

Integrated Risk Management Plan 2016-2021

Final Section 75 Screening Report



**Northern Ireland
Fire & Rescue Service**

Protecting Our Community

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Equality Screening Under Section 75 of the Northern Ireland Act 1998

Background

Under Section 75 of the Northern Ireland Act 1998 (Section 75) NIFRS has a specific statutory obligation as a public authority to have regard to the need to promote equality of opportunity between the following groups:

Section 75	Categories
	<ul style="list-style-type: none"> • persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation; • men and women generally; • persons with a disability and persons without; and • persons with dependants and persons without.

Under Schedule 9 of the Act, NIFRS must also have regard to the promotion of good relations between those of different religious belief, political opinion or racial group. Our Equality Scheme explains how we implement our Section 75 obligations. A copy of the most recent Scheme, approved by the Equality Commission, is available on our website at www.nifrs.org/equality.

We are required under Section 75 to screen and, where necessary, conduct Equality Impact Assessments (EQIA) on strategies, policies, plans and key decisions. The primary function of screening is to assess whether policy proposals would have a differential impact and in particular, an adverse differential impact on the categories of persons listed in Section 75, and any sub-groups within these categories.¹ If a policy shows a possible 'adverse impact' on any group, we must consider how this might be reduced. This would include how an alternative policy or approach might lessen this effect and serve to promote equality of opportunity and good relations.

The Section 75 statutory duties apply to internal policies e.g. relating to our employees and to external policies relating to the community we serve.

Equality screening involves gathering evidence on the potential impacts of the proposal, focusing on the nine Section 75 equality groups. This information is used to help inform the 'screening decision', i.e. whether a full EQIA is required where a potential for significant impact on equality of opportunity has been identified.

¹ Equality Commission for Northern Ireland 'Practical Guidance on Equality Impact Assessment' April 2001 (revised 2005)

Section 75 equality screening outcomes are defined in terms of impact e.g. **‘major’**, **‘minor’** or **‘none’**. Possible screening decision outcomes are as follows:

Section 75	Equality Screening Outcomes
<p>If the conclusion is that there is a ‘major’ impact for one or more of the Section 75 categories, then consideration should be given to carrying out a full EQIA (<i>described as ‘screened in for EQIA’</i>).</p> <p>If the conclusion is ‘minor’ for one or more of the Section 75 categories, then consideration should still be given to proceeding with an EQIA, or to measures/ amendments to mitigate the adverse impact; or to consider an alternative policy (<i>described as ‘screened out for EQIA – with mitigation’</i>).</p> <p>Where the conclusion is ‘none’ in that no significant impact has been identified on all of the Section 75 categories, then a decision can be taken to not proceed with a full EQIA (<i>described as ‘screened out for EQIA – no mitigation’</i>).</p>	
Section 75	A conclusion in favour of a ‘major’ impact would arise when:-
<p>a) The policy shows actual or potential for unlawful discrimination.</p>	
Section 75	A conclusion in favour of a ‘minor’ impact would arise when:-
<p>a) The policy is not unlawfully discriminatory and any potential impacts on people are judged to be negligible;</p> <p>b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;</p> <p>c) Any equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people; and</p> <p>d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.</p>	
Section 75	A conclusion in favour of ‘none’ e.g. no impact, would arise when:-
<p>a) The policy has no relevance to equality of opportunity or good relations; and</p> <p>b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the Section 75 equality and good relations categories.</p>	

The NIFRS Screening Report on IRMP 2016-2021 has indicated no significant adverse impact for any of the Section 75 groups and a decision has been taken to ‘screen out’. A copy of the Screening Report for the IRMP 2016-2021 is attached overleaf.

NIFRS Section 75 Screening Report on IRMP 2016-2021

Part 1: Policy Scoping

The first stage of the screening process involves scoping the policy or policy area. Policy scoping helps prepare the background and context and set out the aims and objectives for the policy being screened. At this stage, scoping the policy will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

You should note that the Section 75 statutory duties apply to internal policies (relating to people who work for NIFRS), as well as external policies (relating to those who are, or could be, served by NIFRS).

Information about the policy

Name of the policy or policy area:

Northern Ireland Fire & Rescue Service (NIFRS) Integrated Risk Management Plan 2016-2021 (IRMP)

Is this an existing, revised or a new policy/policy area?

Existing	Revised	New
	X	

Brief Description

NIFRS has completed a comprehensive risk assessment of how it performs in delivering its service to the people of Northern Ireland. The IRMP highlights key areas that NIFRS must address to ensure that it can meet the existing and future needs of our community.

What is it trying to achieve? (intended aims and outcomes)

The IRMP contains 6 key proposals, aimed at supporting NIFRS in targeting resources and better managing community risks in the future. The IRMP is the result of extensive risk assessment of how NIFRS performs in delivering its service to the people of Northern Ireland and outlines the plan to fully integrate a risk managed approach to community protection activities including fire safety inspection and enforcement and also emergency response provision for the next 5 years.

Are there any Section 75 categories which might be expected to benefit from the intended policy?

YES	NO	N/A
X		

If YES, explain how:

The IRMP 2016-2021 is a strategic document. It advocates the use of advanced risk analysis technology and analysis of multiple data sources to enable “intelligence led” decision making on the targeting of resources to manage risk. Understanding why a particular risk is higher in certain areas than others, or why a particular group of people in Northern Ireland are at a higher risk from an emergency incident will enable NIFRS to deliver a wider range of services to those most in need in Northern Ireland.

The IRMP is focused on the community as a whole and all Section 75 groups are expected to benefit. Our risk profiling enables us to consider groups within the community most at risk.

Who initiated or wrote the policy?

The IRMP 2016-2021 was developed by NIFRS Operations Risk Management.

Who owns and who implements each element of the policy?

The IRMP 2016-2021 is a corporate strategic document that requires approval by the NIFRS Corporate Management Team and ratification by the NIFRS Board.

The IRMP complements the NIFRS Corporate Plan and Business Plans. NIFRS Operations Risk Management (ORM) team is responsible for overseeing the IRMP through an integrated approach with Community Protection Management team, the Technical Research and Development team and the Finance, HR and Planning, Performance & Governance Directorates.

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the policy/decision?

YES	NO	N/A
X		

If YES, are they

Financial? YES/NO (If YES, please detail)

Financial factors that would contribute to successful implementation of the IRMP 2016-2021:-

- Sustained allocation of appropriate budget to NIFRS to allow IRMP implementation.

Financial factors that would detract from successful implementation of the IRMP 2016-2021:-

- Potential for unforeseen significant in-year cuts that negatively impact on planned activities under the IRMP.

Legislative?: YES/NO (If YES, please detail)**Legislative factors that would contribute to successful implementation of the IRMP 2016-2021:-**

The following legislation provisions influence NIFRS service delivery:-

- The Fire and Rescue Services (Northern Ireland) Order 2006 (increased NIFRS duties to other response activities over and above extinguishing fires e.g. Road Traffic Collisions (RTC) and an increased focus on community engagement and fire safety activities).
- The Fire and Rescue Services (Emergencies) Order (Northern Ireland) 2011 (extended NIFRS statutory responsibility to include Chemical, Biological, Radiological and Nuclear (CBRN), Search and Rescue (SA), serious flooding and serious transport incidents).
- The Fire Safety Regulations (Northern Ireland 2010) (shift in focus of previous prescriptive fire safety legislation towards risk-based approach).
- The Civil Contingencies Act 2004 (Northern Ireland Civil Contingencies Framework) (provides guiding principles for 'blue-light' organisations to manage procedures within the stages of large scale multi-agency events).

NIFRS also has statutory compliance responsibilities under health and safety legislation/codes of practice, employment law, equality and anti-discrimination legislation (emphasis on disability, age and race) and European Directives including:

- The Health and Safety at Work (Northern Ireland) Order 1978
- Corporate Manslaughter and Corporate Homicide Act 2007
- The Northern Ireland Act 1998 (Section 75 and Schedule 9)
- European Working Time Directive (Working Time Regulations (NI) 1998)
- Employment Rights (Northern Ireland) Order 1996
- Employment (Northern Ireland) Order 2003

Legislative factors that would detract from successful implementation of the IRMP 2016-2021:

Any instance where NIFRS breaches the above provisions resulting in litigation against the Service, or where NIFRS is impeded in fulfilling its statutory compliance by the actions of other parties or due to budget constraints.

Other, please specify:**Other factors that would contribute to successful implementation of the IRMP 2016-2021:-**

- Appropriate and clear communication, implementation and monitoring plan for IRMP 2016-2021
- Evidence of meaningful broad stakeholder engagement
- NIFRS Board approval
- Buy-in and support from Corporate Management Team and employees
- Support and endorsement from Representative Body
- DHSSPS acknowledgement of plans and desired outcomes
- Continued resourcing of Operations Risk Management function and the capacity to continue comprehensive risk analysis activities

In addition to its statutory obligations, NIFRS is also subject to compliance and corporate governance requirements under its sponsoring body, the DHSSPS.

- | | |
|--------------------------------|---|
| • Managing Public Money NI | • Management Statement and Financial Memorandum |
| • Financial Reporting Manual | • Code of Accountability for NIFRS Board Members 2013 |
| • Controls Assurance Standards | |

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the policy will impact upon?

Employees:

The IRMP has an impact on all NIFRS employees:

- Operations Risk Management team who carry out risk analysis
- Corporate Management Team for approving IRMP proposals and actions
- NIFRS Board for ratifying IRMP
- Finance team for allocating and monitoring budget
- HR team for operational and support staff resourcing
- Community Protection team for implementing prevention and protection activities
- Firefighters based at local Fire Stations
- Training Centre team who deliver operational training
- Technical team involved in research and development
- IT and Communications technical teams
- Regional Control Centre team

Service users:

The public of Northern Ireland, in particular those who are in the 'at risk' categories.

Other public sector organisations:

- Department of Health (NIFRS sponsoring body) and other government departments e.g. Department of Finance, Department for Communities, Department for Infrastructure
- Local Councils
- Other partner agencies – Police Service of Northern Ireland, Northern Ireland Ambulance Service, HM Coastguard, neighbouring Republic of Ireland Fire Services
- Fire Services in Republic of Ireland with cross-border reference with NIFRS
- Fire and Rescue Services in UK
- Equality Commission for Northern Ireland

Voluntary/community/trade unions:

- Section 75 representative groups
- Fire Brigades Union, UNITE the Union, NIPSA, Retained Firefighters Union
- Also individuals and groups on the current NIFRS Equality Consultee list

Other, please specify:

- Local community representatives
- Councillors/MLAs/Ministerial Special Advisers
- Members of Community Safety Partnerships and local forums on race, age and disability

Other policies with a bearing on this policy

What are they and who owns them?

The IRMP 2016-2021 is a key strategic document that complements the NIFRS Corporate Plan and underpins the business planning process. The IRMP links in various degrees to other corporate strategies and policies such as the NIFRS People at Risk Strategy; HR Strategy; Learning & Development Strategy; Organisational Change Policy; Prevention and Protection initiatives; Equality Scheme; and the Retained Availability Policy. This list is not exhaustive.

Available evidence

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

Section 75 Category	Details of Evidence/Information																											
<p>Between men and women generally</p> <p>Disability and age</p> <p>Age</p>	<p><u>Incident data</u></p> <p>In developing the draft IRMP 2016-2021 internal and external statistics on primary fires, dwelling fires, secondary fires, fatality and injury statistics, false alarms, special service calls were considered. Data sharing protocols have or, are being established with a number of key stakeholders including other public bodies and the voluntary sector. This allows an accurate picture of the number and locations of those known to be at a greater risk to be established. The IRMP proposals are based on further extending data sharing protocols to reinforce and optimise in this area, as it is recognised as the most effective strategy to reduce risk.</p> <p>Key strategic partnerships support compliance with the necessary statutory duties to allow risk analysis to progress. This permits us to look at other known risk groupings in order to develop and introduce appropriate and effective mitigating prevention programmes to manage and lower the risk of fire.</p> <p>In addition, policy lead officers involved in the development of the recent NIFRS People at Risk Strategy considered research and analysis of fatal fires in NI over a 15 year period, along with best practice within UK Fire and Rescue Services and academic research into fatal dwelling fires (Harpur, A, 2014. A Detailed Investigation Into Occupant Behaviours and Influencing Factors Surrounding Fatal Dwelling Fire Incidents in Northern Ireland. Doctorate of Philosophy. University of Reading). This has resulted in a revision to the age at which people are considered more at risk.</p> <p>Fire Fatalities In NI Over A 15 Year Period (1 Jan 2000 to 18 Oct 2015)</p> <table border="1" data-bbox="667 1211 1225 1597"> <thead> <tr> <th>Age</th> <th>Number Dwelling Fatalities</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>0-18</td> <td>12</td> <td>8%</td> </tr> <tr> <td>20-29</td> <td>8</td> <td>5%</td> </tr> <tr> <td>30-39</td> <td>13</td> <td>9%</td> </tr> <tr> <td>40-49</td> <td>12</td> <td>8%</td> </tr> <tr> <td>50-59</td> <td>32</td> <td>21%</td> </tr> <tr> <td>61+</td> <td>71</td> <td>47%</td> </tr> <tr> <td>Unknown</td> <td>3</td> <td>2%</td> </tr> <tr> <td>TOTAL</td> <td>151</td> <td>100%</td> </tr> </tbody> </table> <p><u>Equality data</u></p> <p>Also in developing the IRMP 2016-2021, the policy lead officer considered the following sources of equality information:</p> <ul style="list-style-type: none"> • The NIFRS Equality Scheme reference to cross cutting themes identified for service users across the Health & Social Care and Public Safety (downloadable from www.nifrs.org/equality). • The Equality Commission for Northern Ireland Statement on Key Inequalities in Northern Ireland October 2007 http://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/Keyinequalities(F)1107.pdf. 	Age	Number Dwelling Fatalities	%	0-18	12	8%	20-29	8	5%	30-39	13	9%	40-49	12	8%	50-59	32	21%	61+	71	47%	Unknown	3	2%	TOTAL	151	100%
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Race	<ul style="list-style-type: none"> • Inequality for service users who are not fluent in English (Source: Ethnicity, Equality and Human Rights: Access to H&SS in NI; Race Equality in Health & Social Care ECNI, Department of Health; Life as a Stranger – Personal Stories of Migrants to NI).
Dependants	<ul style="list-style-type: none"> • Challenges of shift patterns for a 24/7 emergency service for those with caring responsibilities (Source: Engagement with stakeholders, Representative Bodies, previous consultation on Variable Crewing and revisions to shift patterns).
All 9 categories	<ul style="list-style-type: none"> • Low level of participation and inclusion across all section 75 groups, (Source: Article 55 Review Statement of Key Inequalities in NI ECNI 2007). • Barriers to employment for marginalised groups (Source: ECNI Statement on Key Inequalities in NI Employment Inequalities in an Economic Downturn ECNI 2010).
Age	<ul style="list-style-type: none"> • Potential inequitable treatment of staff at the upper end of the age profile (Source: Phasing Out the Default Retirement Age Consultation DWP, BIS 2010). • Road Traffic Collision statistics for 2015 indicate that a quarter of all deaths or serious injuries on our roads have impacted on the 16-24 age group. Reviewing our Road Safety Strategy to reflect this statistic has been identified as a key proposal in the IRMP.
Men and women generally	<p>The NIFRS Equality & Diversity Strategy 2010-20 noted that the Northern Ireland Census 2011 stated the Usual Resident Population at 1,810,863. The current gender composition of the population is 49% male and 51% female. In terms of religious belief, 48% of population is Protestant or brought up Protestant; 45% is Roman Catholic or brought up Roman Catholic and 5.6% declared as neither belonging to or having been brought up in a religion. The other main census groups are detailed overleaf:</p>

Age Racial group	Age		Ethnic Group	
	0-4	6.87%	White	98.21%
	5-7	3.74%	Chinese	0.35%
	8-9	2.41%	Indian	0.34%
	10-14	6.57%	Mixed	0.33%
	15	1.36%	Other Asian	0.28%
	16-17	2.84%	Black African	0.13%
	18-19	2.77%	Irish Traveller	0.07%
	20-24	6.96%	Pakistani	0.06%
	25-29	6.85%	Black Other	0.05%
	30-44	20.65%	Bangladeshi	0.03%
	45-59	19.21%	Black Caribbean	0.02%
	60-64	5.21%	Other	0.13%
65-74	8.04%			
75 -84	4.79%			
85-89	1.17%			
90 +	0.56%			
Marital status	Main Language		Marital & Civil Partnership	
	English	96.86%	Single	36.14%
	Polish	1.02%	Married	47.56%
	Lithuanian	0.36%	In a registered same-sex civil partnership	0.09%
	Irish (Gaelic)	0.24%	Separated (but still legally married or still legally in a same sex partnership)	3.98%
	Portuguese	0.13%	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	5.45%
	Slovak	0.13%	Widowed or surviving partner from a same-sex or civil partnership	6.78%
	Chinese	0.13%		
	Tagalog/Filipino	0.11%		
	Latvian	0.07%		
	Russian	0.07%		
	Malayalam	0.07%		
	Hungarian	0.06%		
Other	0.75%			
Religious belief	<p>The NIFRS workforce is 90% male and 10% female. Of total employees 55% are Protestant, 40% are Catholic and 5% non-determined. The minority ethnic composition remains at 0.2% and 6% of employees consider themselves to have a disability (taken from a Section 75 staff profile survey). The current economically active ethnic population (migrant or second generation ethnic) in Northern Ireland is 0.7%.</p>			
	<p><u>Population projections for Northern Ireland mid 2014 to mid 2039</u> http://www.nisra.gov.uk/archive/demography/population/midyear/MYE14_Bulletin.pdf</p>			
	<p>Projecting demographic changes, through the use of data/information, has been identified as essential in integrated risk management planning and the future allocation of resources.</p>			
	<p>Population projections for Northern Ireland mid-2014 to mid-2039, published by NISRA in October 2015 indicate:</p>			
	<ul style="list-style-type: none"> • In the first 10 years to mid-2024, the population is projected to increase to 1.939 million (an increase of 5.3%); rising again to 1.974 million by mid-2029 (an increase of 7.3% from mid-2014). The 1.9 million milestone is projected to be reached by 2020, with the 2.0 million milestone being reached by mid-2034. 			
	<ul style="list-style-type: none"> • The population is projected to increase to 2.021 million in the 25 year period from mid-2014 to mid-2039, an average annual rate of growth of 0.4%. Natural growth is projected 			

Men and women generally

to be the main driver of this 180,800 population increase, with 169,300 more births projected than deaths.

- The population aged 65 and over is projected to increase by 74.4% to 498,500 people from mid-2014 to mid-2039 with the result that one in four people (24.7%) will be in this age category. The population aged 85 and over projected to increase by 157.3% to 88,600 people over the same period, which will see their share of the population increase from 1.9% to 4.4%. This information is of relevance to our People at Risk Strategy.
- These projections show the real impact of the marked increase in the size of the population at older ages. The proportion of the population aged 65 and over is projected to overtake that of children (those aged 0 to 15 years) by mid-2028 (20.4% and 19.8% respectively).
- The Northern Ireland population is projected to grow by 9.8% by mid-2039, compared to a growth of 15.0% for the UK as a whole.

The Northern Ireland Census 2011 indicates 49% of the population are men and 51% women. Various studies also estimate between 115 and 160 people who self-identify as transgender, although these figures are likely to be an underestimation (Source: McClenahan, 2012).

Housing and Communities Inequalities in Northern Ireland June 2015

<http://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/Housing%20Inequalities-FullReport.pdf>

Data on access to housing in NI is contained in the Northern Ireland House Condition Survey 2009 and referred to in the Census 2011. This shows owner-occupied as the most dominant tenure of households (with either a male or female 'household reference' person); although the proportion of female 'household reference' person households was 12.7 % points lower than that for males. Whilst, an equal proportion of households headed by a male and female 'household reference' person lived in the private rented sector (19.9% for each, respectively), a greater proportion of households headed by a female household reference person lived in the social housing sector compared to those with a male household reference person (19.9% compared to 11.3%).

The Northern Ireland Census 2011 also shows that households with female household reference persons account for a greater proportion of the social rented sector, than households headed by males. While 62.1% of all owner-occupied homes had a male household reference person, only 37.9% of this tenure type had a female household reference person. In contrast, 56.5% of household reference persons in social housing were female, compared to 43.5% with a male household reference person.

The House Condition Survey 2009 shows that men are more likely than women to live on their own and comprise 63% of single adult households compared to women who make up 37%, but single women are more likely to be in owner-occupation (58%) than single men (38%). Conversely, single men are more likely to reside in the private rented sector (38%) compared to a fifth of single women, and are more likely to live in smaller homes than women, as 57% of lone women live in three bedroom homes compared to 43% of lone men.

NIFRS considers this information to be relevant as individuals living in social housing, and also those living alone are identified as being at a greater level of risk of fire in the home.

Disability**Disability data**

Using self-reported data the Census 2011 shows just over one in five of the resident population (20.7%) had a long-term health problem or disability which limited their day-to-day activities and 79.3% of the population did not. This is similar to information in the Northern Ireland Census 2001 (20.4%), and compares to 17.9% of people in England and Wales who self-reported a disability or life limiting illness in 2011.

Many people may not wish to disclose or identify as having disabilities. This is highly stratified by age, as 70.9% of people aged 75 years old or over has a life limiting illness, although there are also 19,988 people in the 0-15 years age bracket (5.3%) and 32,278 16-34 year olds (7.6%) in Northern Ireland with life limiting illnesses (Census Table DC3306NI).

Census 2011 records the most common long-term conditions in Northern Ireland include mobility and dexterity (11.4%), long term pain and discomfort (10.1%) and shortness of breath or difficulty breathing (8.7%). Of the 67,193 social housing households surveyed for the Continuous Tenants Omnibus Survey (CTOS), 36.6% had a disability or life limiting illness. Of these, 57% had a hidden physical disability, 51.2% had a physical disability and 17.7% had a mental health disorder (NIHE, 2013c).

Information relating to those with a disability is relevant to NIFRS as this demographic is also considered to be at a greater level of risk in the home.

Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

Section 75 Category	Details of Needs/Experiences/Priorities
Age	<p>In considering those at risk in our community, NIFRS has identified the need for partnership agreements to be developed with a range of stakeholders from across the statutory, voluntary and community sectors. As referred to in the previous section, the IRMP recognises the importance of acknowledging those to be at high risk and directly targeted these groups for community prevention initiatives. Those considered at risk include older people, people with disabilities, those living in social housing, etc. This forms part of our People at Risk Strategy.</p> <p>Similarly, the data in the previous section refers to 16 to 24 year olds as being a high risk group in relation to RTCs, and this fact is a key element in IRMP proposal 3.</p>
Disability	<p>It is acknowledged that NIFRS information should continue to be provided in accessible formats for people with sensory impairment or learning disability. The IRMP 2016-2021 will include reference to alternative formats upon request. This also includes any reasonable requirement for translation of the IRMP. A summary version will also be produced. NIFRS currently works in partnership with Leonard Cheshire Disability and Health & Social Care Trust Sensory Teams in taking forward community protection initiatives for people with disabilities.</p>
Sexual orientation	<p>There are limited data resources on the circumstances of people according to their sexual orientation. Sexual orientation is the only equality ground omitted from the NI Census and the other data resources are limited in their sample size or omitted questions about sexual orientation. The Office for National Statistics Integrated Household Survey, has included questions about sexual orientation since 2009/10. The 2011/12 wave recorded that 93.6% of men and 94.2% of women identified as heterosexual or straight, and 1.5% of men and 0.5% women self-identified as LGB (Gray, A. <i>et al.</i>, 2013). A greater proportion of younger people identified as LGB than older people; the greatest proportion of LGB people were in London (2.5%) and the lowest proportion in Northern Ireland (0.9%). NIFRS will continue to include stakeholders from the LGB&T communities in all Section 75 consultation processes, including on the IRMP 2016-2021.</p>
Racial group	<p>In relation to ethnicity and race, the Housing and Communities Inequalities in Northern Ireland Report (Alison Wallace, University of York June 2015) identified greater proportions of people from minority ethnic and migrant groups living in the private rented sector, especially Black households and people from the EU accession countries. While private renting has largely been accessible to minority ethnic and migrant groups allowing them to settle, there are indications that landlords provide unsatisfactory information about tenancy rights and have imposed additional conditions on the tenancies of people from minority ethnic groups. Although a tenure with high residential mobility, high private rental costs can limit moves to areas minority ethnic groups perceive to be safer. In the social housing sector, some minority ethnic groups wait longer than the White population to be rehoused (Africans and households of mixed ethnicity), while others, Chinese and Irish Travellers, wait a shorter than average time.</p>

Dependants

The Northern Ireland Statistics & Research Agency (NISRA) Statistical Bulletin published in March 2015 on Northern Ireland Household Projections outlines that between 2012 and 2037, there is a projected increase of 104,000 households, equivalent to 4,200 households per annum over the 25 year projection period.

The projected growth in households (14.7%) is greater than that of the population (9.9 %), indicating a rise in the number of people living in smaller sized households between 2012 and 2037. The main drivers for this growth are the population in Northern Ireland continuing to age and the tendency for the older population to live in either one or two adult households without children. By 2037, these two household types are projected to account for 3/5^{ths} (60.1%) of all households, in broadly equal proportions.

In contrast, the overall number of households with children is projected to decrease by 4.2% between 2012 (212,900 households) and 2037 (204,000 households), although an increase of 9,500 households of this type is projected during the first decade of this period. Each of the 11 Local Government Districts is projected to have an increase in the number of households between 2012 and 2037, ranging from 7.7% in Mid & East Antrim to 26.8% in Mid Ulster.

Our IRMP Proposals 1 and 2 act as enablers to ensure our strategic direction involves the identification of location where any of the above groups are at risk. This will be achieved through central data analysis and through re-alignment of management structures in line with our new community planning statutory responsibilities which will enable us to identify those at risk at a local level.

Part 2: Screening Questions

Introduction

1. If the conclusion is **none** in respect of all of the Section 75 categories, then you may decide to screen the policy out. If a policy is 'screened out', you should give details of the reasons for the decision taken.
2. If the conclusion is **major** in respect of one or more of the Section 75 categories, then consideration should be given to subjecting the policy to an EQIA.
3. If the conclusion is **minor** in respect of one or more of the Section 75 categories, then consideration should still be given to proceeding with an EQIA, or to measures to mitigate the adverse impact; or an alternative policy.

Taking into account the earlier evidence, consider and comment on the likely impact on equality of opportunity / good relations for those affected by this policy, by applying the following screening questions and the impact on the group i.e. minor, major or none.

Screening questions

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 grounds? Minor/Major/None		
Section 75 Category	Details of Impact of IRMP 2016-2021	Level of Impact? Minor/Major/None
Religious belief	Positive impact envisaged. Initiatives under IRMP proposal 3 targeted at the 16-24 year old 'at risk' group will involve cross-community outreach via schools, colleges, community groups etc.	None
Political opinion	As above.	None
Racial / ethnic group	Positive impact envisaged, as NIFRS capacity to carry out enhanced risk modelling will provide more accurate data on community risk. Therefore, enabling more effective targeting of resources to those most in need.	None
Age	Positive impact envisaged. The 16-24 age group identified as 'at risk'. Road traffic collision statistics for 2015 indicate that a quarter of all deaths or serious injuries on our roads have impacted on the 16-24 age group. Key Proposal 3 is focused on evaluating the effectiveness of our support for road safety awareness raising initiatives through our work with partner agencies. Also our risk analysis will also consider impacts for multiple identity groups within the 'at risk' categories e.g. older persons with disabilities, older or younger persons with caring responsibilities.	None
Marital status	None envisaged.	None

Sexual orientation	None envisaged.	None
Men and women generally	Positive impact envisaged, as NIFRS capacity to carry out enhanced risk modelling will provide more accurate data on community risk. Therefore, enabling more effective targeting of resources to those most in need.	None
Disability	Positive impact envisaged, as NIFRS capacity to carry out enhanced risk modelling will provide more accurate data on community risk and resources allocated to support community protection partnership working with agencies involved in disability sector.	None
Dependants	Positive impact envisaged, as NIFRS capacity to carry out enhanced risk modelling will provide more accurate data on community risk. Therefore, enabling more effective targeting of resources to those most in need.	None

2. Are there opportunities to better promote equality of opportunity for people within any of the Section 75 categories?

Section 75 Category	If Yes , provide details	If No , provide reasons
	<p>Yes – the IRMP 2016-2021 is designed to support a ‘people-centred’ approach to managing risk and to make our service delivery more effective. We plan to enhance our risk modelling to ensure data on ‘at risk’ categories is meaningfully captured and resources are allocated to mitigate the risks these individuals face.</p> <p>We will endeavour to meet needs of Section 75 groups through initiatives under the IRMP proposals, including ongoing programme of Home Fire Safety Checks and also our partnership working arrangements with key agencies.</p>	

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? **Minor/Major/None**

Good Relations Category	Details of policy impact	Level of impact Minor/Major/None
Religious belief	Positive impact is expected in relation to reviewing our Road Safety Strategy and targeting the 16-24 year old ‘at risk’ group. We will ensure our activities are inclusive of the community as a whole.	None
Political opinion	As above.	None
Racial group	Prevention and Protection initiatives are and will continue to be inclusive of racial groups in Northern Ireland. Our community education outreach includes providing support to minority ethnic groups and participation on local minority ethnic partnerships.	None

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?		
Good relations category	If Yes , provide details	If No , provide reasons
Racial group	We aim for our 'Prevention and Protection' initiatives to be inclusive of racial groups in Northern Ireland. Our community education outreach includes providing support to minority ethnic groups and participation on local minority ethnic partnerships.	

Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

An example would be members of the community that we consider 'at risk', for example people who are disabled and minority ethnic; or older persons with disabilities. The list is not exhaustive.

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

National research to support the Fire Service Emergency Cover risk modelling software carried out by Greenstreet Berman on behalf of the Department for Communities & Local Government identified a number of groups at greater risk of dwelling fires. These include:

- People over the age of 60 who live alone or have long term limiting illness
- People of all age groups living in social rented accommodation
- People with a disability living alone
- People who live alone and have dependents

General research on people at risk from dwelling fire identifies the following at risk groups:

- Living in rented or mobile accommodation (Warda et al., 1999)
- Living in areas of deprivation (Mulvanney et al., 2008, and Duncanson et al., 2002)
- Having a low income (Istre et al., 2001)
- Who are single parent families (Shai and Lupinacci, 2003)
- Who are elderly (Istre et al., 2003 and Mulvanney et al., 2008)

A combination of any of the factors above will increase the risk of injury or death as a result of a dwelling fire.

Part 3: Screening Decision

In light of your answers to the previous questions, do you feel that the policy should: (please underline one):

1. Not be subject to an EQIA (with no mitigating measures required)?
2. Not be subject to an EQIA (with mitigating measures /alternative policies)?
3. Be subject to an EQIA?

If 1. or 2. (i.e. not be subject to an EQIA), please provide details of the reasons why:

Following stakeholder consultation the decision has been taken to ‘screen out’ NIFRS Integrated Risk Management Plan (IRMP) 2016-21 without mitigation.

Consultation on the proposed IRMP 2016-21 took place from 8 July to 30 September 2016. An email was sent to all NIFRS personnel on 8 July 2016 informing them of the consultation and directing them to the consultation documents on the NIFRS website. NIFRS also emailed 212 stakeholders across Northern Ireland regarding the consultation and it was highlighted to the general public via Twitter and Facebook.

NIFRS received 9 written responses to the consultation exercise, 2 from representative bodies which represent the views of over 2,300 NIFRS staff.

In general feedback on the overall IRMP 2016-21 was very positive. The respondents welcomed the new 5 year IRMP outlining NIFRS strategic direction for identifying, assessing and mitigating risks. They found the document comprehensive and easy to understand.

One respondent stressed the importance of transparency going forward and the need for any IRMP proposals to explicitly state whether they are motivated by true efficiency measures based on risk or cuts forced upon NIFRS by budgetary constraints.

Consultation responses were summarised under the relevant IRMP Proposal with any comments relating to the future outworking of specific proposals passed to the relevant Lead Officer for consideration.

Proposal 1	Develop our risk analysis capability to effectively target resources
Comments	This was welcomed as a very positive initiative. There was support for the use of a sound risk methodology and enhancing the scope of our data analysis through appropriate risk modelling software to develop a more accurate risk profile of Northern Ireland. There was also strong support for increased data sharing with relevant agencies to identify people at risk and target prevention activities.

Proposal 2	Review our Service Delivery and Management structure in line with risk
Comments	<p>There was general support for this proposal with respondents stating that NIFRS structure is no longer appropriate for the changing roles and responsibility of a modern fire & rescue service and would benefit from being coterminous with other emergency services/public sector organisations.</p> <p>One respondent offered cautious support for this proposal acknowledging the benefits in streamlining interaction with public authorities. They raised concerns regarding reference to 'future funding' and firefighter headcount' and the potential for this proposal to be used to reduce Flexi-Duty Officer (FDS) posts.</p> <p>The importance of future negotiation and consultation in the progression of this proposal was stressed by 2 respondents.</p>
Proposal 3	Explore options to deliver a road safety awareness campaign targeted at 16 to 24 year olds
Comments	<p>Respondents fully supported the proposed review of NIFRS current Road Safety Strategy with a specific focus on the 16 to 24 age group. There was acknowledgement that our education and youth engagement reduces risk and needs to continue.</p> <p>One respondent called for additional funding to resource Road Safety activities. Another asked if consideration had been given to identifying the risk associated with the over 65 age group.</p>
Proposal 4	Review and effectively manage the Retained Duty System (RDS)
Comments	<p>4 respondents commented on this proposal with 3 stating their overall agreement. One NIFRS employee felt that Gartan allows too much flexibility with regard to time off, while another suggested that RDS personnel should be allowed to respond from more than one location.</p> <p>The formation of the RDS Steering Group was welcomed. However, concern was expressed regarding possible changes to the RDS contracts and minimum hours of availability.</p>
Proposal 5	Review existing Emergency Response Standards (ERS)
Comments	<p>Generally there was support for this initiative and acknowledgement that there are risk classification models that could be applied to improve the safety of the community and NIFRS personnel.</p> <p>One respondent welcomed any initiative to improve response times, while others highlighted that the current standards were not reflective of current demographics and population and that an accurate and complete risk methodology reflective of life risk and community needs was fundamental.</p> <p>2 respondents stressed the importance of recognising the relationship between response times and lives saved with one calling for any review to consider the number of appliances and firefighters to ensure safe and effective operations.</p> <p>One respondent expressed reservations if a review involved the removal of resources</p>

Proposal 6	Explore opportunities for collaborative working with Health & Social Care (HSC) Services
Comments	<p>There was complete support for this proposal from the 5 respondents who commented on it. It is seen as a positive opportunity to use existing skills and equipment within NIFRS to save lives and improve the health and well-being of the community.</p> <p>Respondents were positive about NIFRS Emergency Medical Response pilot scheme which started in Lurgan Fire Station on the 19 September 2016. The pilot scheme involves a Wholetime NIFRS crew responding at the request of and along with NIAS to incidents of cardiac arrest or chest pains. There was also support for any future NIFRS proposals where prevention activities could enhance the wider community safety.</p> <p>One respondent stated that they were keen to see future proposals where the contribution of NIFRS Support Staff would be considered.</p> <p>Another stakeholder felt that NIFRS taking a more proactive approach in HSC would reduce the workload on the wider healthcare system as long as this was not at the detriment of resource provision or primary role of other HSC providers.</p>
<p>In consideration of all of the above the NIFRS Board has now approved the implementation of the IRMP 2016-21</p>	

If 2. (i.e. not be subject to an EQIA), in what ways can identified adverse impacts attaching to the policy be mitigated or an alternative policy be introduced?

Not applicable

In light of these revisions, is there a need to re-screen the revised/alternative policy at a future date? YES /NO

If YES, when & why?

Not applicable

If 3. or 4. (i.e. to conduct an EQIA), please provide details of the reasons:

Not applicable.

Timetabling and Prioritising EQIA

If 3. or 4., is the policy affected by timetables established by other relevant public authorities? **YES/ NO**

If **YES**, please provide details:

Not applicable.

Please answer the following questions to determine priority for timetabling the EQIA. On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for EQIA.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	Not applicable
Social need	Not applicable
Effect on people's daily lives	Not applicable
Relevance to a public authority's functions	Not applicable

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for EQIA. This list of priorities will assist you in timetabling the EQIA. Details of your EQIA timetable should be included in the quarterly Section 75 report.

Proposed date for commencing EQIA: Not Applicable

Any further comments on the screening process and any subsequent actions?

Screening was carried out by a dedicated team. An appropriate amount of time and resources were allocated to facilitate stakeholder engagement.

Part 4: Monitoring

Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development. You should consider the guidance contained in the Equality Commission's Monitoring Guidance for Use by Public Authorities (July 2007). The Commission recommends that, where the policy has been amended or an alternative policy introduced, then you should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Please detail proposed monitoring arrangements below:

The published NIFRS Annual Report and Statement of Accounts will provide an annual update on progress against our IRMP proposals. Any projects identified through the outworking of our IRMP proposals will be captured in our Annual Business Planning process and also in light of any changes regarding resource allocation.

Part 5: Approval and Authorisation

Screened by:	Position/Job Title	Date
Paddy Gallagher Adèle Davidson	Area Commander (Operations) HR Manager (Equality, Inclusion & Legal)	April/May 2016
Gary Thompson	Assistant Chief Fire Officer Operations	May 2016
Screening report finalised in October 2016 post-consultation		

Note: A copy of the Screening Report for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy. The Policy Lead Officer will have involved the HR Manager (Equality, Inclusion & Legal) from the outset and will make the Report accessible on the NIFRS website following completion. This is in compliance with Equality Commission for Northern Ireland requirements.