



LONDON FIRE BRIGADE

## Part 1: Equality Impact Assessment – submitter to complete

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Before carrying out an Equality Impact Assessment (EIA), you should familiarise yourself with the guidance notes (see Appendix) and our other resources located within the [EIA section on Hotwire](#)

An EIA should be carried out whenever you are starting (or reviewing) any major new activity/programme/policy/project/strategy/campaign \*, or where you propose changes or a review of the previous one.

\*In this document, any kind of activity/programme/policy/project will be called an ACTIVITY for an easy read, while you specify the type of your event from your end.

The purpose of an EIA is to meet and justify the legal obligation required under the [Public Sector Equality Duty](#) (PSED), namely, the 'DUE REGARD' that documents that your activity/programme/policy will:

- 1. eliminate discrimination, harassment, and victimisation
- 2. advance equality of opportunity
- 3. foster good relations between people who share a relevant protected characteristic and people who do not share it.

In the EIA, you need to show that your activity meets the 3 conditions of the due regard, as listed above, and provide any relevant information showing that your activity caters for people with protected characteristics (where applicable), but also that it promotes equality and eliminates potential discrimination and offers additional opportunities to advance equality.

Where you identified any possible negative impacts on individuals and groups with protected characteristics, you need to complete a mitigating action plan (Section F below). After your mitigating action plan has been implemented, you need to inform the EAI Team by sending the same form again with the notification of the date when the mitigation action plan was completed.

### A. Name, goal and the expected outcomes of the programme/ activity

The high-level plan provided by this paper seeks to allocate funds that have been saved on



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capital projects to support the repair of the River Station, Lambeth Fire Station and Plumstead Fire Station.

This EIA concerns a report seeking agreement to a proposed reprofile of the LFB capital programme to enable saved funds to be allocated to previously approved projects. This paper is intended to be a high level overview as the projects have previously had EIA's undertaken.

#### **B. Reason for Equality Impact Assessment**

To support proposed changes to the existing LFB capital programme

#### **C. Names of the team responsible for the programme/ activity**

##### **Responsibility for the EIA:**

Name: Laura Birnbaum

Job title: Assistant Director of Property and TSS

Department: Property and TSS

##### **Responsibility for the whole activity:**

Name: Laura Birnbaum

Job title: Assistant Director of Property and TSS

Department: Property and TSS

#### **D. Who is this activity for, who is impacted by it (all LFB staff, specific department, external communities)**

The high-level plan provided by this paper seeks to allocate funds that have been saved on capital projects to support the repair of the River Station, Lambeth Fire Station and Plumstead Fire Station. The staff impacted by these works have previously been consulted on and EIA's undertaken (see below). Once the repair of the River Station is completed and the residents of Plumstead too, while LFB staff working there will also be positively impacted by better work conditions



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#### E. What other policies/documents are relevant to this EIA?

Relevant Policies / Documents include the

- The current capital delivery programme for 2022/23 and 2023/24 is primarily being funded from the agreed funding detailed within LFC reports LFC 0533y (<https://www.london-fire.gov.uk/media/6021/lfc-0533y-premises-asset-replacement-works-for-projects-in-2022-23-and-2023-24-signed-redacted.pdf>) and LFC 0614y (<https://www.london-fire.gov.uk/media/6341/22020309-lfc0614y-premises-asset-replacement-works-paper.pdf>).
- LFC report 0690 (<https://www.london-fire.gov.uk/media/6815/20220719-lfc-0690-8ae-maintenance-for-dmfrb.pdf>) confirmed the repair works required at Lambeth Fire Station
- LFC 263 ([https://www.london-fire.gov.uk/media/5166/h-lfc-263x-d-plumstead-fire-station-refurbishment-and-extension\\_redacted.pdf](https://www.london-fire.gov.uk/media/5166/h-lfc-263x-d-plumstead-fire-station-refurbishment-and-extension_redacted.pdf)) and subsequently LFC 0715 (<https://www.london-fire.gov.uk/media/6991/lfc-0715y20220822-part-1-plumstead-fire-station-refurbishment-and-extension-cost-uplift-final-for-publication-signed.pdf>) approved works at Plumstead Fire Station

#### F. Equality and diversity considerations

Describe the ways how your activity meets the conditions of the due regard of the PSED and how LFB employees and communities of London may be affected by your activity, especially those ones with protected characteristics. Explain whether your programme/activity may disproportionately affect any group named below?

##### Protected characteristics Equality Act 2010:

- Age
- Disability/Barrier
- Gender and gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race including ethnicity and nationality
- Religion or belief
- Sexual orientation
- Socio-economic backgrounds
- Caring responsibilities



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Do not provide databases, graphs, or tables in this Section, just key findings and the outcomes of your learning about these different groups. For detailed evidence and lists of data used, use Section E 1.

The paper recommends reprofiling funds to support project delivery at three LFB locations which were agreed through the LFB governance.

As previously outlined in the project specifications and previous EIA the Plumstead Refurbishment includes adaptations and infrastructure to make the Station accessible and inclusive. This has required complex design in the context of the listed premises to ensure privacy for all and step free community access are included.

As previously outlined in the project specifications and previous EIA the Lambeth Refurbishment enables planned maintenance to the base of the River Station. There are limited EIA impacts due to the maintenance.

### **G. Evidencing Impact**

Please answer the following six questions:

- 1. How have you gathered and utilised information from various sources, including consultations with individuals, wider research, and resources from the EIA website, to comprehensively understand the people involved in or impacted by the activity, particularly those with protected characteristics?**

The projects impacted by the additional funding had equality impact assessments undertaken relating to the project delivery and design. These are available on file from the capital project team in LFB Property Services. Lambeth Fire Crews have been required to decant to temporary accommodation and a full formal staff consultation has been completed to cover this. Plumstead Fire Station crews and leadership have been included in pre-start and project meetings on an ongoing basis. Station colleagues are included on both project Boards.

- 2. Are there any gaps in evidence for assessing your activity's impact, and if so, can you justify proceeding with the EIA without addressing them or are you considering a mitigation action plan?**

No data gaps have been highlighted for this EIA.



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**3. What adjustments have you considered for people with protected characteristics? How does your activity promote equality of opportunity and caters for equity?**

This paper does not amend the design of the projects which have already benefited from equality impact assessments. Design specification of these projects including interim arrangements and decant works have been outlined above and in previous project EIA documents.

**4. How does your activity foster positive relations promoting equality between different groups, and what specific examples facilitates this interaction, highlighting the benefits for individuals with protected characteristics?**

This paper does not amend the design of the projects which have already benefited from equality impact assessments. Allocating funding for repairs at Plumstead Station and Lambeth Station, the staff there and the visitors coming in will have better experience and by providing adjustment where needed, different protected characteristics will be catered for accordingly as explained in Section G3.

**5. How do you communicate the activity to those involved, especially with protected characteristics, and have you considered diverse formats such as audio, large print, easy read, and other accessibility options in various materials?**

Activity on these projects is disseminated through the LFB communication channels which include a range of formats.

**6. List all the internal/external stakeholders contacted in relation to this activity. What information did you get from these?**

This paper does not amend the design of the projects which have already benefited from equality impact assessments. The projects have ongoing staff engagement and Stations are represented on the project Boards which are monitored by the PMO.

**H. Mitigating action plan (where an adverse impact has been identified, please record the steps that are being taken to mitigate or justify it?)**

**No adverse impacts have been identified.**



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Protected characteristic and potential adverse impact	Action being taken to mitigate or justify	Lead person/department responsible for the mitigating action
1.		
2.		
3.		
4.		
<b>I. Signed by the Submitter</b>		
<b>Name:</b> Laura Birnbaum <b>Rank/Grade:</b> AD <b>Date:</b> 23/1/24		



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## Part 2: Inclusion team to complete - feedback and recommendations

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### J. EIA Outcomes

Select one of the four options below to indicate next steps:

**Recommendation 2:** Continue and correct the activity accordingly following our feedback – this involves taking steps to remove any barriers to better advance equality and/or to foster good relations.

### K. Feedback

Please specify the actions required to implement the findings of this EIA and how the programme/ activity's equality impact will be monitored in the future. It may be helpful to complete the table.

**Recommendation 2:** Continue and correct the activity accordingly following our feedback – this involves taking steps to remove any barriers to better advance equality and/or to foster good relations.

EIA Capital Reprofile has received recommendation 2, meaning that some changes are needed.

See feedback below:

. Within the EIA no specific research or consideration has been given to protected characteristics. Whilst EIA's have been completed in this field in the past, it is import that they are still considered in this instance.

### L. Sign off by EIA Inclusion team

06/02/2024