

10. Equality and rural impact assessments – findings and suggested mitigation

1. When making decisions, the Council has a duty under the Equality Act 2010 to give due regard to the need to promote equality of opportunity for people with protected characteristics and eliminate unlawful discrimination.
2. The Council's impact assessment process for 2016-17 has sought to identify the potential for proposals to have any adverse impact on protected groups and rural communities. The aim is to ensure that members' decisions can be informed, and where appropriate, action can be taken to address any impacts.
3. The assessment process finds that the following Communities proposals may have a disproportionate and significantly detrimental impact on people with protected characteristics and rural communities:
 - Reduce grants provided by the Norfolk Arts Service
 - Redesign of Fire and Rescue on-call (retained) emergency response resources, including closing two fire stations
 - Redesign of Fire and Rescue full-time (wholetime) emergency response resources
4. The following proposals may have some lesser adverse or disproportionate impacts on people with protected characteristics and/or rural communities:
 - Install technology to enable libraries to open with self-service machines, reduce the staffed opening times for the Norfolk and Norwich Millennium Library and reduce how much we spend on new stock for our libraries
 - Close four part-time registration offices at Downham Market, Fakenham, Watton and Swaffham and look for ways to provide services in other public buildings at no cost
 - Move full-time firefighters from King's Lynn and Gorleston to Thetford, Dereham and other market towns.
 - Introduce 12 hour shift patterns for full-time firefighters
 - Moving full-time firefighters from King's Lynn and Gorleston to Thetford, Dereham and other market towns. Introducing a 12 hours shift pattern for all full-time firefighters
5. Currently, there is no evidence to suggest that the proposals below will have any adverse impact on people with protected characteristics or rural communities:
 - Reduce the public mobile library fleet from nine to eight vehicles, reduce the frequency of some visits, stop the Saturday routes and change how we deliver books to residents of care homes
 - Reduce the opening hours, staffing and work of the Norfolk Record Office
 - Reduce the amount we spend on fire and rescue operational support – the services that help firefighters in carrying out their emergency response duties

6. In order to help mitigate potential detrimental or disproportionate impact, the assessments recommend a range of actions. These are set out in **Annex 1**.
7. The detailed findings of equality and rural assessments of the budget proposals 2016-17 are as shown below. They are available for inspection by elected members and the public online here www.norfolk.gov.uk/budgetconsultation. The findings have been made available electronically rather than as a hard copy due to the size of the document.

Annex 1

Actions recommended to mitigate the impacts identified through the equality and rural assessment process are summarised below:

1. Reduce the Norfolk County Council Arts Budget by £10,000 in 2016/17

	Action/s	Lead	Date
1.	Ensure that arts organisations are signposted to appropriate alternative sources of funding or methods of income generation where available.	Assistant Director Community and Environmental Services (Cultural Services)	From 1 April 2016
2.	Provide support for arts organisations to plan effectively to mitigate the effects of funding cuts to their organisation.	Assistant Director Community and Environmental Services (Cultural Services)	From April 2016
3.	Norfolk Arts Service will work to increase its strategic fundraising activity to support the continued development and sustainability of the sector.	Assistant Director Community and Environmental Services (Cultural Services)	From 1 April 2016

2. Install technology to enable libraries to open with self-service machines (Open+) and Opening hour reductions at the Norfolk and Norwich Millennium Library

	Action/s	Lead	Date
1.	Consider the need for a visual fire alarm as well as an audible alarm.	Head of Libraries and Information	From 1 April 2016
2.	Following customer recruitment days consideration to be given to the need to provide information to customers in other languages.	Head of Libraries and Information	From 1 April 2016
3.	Continue to monitor the age, gender and demographics of library customers.	Head of Libraries and Information	From 1 April 2016
4.	Information on 'group/organisation'	Head of Libraries and Information	From 1 April

	access to be made available.	Information	2016
5.	Swipe and password entry points to be provided in an accessible way, both in location and type of equipment used.	Head of Libraries and Information	From 1 April 2016
6.	Where appropriate due to demographics of local communities, consideration to be made for key information to be provided in alternative languages.	Head of Libraries and Information	From 1 April 2016

3. To reduce the spend on library materials by £300k gross

	Action/s	Lead	Date
1.	Continue to review materials spend to ensure it is targeted to those materials that are best able to meet the needs of library users.	Head of Libraries and Information	From 1 April 2016

4. Close four part-time registration offices at Downham Market, Fakenham, Watton and Swaffham and look for ways to provide services in other public buildings at no cost

	Action/s	Lead	Date
1.	Pursue 'no-cost' accommodation options for delivery of a registration service at the four locations	Regulatory Manager, Resources	From 1 April 2016

5. Reduce the amount we spend on fire and rescue operational support – the services that help firefighters in carrying out their emergency response duties

	Action/s	Lead	Date
1.	Consultation with staff to gather ideas for alternate ways of achieving the same aim.	Chief Fire Officer	15 February 2016
2.	Ensure that gender implications are considered during development of role profiles, selection and grading processes for posts.	Chief Fire Officer	From 1 April 2016
3.	The removal of non-uniform posts and reduction in hours from within relatively small teams will create additional pressure on those remaining. Managers to work with their teams to agree on revised ways of working and priorities.	Individual managers	From 1 April 2016

6. **Moving full-time firefighters from King's Lynn and Gorleston to Thetford, Dereham and other market towns. Introducing a 12 hours shift pattern for all full-time firefighters.**

	Action/s	Lead	Date
1.	Consider ways to mitigate the impact on individuals as part of any staffing changes. This would include taking into account the needs and preferences of individuals as part of any process.	Chief Fire Officer	From 1 April 2016

7. **Redesign of Fire and Rescue on-call (retained) emergency response resources, including closing two fire stations**

A: Reducing crew size at Gt Yarmouth, Hethersett, King's Lynn North, Thetford and Dereham; and removing second pumps from Cromer, Diss, Fakenham, Sandringham, Wymondham and replacing with a 4x4. (IRMP proposal 2A and consultation proposal CMM030)

	Action/s	Lead	Date
1.	Work with Adult Social Services to identify those at greatest risk of fire in rural and urban areas and encourage them to have a home fire risk check, purchase and fit a smoke detector.	Chief Fire Officer	From 1 April 2016
2.	Continue to target older drivers to take up the Norfolk Gold Guidance for the Older Driver Scheme.	Chief Fire Officer	From 1 April 2016

B: Removal of Retained Crews and Pumps from Great Yarmouth and North Earlham (IRMP Proposal 2A and consultation proposal CMM023)

	Action/s	Lead	Date
1.	Cover provided in Norwich on a 24/7 basis by firefighters from North Earlham, Carrow and Sprowston. Note: If the proposal to move the Urban Search and Rescue (USAR) to North Earlham and provide 24/7 as whole time firefighters were to go ahead cover to be provided by Carrow and Sprowston should USAR be deployed.	Chief Fire Officer	From 1 April 2016
2.	In the case of Great Yarmouth cover to be provided 24/7 by Great Yarmouth wholtime firefighters, 12/7 by Gorleston day crewed (should the decision to move from a 24/7 service to a 12/7 service go ahead) and Gorleston retained.	Chief Fire Officer	From 1 April 2016

3.	Work with Adult Social Services to identify those at greatest risk of fire in rural and urban areas and encourage them to have a home fire risk check, purchase and fit a smoke detector.	Chief Fire Officer	From 1 April 2016
4.	Continue to target older drivers to take up the Norfolk Gold Guidance for the Older Driver Scheme.	Chief Fire Officer	From 1 April 2016

C: Closing two retained stations

Closing Two Rural Retained Stations - Heacham plus either W Walton or Outwell. Option 2A iii and 2 iv in our IRMP and consultation proposal CMM030.

	Action/s	Lead	Date
1.	Cover in West Walton and some of the cover at Outwell provided by Cambridgeshire FRS, at a cost. CFRS do not have to provide this cover, and could withdraw it if making their own IRMP changes.	Chief Fire Officer	From 1 April 2016
2.	Work with Adult Social Services to identify those at greatest risk of fire in rural and urban areas and encourage them to have a home fire risk check, purchase and fit a smoke detector.	Chief Fire Officer	From 1 April 2016
3.	Continue to target older drivers to take up the Norfolk Gold Guidance for the Older Driver Scheme.	Chief Fire Officer	From 1 April 2016

8. Redesign of Fire and Rescue full-time (wholetime) emergency response resources (IRMP Proposal 1B and consultation proposal CMM023)

A: Reducing cover at King's Lynn North and Gorleston from 24/7 to day crewing 12/7.

	Action/s	Lead	Date
1.	Work with Adult Social Services to identify those at greatest risk of fire in rural and urban areas and encourage them to have a home fire risk check, purchase and fit a smoke detector.	Chief Fire Officer	From 1 April 2016
2.	Continue to target older drivers to take up the Norfolk Gold Guidance for the Older Driver Scheme.	Chief Fire Officer	From 1 April 2016
3.	Provide payment to cover any additional mileage costs incurred by staff as a result of the move in line with Grey Book conditions. Staff being redeployed would be asked for their preferences in terms of location and	Chief Fire Officer	From 1 April 2016

	where possible we would try to accommodate them – but this may not always be possible. If the resultant redundancies cannot be managed by natural wastage and transfers a separate assessment will be needed for redundancy selection to ensure that there is not adverse impact in terms of protected characteristics.		
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B: Use USAR to staff North Earlham (Option 2B of the IRMP and consultation proposal CMM030)

	Action/s	Lead	Date
1.	Work with Adult Social Services to identify those at greatest risk of fire in rural and urban areas and encourage them to have a home fire risk check, purchase and fit a smoke detector.	Chief Fire Officer	From 1 April 2016
2.	Continue to target older drivers to take up the Norfolk Gold Guidance for the Older Driver Scheme.	Chief Fire Officer	From 1 April 2016
3.	Provide payment to cover any additional mileage costs incurred by staff as a result of the move in line with Grey Book conditions. Staff being redeployed would be asked for their preferences in terms of location and where possible we would try to accommodate them – but this may not always be possible. If the resultant redundancies cannot be managed by natural wastage and transfers a separate assessment will be needed for redundancy selection to ensure that there is not adverse impact in terms of protected characteristics.	Chief Fire Officer	From 1 April 2016
4.	Liaise with University at start of academic year to provide information about fire safety for students.	Chief Fire Officer	From 1 April 2016