

## EQUALITY IMPACT ANALYSIS

Overview Details			
<b>Function /Department</b>	Protection	<b>Date Of analysis</b>	January 2023
<b>Title and overview of what is being assessed / considered</b>	Community Risk Management: Protection Functional Delivery Plan 2023/24	<b>Review Date</b>	January 2024
<b>Who will be affected by this activity? (Please tick)</b>		Staff <input checked="" type="checkbox"/>	Public <input checked="" type="checkbox"/>
<b>Author of Equality Impact Analysis</b>	AM Kevin Longshaw	<b>Equality Analysis quality assured by (Member of the POD team)</b>	

The purpose of undertaking an equality impact analysis and assessment is to understand the potential and/or actual impact that a service or policy may have on protected groups within the Equality Act (2010). The protected groups are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and / or belief
- Sex (gender)
- Sexual orientation
- Socio-economic disadvantage (Although not one of the 9 protected groups MFRA recognise that Socio-economic disadvantage affects many deprived communities within Merseyside.)

People who are protected from discrimination on the basis of any of these characteristics are described in this document as belonging to one or other “protected group”. In addition, equality analysis can be applied to groups of people not afforded protection by the Equality Act, but who often face disadvantage and stigma in life in general and when trying to access services & employment opportunities. Such groups include homeless people, sex workers, people who misuse drugs and other groups who experience socio economic disadvantage & others. This template has been developed following consultation with staff and other external stakeholders including reference to the National Fire Chiefs Councils (NFCC) [equality impact assessment toolkit](#) as well as the [Maturity Models and Workforce Good Practice Frameworks](#) developed by the NFCC which MFRS will use to underpin EIAs as wider work on improvement.

## Impact Analysis

<p>1</p>	<p><b>What evidence have you used to think about any potential impact on particular groups?</b> (Please highlight any evidence that you have considered to help you address what the potential impact may be)</p> <p><b>Example evidence:</b></p> <ul style="list-style-type: none"> <li>• ONS Census data</li> <li>• Regional or local demographic information</li> <li>• MFRS reports &amp; data</li> <li>• NFCC Reports/Guidance</li> <li>• Home office/Local government Reports</li> <li>• Risk Assessments</li> <li>• Staff survey results</li> <li>• Research / epidemiology studies</li> <li>• Updates to legislation</li> <li>• Engagement records or analysis</li> </ul> <p><b>NFCC Equality of Access documents</b> – We encourage you to click on the following <a href="#">link</a> to access a series of ‘equality of access documents’, developed by the National Fire Service Council (NFCC) &amp; reference the data and information highlighted.</p> <p>Some aspects of these documents will help you provide information, awareness, and data to support:</p> <ul style="list-style-type: none"> <li>• Integrated Risk Management Plans</li> <li>• Service delivery strategies</li> <li>• Positive action and recruitment plans</li> <li>• Workforce improvement plans</li> </ul>	<p>The following monitoring data has been considered:</p> <ul style="list-style-type: none"> <li>• MFRS Knowing our communities data</li> <li>• LA demographic data</li> <li>• Incident data</li> <li>• HMICFRS actions and feedback</li> <li>• Positive action and other staff data</li> <li>• Feedback from training</li> <li>• Feedback following campaigns</li> <li>• Census 2021</li> </ul> <p>General communications and guidance from the following have been considered:</p> <ul style="list-style-type: none"> <li>• Asian Fire Service Association</li> <li>• Employers Network for Equality and Inclusion</li> <li>• NFCC</li> </ul> <p>The priorities within the plan for 2023/24 have been determined by a number of influences including:</p> <ul style="list-style-type: none"> <li>• The Fire and Rescue Service Act 2004</li> <li>• The Fire and Rescue National Framework 2018</li> <li>• The Equality Act 2010</li> <li>• HMICFRS State of Fire Reports</li> <li>• The future needs of the Service</li> </ul> <p>In compiling the Protection Functional Plan, we have considered the Merseyside Fire &amp; Rescue Service Equality Diversity &amp; Inclusion (ED&amp;I) Assurance Checklist.</p> <p>The detailed actions within the plan demonstrate our legal compliance to both the Equality Act and Public Sector Equality Duty.</p>
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- Community engagement activities
- and, will prompt conversations within the workplace.

Each document provides a significant amount of data and information, including research undertaken and risk-based evidence, and then goes into some ideas for actions which Services can use based on the information and their individual circumstances

In addition, deliberation has been given to ensure we minimise any risks to the Service whilst carrying out the actions.

The EIA takes into consideration the functional responsibilities and accountabilities agreed & set out in the ED&I Action 2022-24 & reported on at BI monthly at the Culture & Inclusion Board. The board includes representatives from various staff networks

The purpose of the Protection Functional Delivery Plan (FDP) is to identify priority workstreams for the financial year in the context of our broader Directorate plan. In doing so we seek to maximise the safety of our communities and our personnel by detailed fire protection risk based strategies as required by the duties placed upon Merseyside Fire and Rescue Authority (the Authority) through fire safety legislation and national government expectations as detailed in the Community Risk Management Protection Policy (the Policy).

Our Directorate Plan and associated policy outlines:

- How we will utilise the risk based inspection programme to inform our inspection regime
- To prioritise all work streams that fall out of the Policy according to a combination of statutory requirement and risk assessment which take account of the risk from fire to relevant persons, the Community of Merseyside and MFRA personnel
- To detail the statutory requirements of Better Regulation which the Authority is required to adhere to in the performance of its protection duties;
- To ensure equality and diversity will be a cross-cutting theme throughout the Programmes such that vulnerable groups enjoy the same levels of Fire Protection.

The FDP reflects work and activity covered by the Protection Team including but not limited to risk based inspection/audit programmes, Petroleum Licencing, Explosives Licences, Sub-Surface Railways, Building and Control and Planning consultation and

		<p>Peak Hours, Continuous Professional Development, Fires in the Built Environment and High-Rise Residential Buildings.</p> <p>The FDP ensures that the Authority’s statutory fire protection duties are discharged efficiently and effectively to respond to both predictable and unpredictable workloads. It sets out how Merseyside Fire and Rescue Authority delivers protection work in order to meet its statutory duties under the Fire Services Act 2004, the regulatory reform Order 2005 and new legislation identified following the Grenfell Tower inquiry.</p> <p>This FDP will have an impact on the diverse communities of Merseyside within each local authority as well as MFRA staff. All premises other than single private dwellings are considered under the Regulatory Reform (Fire safety) Order 2005 and other relevant fire safety legislation.</p>	
2	<p><b>Do you have all the evidence you need in order to make an informed decisions about the potential impact?</b> (Please tick)</p>	<p><b>Yes</b> <input checked="" type="checkbox"/></p> <p>If you feel that you have enough evidence, then you will <b>not</b> need to undertake any engagement activity</p>	<p><b>No</b> <input type="checkbox"/></p> <p>If you feel that you do not have enough evidence to make an informed decision then you <b>will need to</b> undertake engagement activity with the staff or members of the public as applicable</p>

<p><b>3</b></p>	<p><b>What engagement is taking place or has already been undertaken to understand any potential impact on staff or members of the public?</b></p> <p>Examples include:</p> <p><u>Public</u></p> <ul style="list-style-type: none"> <li>• Interviews</li> <li>• Focus groups</li> <li>• Public Forums</li> <li>• Complaints, comments, compliments</li> </ul> <p><u>Staff</u></p> <ul style="list-style-type: none"> <li>• Staff events / workshop</li> <li>• Existing staff meetings / committees</li> <li>• Staff Networks</li> <li>• Representative Bodies</li> <li>• Annual Staff Survey questions</li> </ul>	<p>Historical Data used to identify risk is obtained from the incident recording system (IRS) and the protection information management system provided by CFRMIS informs the rationale around our inspection regime aligned to risk.</p> <p>MFRA has a duty under various pieces of legislation (as detailed in the policy) to enforce and consult upon matters pertaining to fire safety.</p> <p>Enforcement activities should be robust and proportional to risk. The code sets out more detailed principles to which the authority is required to have regard. Failure to comply with the act or code may constitute grounds for judicial review. The competency framework outlines the skill acquisition and maintenance requirements for fire safety regulators.</p> <p>To target fire safety and protection resources on those individuals or businesses who are at greatest risk from fire and on those non-domestic premises where the life safety risk is greatest. Consideration could also be given to non-domestic premises which are at risk from fire in order to mitigate loss to economic wellbeing</p> <p>Consultation has been carried out at Regional forums and The Protection Policy Reform Unit (PPRU). The targeting and profiling of risk and the impact of prosecution and enforcement accords with NFCC guidance and consistent in terms of risk.</p> <p>Equality Impacts are formerly recognised and discussed</p>
<p><b>4</b></p>	<p><b>Will there be an impact against the protected groups as described in the Equality Act (2010)?</b></p> <p>Summarise what impact there may be against each of the protected groups. Embed or provide a hyperlink to any reports or electronic files to which you are referring.</p> <p>Please remember when considering any possible impacts, these may be positive or negative and</p>	<p>What is the <b>actual</b> or <b>potential</b> impact on <b>age</b>?</p> <p>The functional delivery plan will positively affect those older people as they are amongst those who are most likely to suffer from poor fire safety provisions in their accommodation/workplace, particularly those in the private landlord sector, for example nursing homes and sheltered accommodation (the Fire Safety Order only applies to common areas in sheltered accommodation)</p> <p><b>Not applicable</b> <input type="checkbox"/></p>

	<p>that there may be different impacts for our own staff when compared to those possible impacts on members of the community. Please detail clearly if the impacts are for staff or the wider community.</p> <p>It is also important to note that there may not be an impact on some of the protected groups if this should be the case please tick the not applicable box.</p> <p>If there is <b>no impact</b>, please state that there is no impact.</p>	<p>Therefore the FDP will reduce the risk to persons in this protected group through the enhancement of suitable and sufficient levels of fire safety in the built environment covered by the various pieces of fire safety legislation.</p> <p>Regular monitoring and quality assurance of the audit process will identify the impact, including enforcement and prosecution, on communities and individuals of a particular age and subsequent consultation will enable MFRA to carry out targeted fire safety education and awareness to business around ensuring older employees/customers are considered when developing fire risk assessments and training</p>	
		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>disability</b>?</p> <p>The FDP will have a positive impact upon this protected group who tend to be at higher risk of death and or injury from fire. Therefore, the plan will reduce the risk to persons in this protected group through the enhancement of suitable and sufficient levels of fire safety in the built environment covered by the various pieces of fire safety legislation. Regular monitoring and quality assurance of the audit process will identify the impact, including enforcement and prosecution, on communities and individuals of a particular disability.</p> <p>The audit inspections will assess businesses procedures, equipment and training for safe evacuation of disabled people and those members of the public who may have difficulty egressing from a building independently including those with sensory and mobility impairments in the event of a fire.</p> <p>Where a responsible person does not make provisions for the safe evacuation of disabled people from its premises, this may be viewed as discrimination under Equality Act 2010 (DDA). It may also constitute a failure to comply with the requirements of the Regulatory Reform (Fire Safety) Order 2005</p> <p>Public bodies have an additional duty under the Equality Act, called the Public Sector Equality Duty (PSED), which requires them to proactively</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>

		<p>promote the equality of disabled people. This will require public bodies to do even more to ensure that disabled people do not face discrimination by not being provided with a safe evacuation plan from buildings</p>	
		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>gender reassignment</b>?</p> <p>The FDP will have a positive impact upon this protected group by reducing the risk to persons in this protected group through the enhancement of suitable and sufficient levels of fire safety in the built environment covered by the various pieces of fire safety legislation. Regular monitoring and quality assurance of the audit process will identify the impact, including enforcement and prosecution, on communities and individuals of a particular sex</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>
		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>marriage and civil partnership</b>?</p> <p>No impact identified</p>	<p><b>Not applicable</b> <input checked="" type="checkbox"/></p>
		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>pregnancy and maternity</b>?</p> <p>Regular monitoring and quality assurance of the audit process will identify the impact, including enforcement and prosecution, on those who may be pregnant or reliant on maternity related measures so as to ensure sufficient fire safety measures are in place in the workplace. Further consultation and engagement with community faith groups is important to ensuring fire safety and fire legislation education and awareness campaigns are conducted effectively.</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>
		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>race</b>?</p> <p>This FDP will positively affect this group as they are amongst those who are most likely to suffer from poor fire safety provisions in their accommodation/workplace – particularly those in the private landlord sector and in small businesses (e.g. restaurants, farming, factory work and manual labour work ) and those on minimum wage. In summary those who are most vulnerable in society.</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>

		<p>MFRA have identified certain groups, for example, South Asian families who have had a higher percentage of enforcements than other ethnic groups due to the nature of their business and their cultural approach to safety and risk. This has resulted in a planned increase in engagement and education from prevention and protection staff to raise awareness and reduce risk with this group and will continue over the life of this policy. The audit and inspection strategy is aimed at reducing the risk to persons in this protected group through the enhancement of suitable and sufficient levels of fire safety in the built environment covered by the various pieces of fire safety legislation.</p> <p>Regular monitoring and quality assurance of the audit process will identify the impact, including enforcement and prosecution, on communities and individuals of a particular race</p>	
		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>religion and / or belief</b>? As above MFRA have identified certain religious groups, for example, South Asian families, predominantly Muslim and Sikh who have had a higher percentage of enforcements than other religious groups due to the nature of their business- i.e. takeaways and restaurants with accommodation. This has resulted in a planned increase in engagement and education from prevention and protection staff to raise awareness and reduce risk.</p> <p>The FDP will have a positive impact upon this protected group by reducing the risk to persons in this protected group through the enhancement of suitable and sufficient levels of fire safety in the built environment covered by the various pieces of fire safety legislation</p> <p>Regular monitoring and quality assurance of the audit process will identify the impact, including enforcement and prosecution, on communities and individuals of a particular religion or belief. Further consultation and engagement with community faith groups is important to ensuring fire safety and fire legislation education and awareness campaigns are conducted effectively</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>



		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>sex (gender)</b>?</p> <p>The FDP will have a positive impact upon this protected group by reducing the risk to persons in this protected group through the enhancement of suitable and sufficient levels of fire safety in the built environment covered by the various pieces of fire safety legislation. Regular monitoring and review of the audit process will identify the impact, including enforcement and prosecution, on communities and individuals of a particular sex</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>
		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>sexual orientation</b>?</p> <p>The FDP will have a positive impact by reducing the risk to persons in this protected group through the enhancement of suitable and sufficient levels of fire safety in the built environment covered by the various pieces of fire safety legislation. MFRA will analysis the register to identify potential geographical locations where enforcement and prosecution is taking place and whether particular groups from within those areas are identified. Local knowledge and engagement with partners will assist in MFRA in identifying protected groups within specific geographical areas.</p> <p>Regular monitoring and quality assurance of the audit process will identify the impact, including enforcement and prosecution, on communities and individuals of a particular sexual orientation.</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>
		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>Socio-economic disadvantage</b>?</p> <p>This FDP will positively affect this group as they are amongst those who are most likely to suffer from poor fire safety provisions in their accommodation/workplace, particularly those in the private landlord sector, those in the small business sector (e.g. restaurants, farming, factory work, labouring) and those on minimum wage.</p> <p>Currently those workers and families who own and work in takeaways and restaurants and reside in those properties have been subject to enforcement and prosecution. The trend is that they are located in the more deprived wards of the County as identified via post code. MFRA will</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>

		<p>promote fire safety awareness to the groups via the website and active engagement and safety campaigns.</p> <p>The FDP will have a positive impact upon this protected group by reducing the risk to persons in this protected group through the enhancement of suitable and sufficient levels of fire safety in the built environment covered by the various pieces of fire safety legislation. Regular monitoring and quality assurance of the audit process will identify the impact, including enforcement and prosecution, on communities and individuals of a particular socio-economic disadvantage.</p>	
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## **ACTION PLAN**


<b>What actions need to be taken in order to mitigate the impacts identified in sections 3,4 and 5?</b>				
<b>Impact</b>	<b>Action Required</b>	<b>Integrated existing work (yes/no) outline</b>	<b>Target Date</b>	<b>Responsibility</b>
Age	<p>The following actions were identified and relate to one or more of the Protected characteristics:</p> <ul style="list-style-type: none"> <li>• To undertake positive action recruitment activities to help encourage those from underrepresented groups to join the Protection function</li> <li>• To monitor CFRMIS and internal data to ensure the risk based inspection programme (RBIP) continues to identify the highest levels of risk thus enabling our inspection regime to be suitably prioritised</li> <li>• Staff training or educational awareness for staff involved in completing the Audits to enable them to fully understand any ED&amp;I impacts that the audits may present. Such training to include safeguarding</li> <li>• Assessing the RBIP to ensure appropriate risks are taken into account for those businesses that are particularly involved with vulnerable at risk groups such as the elderly and the disabled</li> <li>• Engage partner agencies/community groups who work with vulnerable groups</li> </ul>	<p>Ongoing</p> <p>Yes. Actions embedded in to functional plan deliverables for 2023/24</p>	<p>Ongoing</p> <p>Variable as linked to FDP deliverables, however before close of 2023/24 financial year in all cases</p>	<p>Protection Directorate</p>
Disability				
Pregnancy and Maternity				
Race				
Gender reassignment				
Marriage and civil partnership				
Religion and / or belief				
Sex (gender)				
Sexual orientation				
Carers				
Other				
Deprived communities/socio economic				

	<p>(aged, disabled and ill health) and educate them about the importance of protection and the inspection in business so that they may cascade down to their members</p> <ul style="list-style-type: none"> <li>• To consult with partner agencies who provide guidance and support to businesses/owners within the protected groups who are most likely to have poor fire protection procedures in place and low levels of fire safety and risk assessments</li> <li>• Continue to target fire safety campaigns for the business community groups at most risk Monitor and analyse fire incidents data relevant to ED&amp;I impacts to enable this policy and strategy to be monitored effectively</li> <li>• Develop a business engagement framework informed by data/local knowledge to ensure that business safety engagements are appropriately targeted to have the highest potential for positive outcomes</li> </ul>			
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**How will these actions be monitored and where will the outcomes be reported?**

The ED&I actions within this EIA will link directly to sub-elements of our key deliverables for 2023/24. In doing so, we will be able to monitor progress via:

- Periodic directorate meetings with the Protection management team
- Quarterly performance reviews with the Principal Officer lead
- Quarterly IRMP and Service Delivery Plan updates in to Strategy and Performance

<p><b>Completed by</b> (Please print name /Designation)</p>	<p>AM Kevin Longshaw</p>	<p><b>Signature</b> <b>Date</b></p>	<p>08.02.23 </p>
<p><b>Quality Assured by</b> (Please print name /Designation)</p>		<p><b>Signature</b> <b>Date</b></p>	



<b>Name of responsible SLT member</b> (Please print name /Designation)		<b>Signature</b> <b>Date</b>	
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## Bibliography and Guidance documents

This bibliography provides details of all the documents and reports included within this EIA or the EIA guidance. The bibliography will also include Hyperlinks to other useful documents, reports, data, and webinars on our portal page or links direct to the websites which you may find helpful when completing your EIA. **Please note, that this is a live document, do not use an old copy of this form to complete a new EIA. Please ensure that you download a new copy from the portal, as the bibliography and links will be updated regularly to ensure you have access to the most recent data, articles and training.**

### Documents referenced and hyperlinked within the form

National Fire Chiefs Councils (NFCC) [equality impact assessment template](#)

National Fire Chiefs Councils (NFCC) [Equality Impact Assessment Toolkit](#)

National Fire Chiefs Councils (NFCC) [Maturity Models and Workforce Good Practice Frameworks](#)

This document provides insight into the NFCC Maturity model and provides guidance on the following areas:

- Leadership Development
- Recruitment
- Learning Organisation
- Blended Learning
- Performance Management
- Employee Recognition
- Talent Management
- EDI
- Well Being
- HR Analytics

### [Equality Diversity & Inclusion Resource Library](#)

The ED&I resources Library is located on the ED&I portal page and provides a suite of documents (detailed below) from a wide variety of sources, they may be internally produced reports or guidance, toolkits or data produced by the NFCC or partners. A list of the documents can be found below or you can access the complete library [here](#).

Disability related support including:

- [AFSA - Lets talk workplace disability](#)



Gender Related Resources including:

- [Fast Facts for patients – Menopause](#)

Pregnancy and Maternity Related Resources

Religion and Belief related resources including:

- [AFSA – 2021 Workforce Religion and belief Toolkit](#)

Sexual Orientation Related Resources

[AFSA Workforce Positive Action Toolkit](#)

[Dementia Friendly Emergency Services Guidance](#)

[NFCC Equality of Access to Services and Employment](#) which includes:

- NFCC Equality of Access to Services and Actions for the Vulnerable Rehoused Homeless
- NFCC Equality of Access to Services and Employment for Black Communities
- NFCC Equality of Access to Services and Employment for Neurodiversity
- NFCC Equality of Access to Services and Employment for LGBT Communities
- NFCC Equality of Access to Services and Employment for People from Asian Communities
- NFCC Equality of Access to Services and Employment for the Roma Communities
- NFCC Equality of Access to Services and Employment for People Living with Dementia
- NFCC Equality of Access to Services and Employment for People Living in Rural Communities
- NFCC Equality of Access to Services and Employment for Emerging Migrant Communities

These can also be found on the [NFCC website](#)

### **NFCC Toolkits**

The NFCC have also created a number of toolkits to provide help and guidance these can be found here on the [NFCC website](#) or via the links below in the ED&I Resource Library

The toolkits currently available include:

- [Collecting and Disseminating of Equality, Diversity and Inclusion Data Toolkit](#)
- [Gender Diversity Toolkit](#)



- [Neurodiversity Toolkit](#)
- [Undertaking an Equality Impact Assessment Toolkit](#)
- [Staff Networks Toolkit](#)

## **Webinars**

[NFCC Lunch and Learns](#) which include

- Neurodiversity
- Trans Visibility in FRS
- Racial Equality
- Bite Size techniques to avoid burnout
- Being part of the LGBT Community

## **Other useful Links and documents**

[ED&I Annual Report](#) this report included our Staffing data, Gender and BAME Pay Gap analysis and recent reporting against our 5 Equality Objectives

[Diversity Events Calendar](#) the diversity calendar is helpful to understand what key dates are taking place throughout the year to assist with community engagement

[Knowing our Communities Data](#) this is a suite of documents, which provides data within each of the local Authorities, by different protected groups which include Age, Disability, Religion and Ethnicity.

## **[Service Instruction 0877 Resources to support managers and staff to implement the Equality & Diversity Policy](#)**

- [Appendix 1 - Disability in the workplace information for staff and managers](#)
- [Appendix 2 - Reasonable Adjustments Support for staff & managers in the workplace](#)
- [Appendix 3 - Access to Work Support for staff and managers in the workplace](#)
- [Appendix 4 - Supporting people with Dyslexia in the workplace](#)
- [Appendix 5 - Supporting Staff during the Menopause](#)
- [Appendix 6 - Guidance for supporting employees returning from maternity; breastfeeding in the workplace Operational Firefighters](#)
- [Appendix 7 - Supporting Lesbian, Gay, Bisexual and Transgender \(LGBT\) staff in the Workplace](#)
- [Appendix 8 - Supporting Transgender staff in the Workplace](#)
- [Appendix 9 - Neurodiversity in the workplace](#)