

## People Impact Assessment

*It is important to KFRS that it gives due consideration to the equality impact of its policies on local communities and its workforce. In particular, it needs to consider the effect on employees and service users with protected characteristics. Before submitting any new policy or project for approval, you must take reasonable steps to research any further information required and/or engage in consultation, in order to be able to complete this impact assessment. Please refer to attached Guidance notes*

**What is that that you are considering the impact of?**

Sitting under the Corporate Plan there are five primary strategies. These are:  
Focus on Business, Responding to Emergencies, Caring for the Environment.  
Workforce Strategy and Focus on your Safety

### 1 What is the purpose / expected outcome of this policy/ project?

The proposed strategies will underpin how the Corporate Plan will be delivered. They lay the foundations for the development of the Service over the next four years. The strategies interlink and operate together. For this reason it has been decided to consider the impact of the draft policies as a whole.

### 2 Who will be affected by this policy/project?

People are at the heart of each strategy and therefore their impact is wide-ranging whether it be employees, members of the public or business community. The broad purpose of each strategy is described below:

**Focus on your Safety:** This strategy is about helping to prevent emergencies, whether it be in the home or travelling in Kent or Medway. Focus is on three types of emergency

- Fires in the home or outside;
- Road traffic collisions;
- Flooding in the home or across broad areas, and incidents involving water.

At the heart of this is understanding the community and predicting which groups of people are most at risk and then to target community safety work to people that might need it.

**Focus on Business:** Concerned with how we work with businesses to prevent fires and reduce risk. Notwithstanding our enforcement obligations we want to work with business through advice and education.

**Responding to Emergencies:** Responding to emergencies is at the heart of what we do. For a long time we have used one model that fits all to do this and this strategy challenges this by looking at different ways of working, whether it be through use of equipment and appliances or the deployment of people for the range of emergencies that we deal with. This strategy sets out how we plan to change and deliver our response to emergencies.

**Caring for the Environment:** This strategy sets out how we aim to protect the environment of Kent and Medway, as an owner both of buildings and of a range of

vehicles, but also when we deal with emergencies. This includes reducing the impact on the environment without compromising how we perform at emergencies, improving sustainable sourcing and the use of IT.

**Workforce Strategy:** In a climate of reduced funding we must have an effective resourcing model which has the right people in the right place at the right time. Use of different equipment and ways of working is to be supported by flexible employment contracts whilst maintaining resilience. Pressure on resources demands smarter working and expecting more from our managers. This will be supported by a modern and skilled workforce and safeguarding our reputation as a good employer.

**3 Are there any communities, groups, or people with protected characteristics who could be disproportionately affected by this policy/ project (positively or negatively) or who may require some additional consideration to be made for them? Remember to consider any potential impact on both service users and employees. Please respond in each box below:**

How we allocate and deliver our services is based around those who are more at risk of fire or other emergencies. We can only do this by understanding the environment of Kent and those people in the community who are more vulnerable and may need us. This means that, as the population and other factors change, we need to adjust our services and resources accordingly. This model is more complex than considering whether proposals could have a disproportionate effect on people with protected characteristics in isolation (positive or negative) as there will be many other factors which can result in a group being more at risk of fire or other emergency. We do know that the elderly and those with dementia are at high risk from fire or emergency in the home. Road traffic accidents are another area of risk particularly in relation to young drivers. Both of these groups are considered to be a priority area of focus for us within the strategies.

Overall the aim of the strategies is to have a positive impact on people who have been identified as being at risk by putting in place measures and interventions that ultimately minimise that risk. A reallocation of resources may have an impact in some areas, for example by reducing our involvement in community events such as fetes. We have to consider the real value that is to be gained from this type of activity and, whilst we know that the public like this sort of presence, we have to ask whether its value is disproportionate to the value that could be gained in focusing resources elsewhere.

We aim to work more closely with businesses to promote safety which means we have to understand the business community. We acknowledge that we need to develop ways of profiling those businesses which are smaller and more vulnerable from risk. This includes understanding cultural differences in approach to business and choosing the right way to engage.

A tighter financial environment and the new ways of working that are emerging from the strategies will have an impact on our staff. This is about new skills and working in a different way. It also includes a different resourcing model which means using employment contracts which are flexible and efficient. Financial pressures demand

doing more with less and this also means requiring more from our managers to manage performance. We also acknowledge that the profile of our workforce is older and therefore we need to be mindful of the implications of this as we develop revised employment policies and ways of working.

In terms of the environment much of what we want to achieve internally is about changing people's behaviours in how we use technology, energy, resources and travel. External considerations require us to focus on how we adapt to climate changes and extremes of weather and contributing to protecting the environment of Kent.

	YES/NO		YES/NO		YES/NO
<b>Race</b>	Yes	<b>Marital Status &amp; Civil partnership</b>	Yes	<b>Sexual Orientation</b>	Yes
<b>Sex</b>	Yes	<b>Gender re-assignment</b>	Yes	<b>Religion and Belief</b>	Yes
<b>Age</b>	Yes	<b>Pregnancy and Maternity</b>	Yes	<b>Disability</b>	Yes
<b>Any other group(s) you have identified which could be affected</b> <i>(Please specify )</i>					

**4 If you have answered 'NO' to ALL the above, please give your reasons (this should not be left blank).**

**5 If you have answered YES to any of the above:**

**a) Please briefly outline any issue(s) identified**

See above

**b) Are any actions needed to address issues outlined above? If so, please complete PIA Action Plan below.**

Each Strategy sets out the areas for development over the next four years. As developments and projects emerge they will be subject to a project plan and an integrated people impact assessment which will consider in more detail any potential adverse impact as well as record emerging issues in the project issues log. It is at this stage that plans may be modified to reduce any adverse impact on particular groups/those with protected characteristics.

**c) If no action is proposed, please give justification why not.**

**6 Please give details of information used, research and/or consultation undertaken to complete this Impact Assessment**

The development of the individual strategies has already been informed by a level of analysis on the areas of risk within the community and focusing on the strategies that can be put in place to address them. However, the development of projects to take the strategy areas forwards will be subject to separate analysis and consultation where appropriate.

**7 Please identify any related policies and procedures which may also be affected by this Impact Assessment?**

The detailed project plans and integral People Impact Assessment will identify the individual policies that may need to be revised in response to adverse impact.

**Any Other Comments or Observations**

.....

**I have conducted this Impact Assessment and confirm that I have given due regard to equality issues in developing this proposal, and that any actions required to ensure or improve equality have been identified and addressed.**

**Name:**

**Date:**

**Signed:**

**Management Team / Corporate Management Board approval**

**All KFRS decision makers need to make sure they have sufficient information to sign off this Impact Assessment. The Impact Assessment must be taken into account BEFORE any decision is taken about this proposal. The legislation makes it clear that the responsibility for ensuring that the diversity impact has been taken into account in decision-making cannot be delegated.**

**I confirm that I am satisfied that the diversity implications of this policy/ procedure have been given due consideration.**

**Name:** *(Please Print)*

**Date:**

**Signed:**

**Position:**