> <p>As noted above there is a correlation between disability and poverty. Joblessness, under-employment and welfare provisions can all lead to an increased level of fire risk arising from, for example, poorly maintained appliances.</p> <p>The range of conditions and complexities associated with disability make developing a generalised approach to risk management across the full range of potential hazards (flooding, fire, RTC etc) for application at a national level inappropriate. As noted above, it is through a more local and personal level of intervention that the SFRS can make the most impact. At a corporate level the SFRS can be aware, for example, that some individuals with mental health illnesses may seek to self-medicate with alcohol or other substances that will impair senses, cognitive functioning and mobility, but it is only through personal interventions that we will become aware which individuals are actually affected in this way.</p> <p>Scottish Government figures report that during 2012/13 there were 138 charges for hate crime targeted towards individuals with a disability across Scotland as a whole. There is no evidence that these instances have involved the use of fire related activities such as fire setting but there remains the possibility that this could arise.</p>
<b>Gender reassignment</b>	<p>There is evidence that individuals transitioning or who have transitioned gender are targeted for abuse that would be classified as a hate crime. There is no evidence that these instances have involved the use of fire related activities such as fire setting but there remains the possibility that this could arise.</p> <p>There is some evidence that individuals with gender dysphoria and other gender identity issues are more at risk to mental health illness and this in turn may present an increased risk of harm from fire and other emergencies.</p>
<b>Marriage and Civil Partnership</b>	<p>Marriage and civil partnership is covered by the public sector equality duty as it relates to the prohibition of unlawful treatment in employment and for this reason it is not relevant within the scope of the Local Plan project.</p>
<b>Pregnancy and maternity</b>	<p>There is no evidence that women who are pregnant or on maternity leave are at more risk from fire and other emergencies compared to the general population. While there is no data collected for this group there</p>



	<p>would be no method of anticipating and projecting national pregnancy rates. Some pregnancy related conditions may make removing oneself from harm problematic there is no evidence that pregnancy is a particular consideration and it could only be assessed at the level of the individual woman.</p>
<p><b>Race</b></p>	<p>Race and religion do not provide particularly useful indicators of risk, influenced as they both are, by cultural factors that prevent us drawing conclusions based on race or religion alone. SFRS's incident data suggests there is no statistical relationship between ethnicity and incidents of fire or other emergencies. SFRS data indicates that in the period 2009 – 2014 85% of casualties were recorded as White British and the next highest group was Not Stated at 10%. There were no other identifiable trends or clusters of data for fatalities or casualties for fire or other emergencies.</p> <p>New migrants, in particular refugees from sub-Saharan African, may exhibit certain behaviours and cultural practices that would place them at greater risk than a member of Scotland's established ethnic minority community. SFRS personnel and agencies such as Scottish Refugee Council report some use of open fire cooking in private dwellings being used in preference to the oven and hob provided in the kitchen. While occurrence of this type of thing is rare its existence at all is significant, especially when added into the scenario is the likelihood that such households are evident in high-rise buildings where the occupants may have limited knowledge of the emergency services or limited English language skills which may make reporting the incident problematic.</p> <p>LSOs will be particularly aware of refugees and asylum seekers in communities that previously had little experience of this group. The varied backgrounds and homelands of people from this group should not disguise the common needs of people unfamiliar with Scotland and how to access public services and who may have other needs that place them at risk. In particular, unaccompanied young people (16 and 17 year olds) may in some local authority areas be placed in independent living rather than in a care facility or foster home.</p> <p>Scotland has 4,212 Gypsy/travellers who at the time of the 2011 census were irregularly dispersed across Scotland. A proportion of this community group will be transient and their location at the time of the census will only have been a temporary base. This community group, especially those who are transient may not be reflected in the census figures at all. Across Scotland individuals identifying as part of this group have a range of lifestyles and home environments. Some will have permanent residences in areas such as Govanhill in Glasgow, others will live in static mobile homes in permanent, possibly local authority managed, sites, and others will travel across the UK usually following the same travel pattern each year. The living quarters may present some risk factors – in the past 15 years some new Roma immigrants living in permanent tenement residences were unfamiliar with Scotland's refuse policies and substantial littering became apparent in areas such as Govanhill. Those living in caravans and other mobile homes have risks associated with gas cylinders, heat sources and the materials used for constructing their homes.</p>

	<p>It is unclear whether all instances of fire are reported to the fire service. When a fire has been extinguished it is not always the case that the fire service is notified and there is some reporting that this may be more prevalent amongst ethnic minority groups.</p> <p>SFRS data shows that those RTCs to which the SFRS is in attendance tend to involve white British people. There remains a reasonable number of casualties where the ethnicity is classified as White other or not know. Some anecdotal information from crew attending RTCs suggest that a number of these instances involve new immigrants who may be unfamiliar with driving on UK roads or may have a different standard for alcohol consumption and driving but it must be noted that this cannot be verified at this time.</p> <p>While Scotland's ethnic diversity has increased in the past decade it remains largely White Scottish/White British and is one of the least diverse countries in Europe. The largest minority groups are of Polish (1.1%) and Pakistani (0.9%) heritage. Minority ethnic communities are irregularly dispersed across Scotland with the highest concentrations in Glasgow (11.6%) and Edinburgh (8.3%) and the lowest in Orkney (0.7%) and Western Isles - Eilean Siar (0.9%). Even in Glasgow and Edinburgh dispersal rates across these cities does not represent a regular pattern.</p> <p>Access to public services can be restricted due to language barriers which may be linked to ethnic, race, cultural or national identity. With respect to the fire service it may be relevant mainly on the grounds of access to fire and road safety information and the ability to participate in public life. The 2011 census indicated that 98.5% of people living in Scotland speak English well or very well. 93.7% of the population can understand spoken English as well as being able to speak, read and write English. This figure includes individuals who use British Sign Language as well as those who use other spoken languages. While language barriers are not statistically significant it is important that fire safety information is accessible and widely known and that alternative methods of sharing information is considered – this could be working with community stakeholder groups, working with family members who can speak English and proportionate levels of translations services in order that a language barrier does not contribute towards overall risk levels through the absence of safety information.</p> <p>During 2012/13 4,012 people in Scotland had experienced racial hate crime – a number of these individuals were White.</p>
<p><b>Religion and Belief</b></p>	<p>As noted above race and religion do not provide particularly useful indicators of risk, influenced as they both are, by cultural factors that prevent us drawing conclusions based on race or religion alone. Religion is particularly susceptible to personal interpretation.</p> <p>Other than Christmas, New Year and bonfire night there is no evidence of increased levels of SFRS activity associated with religious or cultural festivals. Some English fire services have reported some additional activity associated with the festival of Diwali. The discrepancy between Scottish and English activity levels may in part be attributed to the lower numbers of individuals observing this festival - Scotland's Hindu</p>

	<p>population is 16,379 representing 0.3% of the population.</p> <p>While there was an overall reduction in racial and religious hate crime in 2012/13, statistics show a rise in anti-Islamic charges compared with 2011/12. Charges where conduct was derogatory towards Islam totalled 80 in 2012/13 compared with just 19 the previous year, however 57 of these were from one event, the Campaign to Welcome Refugees march in Glasgow, where there was a counter demonstration by the Scottish Defence League (SDL). There is no evidence that these instances have involved the use of fire related activities such as fire setting but there remains the possibility that this could arise.</p> <p>The relationships established by local personnel and both majority and minority faith groups is in many areas a key feature of local engagement activities.</p>
<b>Sex (gender)</b>	<p>SFRS and historical fire data shows that more men have died as a result of a fire than women – this is in actual numbers as well as in proportion to their representation in the population. The gender of the casualty may be less relevant than other influencing factors such as lifestyle, home environment and the use of alcohol and smoking materials. In recent years the difference between fire injuries between men and women has reduced.</p>
<b>Sexual Orientation</b>	<p>The SFRS does not capture incident data relating to sexual orientation. Historical assessments carried out by the Fire Brigades Union suggested that individuals who were gay, lesbian or bi-sexual (LGB) were more at risk to fire incidents. This was attributed to greater levels of smoking and alcohol use amongst this group. These factors may not now be as relevant as they were once thought to be and there is no reason to believe that the sexual orientation of LGB people is linked to increased levels of smoking or alcohol consumption compared to the rest of the population.</p> <p>There is evidence that LGB individuals are targeted for abuse that would be classified as a hate crime. There is no evidence that these instances typically involve the use of fire related activities such as fire setting but there remains the possibility that this could arise.</p> <p>The Stonewall 'Your Services Your Say' report highlights that some individuals who are LGB express reservations about contacting public services, including fire services, for preventative interventions because they are not convinced they will be treated with respect. The study was unable to distinguish if the feelings were about public services in general or the fire service in particular. Moreover, the study was unable to determine if the feelings about the fire service were generated by experience of the fire service specifically or by other public services in general and then attributed to the fire service.</p>
<b>Social and economic disadvantage</b>	<p>Social and economic disadvantage can manifest itself in a range of scenarios and its complexity is one of the reasons it was excluded from the list of protected characteristics in the Equality Act 2010.</p>

	<p>Circumstances of social and economic disadvantage can range from low income households, fuel poverty, geographic isolation, deprived physical environment to issues of drug and alcohol dependency, literacy and numeracy problems or chaotic home and family life. The spectrum of factors that could amount to social or economic disadvantage is vast and complicated further by the inter-connectedness with other factors such as disability and age as detailed above.</p> <p>SFRS incident data shows a correlation between disadvantage and fire related incidents, fire setting and other anti-social behaviour and those wards ranked highest using SIMD. Moreover, the presumed link between alcohol and drug dependency and risk of fire emergency is also borne out by SFRS incident data with 14% of fire fatalities involving substance use. Data collected by other agencies such as Police Scotland report that 28.5% of fire related incidents that they attend involved drug or alcohol use.</p> <p>It should be noted that in the UK there are more people who would be classified as socially or economically disadvantaged who live outside areas classified as deprived. It should also be noted that disadvantage is not an indicator that anti-social behaviour is likely.</p> <p>Due to Scotland's varied landscape many communities remain largely self-contained and removed from the majority of the population. For rural communities the impact of fire damage can be significant. Indeed, some communities may be reliant upon the use of fire service premises to support the community.</p> <p>Geographic isolation can contribute towards social disadvantage and disenfranchisement from social life. This can be particularly relevant to those who live alone and have restricted transport options. Similarly, isolation can occur for the socially and economically disadvantaged in densely populated urban areas and contribute towards exclusion from public life. Individuals who are excluded from public life are potentially more at risk as they are unlikely to access public services and will likely experience other factors such as poorly maintained appliances contributing to their overall level of risk.</p> <p>Alcohol and drug misuse increases an individual's level of risk. The prevalence of misuse and dependency is high amongst those socially and economically disadvantaged but it should be noted that it is present amongst groups not considered socially or economically disadvantaged.</p>
<b>Human Rights</b>	<p>The Local Plans set out to consider the risk profile of Scotland at a local level and as such there is no direct relevance between that task and the Human Rights Act. An indirect link may be established with the Right to Life, Prohibition of discrimination, Freedom of thought, conscience and religion and Protection of property.</p> <p>Individuals who are held against their will, have been trafficked from across the UK and beyond, may be forced to work or are enslaved will be at particular risk from fire and other emergencies. Part of that risk arises because their existence and whereabouts may be unknown to authorities, they may be living in cramped and unsuitable accommodation and may be moved about Scotland undisclosed.</p>

	<p>Individuals experiencing this existence may possess a range of protected characteristics covered by the Equality Act 2010 but principally the concern is a matter of human rights and civil liberties.</p>
<p><b>Impact on People in General not covered by specific characteristics</b></p>	<p>Smoking, alcohol use and the use of medication can all contribute towards an increased level of risk. Medication, even when properly administered, may have a sedating or state altering effect.</p> <p>Migrant workers including those associated with seasonal work, many of whom are young and not British nationals, may be at risk due to their living accommodation. Workers may have a registered address different to their actual place of residence. Accommodation may be unsuitable such as poorly maintained caravans or mobile homes or apartments exceeding their intended capacity.</p> <p>The impact assessment regulations do not provide for any other considerations or categorisation of people such as by their geographic location or by general groupings out with those identified by the Act. Nevertheless, the Local Plans do examine geographic risk profile based on activity type, frequency and location of incidents.</p> <p>Individuals, their personal behaviours and attitudes as well as their physical environment can contribute to their overall level of risk. The actual occurrence of a fire or other emergency may arise by some degree of chance or some factor beyond the control of those affected, such as a fire originating in a neighbour's home.</p>

### **Summary and Conclusion of Impact Assessment**

Each LSO area will have representation from all of the protected characteristics. It is, however, noted that the representation in the overall local population will vary from area to area with some groups more/less evident in some areas than others. While it is acknowledged that there can be differences in the experiences of the same group depending upon their geographic location in relation to fire risk and identifying their risk profile the considerations provided above are deemed to be appropriate irrespective of the local authority area.

The methods used by the SFRS to identify the risk status of an individual household automatically take account of the equality considerations relevant to that household. The protected characteristics are not particularly useful indicators of risk at the national level. They become more useful in determining local response, preventative and protection initiatives where more personal information can be gathered and addressed. Some features highlighted in this impact assessment are already considered within the operating practices of the SFRS such as working with older people and their carers, education programmes for the young, working with community representatives of ethnic minority communities and interventions aimed specifically at individuals with a range of disabilities.

The development and implementation of the Local Plans is considered to be relevant across all of the protected characteristics except Marriage and Civil Partnership. The most relevant and significant characteristic is age and in particular older age groups. While there is relevance to the other characteristics it is likely that the relationship is considerably less pronounced than with age. It is relevant to all three elements of the general equality duty and the Local Plans provide an opportunity to make a positive contribution on the grounds of protected characteristics and irrespective of characteristics held. As a living document the

impact assessment will be revisited throughout the lifespan of the Local Plans and will be updated to reflect new evidence as it arises.

Each LSO is responsible for considering the issues identified in this impact assessment and applying those in the development and implementation of their Local Plan.

### Concluding Part 3

Impact Assessment	Please Tick	Next Steps
There is no relevance to Equality or the Human Rights Act 1998	<input type="checkbox"/>	<a href="#">Proceed to Part 4 Monitoring</a>
There is relevance to some or all of the Equality characteristics and/or the Human Rights Act 1998 and relevant actions are recorded above in Summary and Conclusion	<input checked="" type="checkbox"/>	<a href="#">Proceed to Part 4 Monitoring</a>

---

## **PART 4 MONITORING & REVIEW**

- The purpose of this section is to show how you will monitor the impact of the function/policy.
- The reason for monitoring is to determine if the actual impact of the function/policy is the same as the expected and intended impact.
- A statement on monitoring is required for all functions/policies regardless of whether there is any relevance to Equality or the Human Rights Act.
- The extent of your answer will depend upon the scope of the function/policy to impact on Equality and Human Rights issues.

If you have provided evidence or justification for believing there is no relevance to Equality or the Human Rights Act in Section 2 Establishing Relevance or Section 3 Impact Assessment:

### **Q1 How do you intend to monitor and review the function/policy?**

If you have provided evidence or justification for believing there is relevance to Equality or the Human Rights Act:

### **Q2 What will be monitored?**

As the Local Plans are developed each LSO will be responsible for considering the evidence within this impact assessment and applying it as appropriate to their plans. Moreover, each LSO will consider the demographic profile of their area in identifying and setting their local priorities based on local risk profiling.

### **Q3 How will monitoring take place?**

Through the Local Plan Development Working Group

### **Q4 What is the frequency of monitoring?**

In line with the Local Plan Development Working Group

### **Q5 How will monitoring information be used?**

To verify the application of the results of this impact assessment

---

## **PART 5 APPROVAL**

This Equality and Human Rights Impact Assessment was completed by:

<b>Name</b>	Elaine Gerrard
<b>Date</b>	10 November 2016

This Equality and Human Rights Impact Assessment was approved by:

<b>Name</b>	
<b>Directorate/SDA/ Team</b>	
<b>Date</b>	