

## EQUALITY IMPACT ASSESSMENT

Overview Details			
Function /Department	National Resilience - MFRS Lead Authority	Date Of analysis	16 <sup>th</sup> January 2022
Title and overview of what is being assessed / considered	National Resilience Functional Plan	Review Date	
Who will be affected by this activity? (Please tick)		Staff <input checked="" type="checkbox"/>	Public <input checked="" type="checkbox"/>
Author of Equality Impact Analysis	Paul Murphy, Alison Casey, Sue Turner	Equality Analysis quality assured by (Member of the POD team)	

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

1	<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> </ul>	<p><u>Aim of the National Resilience Functional Plan</u></p> <p>The aim of the National Resilience Functional Plan is to provide an update on performance and activity from 2022-23 and to provide information on priorities and the actions National Resilience will take during the next year that contribute towards ensuring Merseyside Fire &amp; Rescue Service as lead authority, manage, coordinate and deliver National Resilience effectively and efficiently.</p> <p><u>MFRA Policy and Plan Interdependencies</u></p> <p>In order to provide sufficient evidence and analysis of the impacts relating to the protected characteristics and compliance with the Equalities Act the following policy documents listed have also been considered due to their links into the NR Functional Plan. These include:</p> <ul style="list-style-type: none"> <li>• Integrated Risk Management Plan 2021-24</li> <li>• Lead Authority National Resilience Policy</li> <li>• Business Plans created by the National Strategic Advisory Team (NSAT).</li> </ul> <p>Due to the bearing and link into other plans within the organisation, the following departments and the personnel within them will be deemed to be impacted:</p> <ul style="list-style-type: none"> <li>• Operational Preparedness</li> <li>• Operational Response</li> <li>• Strategy and Performance</li> <li>• Protection</li> <li>• NFCC National Resilience</li> </ul>
---	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

- Service delivery strategies
- Positive action and recruitment plans
- Workforce improvement plans
- 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

As a result of interdependencies and outputs that impact into these areas, the view is that none of those impacts will be negative.

#### Internal and External Policy and Legislative Influences/Compliance

The aims, objectives and priorities of the National Resilience Functional Plan are influenced and compliant with the following internal/external guidance/policy and legislation:

1. The Fire and Rescue Service Act 2004
2. The Fire and Rescue National Framework
3. Fire and Rescue Services (Emergencies) (England) Order 2007
4. Fire and Rescue Service National Operational Guidance
5. National Coordination and Advisory Framework (NCAF)
6. NCAF Supporting Guidance for FRS
7. Civil Contingencies Act 2004
8. Joint Emergency Services Interoperability Principles (JESIP) Joint Doctrine: The Interoperability Framework
9. The Equality Act 2010
10. The future needs of the Service and National Resilience more broadly
11. National Security Risk Assessment
12. National Resilience Planning Assumptions

#### MFRA Lead Authority Responsibilities

The majority of emergencies are dealt with at a local level by the emergency services, local authorities and local resilience partners without the need for direct involvement by Central government or mutual assistance from neighbouring Fire Authorities under Sections 13 & 16 of the Fire & Rescue Services Act 2004.

There will be occasions where additional assistance may be required from or provided to other authorities and such measures are contained within the National Coordination and Advisory Framework (NCAF). In addition, Fire Service Circular 42/2006 (National Mutual Aid Protocol) outlines the provision of available resources. These National

arrangements enable the deployment of specialist Fire and Rescue Service (FRS) resources to significant, serious and catastrophic incidents around the country.

Merseyside fire and Rescue Service has undertaken the role of Lead Authority for National Resilience since 2016 when the governance for Fire and Rescue Services moved from the Department for Communities and Local Government (DCLG) to the Home Office.

The National Resilience Lead Authority takes sector responsibility for:

- National Resilience Assurance
- The management and coordination of the delivery of NR skills acquisition training
- The management of the NR Long Term Capability Management (LTCM) contract
- The coordination of National Resilience Assets via National Resilience Fire Control (NRFC)

#### National Resilience Assurance Team Structure and Composition

The National Resilience Assurance Team (NRAT) comprises seconded officers from FRS around the UK and are one of several functions that support the National Coordination and Advisory Framework (NCAF) and in collaboration with National Resilience Fire Control (NRFC). The NRAT may support any element of the NCAF with the provision of expert advice on NR capabilities. NRAT officers can be required to support a variety of functions as well as being mobilised to the scene of operations to assist and support the management of nationally mobilised resources. They also provide timely incident information and regular situation updates to the Home Office Duty Officer, the National Strategic Advisory Team (NSAT), and the Chair of the National Fire Chief's Council (NFCC). Each capability is led by a capability advisor, supported by a capability officer cadre.

The entire team is overseen by an Area Manager who in turn reports to the NR Strategic Lead. NR matters are then fed to the Home Office via a quarterly National Resilience Board (NRB) meeting which is chaired by the NR Strategic Lead.

#### National Resilience Capabilities and Capability Management

The following specialist capabilities are dispersed nationally based on the substance of a National Security Risk Assessment (NSRA) and are overseen daily by a dedicated group of seconded officers collectively referred to as the National Resilience Assurance Team (NRAT):

- Enhanced Logistics Support (ELS)
- Chemical, Biological, Radiation and Nuclear (CBRN(e))
- Flood Response
- High Volume Pump (HVP)
- Urban Search and Rescue (USAR)
- Marauding Terrorist Attack Specialist Response (MTA)

In addition to the above specialist capabilities, NRAT have the means to access capabilities for other areas including Wildfires, Waste Fires and Communications.

#### Functional Plan Key Deliverables

- Provide Lead Authority support arrangements for the National Resilience Assurance Team (NRAT) ensuring the delivery of management, development and assurance of NR Capabilities both operationally and through training and exercising.
- Deliver the Long-Term Capability Management Contract (LTCM) and the asset refresh program efficiently and effectively supporting interoperability with partner agencies and Devolved Administrations
- Maintain the efficiency and effectiveness of National Resilience response by ensuring the NR core skills acquisition training and Continual Professional Development (CPD) programs are delivered and assured.
- Support NFCC collaborative arrangements for the facilitation of the National Coordination Advisory Framework (NCAF) and associated cross government policies and frameworks for the Fire & Rescue Service.
- Provide Home Office with an Assurance Report relating to the financial year to which there is grant funding, to be received and finalised in the first three months of the following financial year.

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>
3	<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>NRAT have developed this through</p> <ul style="list-style-type: none"> <li>• Cross Government Policies &amp; Frameworks / NFCC Code of Ethics</li> <li>• Home Office / National Strategic Advisory Team (NSAT)</li> <li>• Internal / External Stakeholders and partners along with cross government departments / Peoples Board</li> <li>• Network Groups</li> <li>• Appraisal Process - performance and progression</li> <li>• Asian Fire Service Association (AFSA) Conference and workshops</li> <li>• EIA assessments</li> <li>• Work in collaboration with other agencies to horizon, scan and benchmark any ED&amp;I process</li> <li>• National Resilience to work with MFRS staff to ensure all seconded staff are provided with the necessary EDI/EIA training (monitored by NR Training)</li> <li>• Training, coaching, mentoring, high potential programmes</li> <li>• ED&amp;I conversations and data</li> <li>• MFRS Leadership messages and leadership behaviours</li> <li>• Workforce Positive Action</li> <li>• Community engagement</li> </ul>	
4	<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>What is the <b>actual</b> or <b>potential</b> impact on <b>age</b>?</p> <p>No impacts identified.</p>	<p><b>Not applicable</b></p> <p><input checked="" type="checkbox"/></p>
		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>disability</b>?</p> <p>No impacts identified.</p>	<p><b>Not applicable</b></p> <p><input checked="" type="checkbox"/></p>

<p>Please remember when considering any possible impacts, these may be positive or negative and 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>What is the <b>actual</b> or <b>potential</b> impact on <b>gender reassignment</b>?</p> <p>There will be a positive impact as National Resilience are working with the MFRS Positive Action Team, other Fire and Rescue Services and the NFCC to increase the profile of the National Resilience Assurance Team to attract a wider diversity of the team.</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 impacts 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>There is currently no impact and no adaptation/considerations required, however, the expectation would be that any female seconded to National Resilience would be required to return to service, if such an event were to occur. This is due to the operational requirement of the role.</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>race</b>?</p> <p>There will be a positive impact as National Resilience are working with the MFRS Positive Action Team, other Fire and Rescue Services and the NFCC to increase the profile of the National Resilience Assurance Team to attract a wider diversity of the team.</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>
	<p>What is the <b>actual</b> or <b>potential</b> impact on <b>religion and / or belief</b>?</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>

		There will be a positive impact as National Resilience are working with the MFRS Positive Action Team, other Fire and Rescue Services and the NFCC to increase the profile of the National Resilience Assurance Team to attract a wider diversity of the team.	
		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>sex (gender)</b>?</p> <p>There will be a positive impact as National Resilience are working with the MFRS Positive Action Team, other Fire and Rescue Services and the NFCC to increase the profile of the National Resilience Assurance Team to attract a wider diversity of the team.</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>There will be a positive impact as National Resilience are working with the MFRS Positive Action Team, other Fire and Rescue Services and the NFCC to increase the profile of the National Resilience Assurance Team to attract a wider diversity of the team.</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>No impacts identified.</p>	<p><b>Not applicable</b> <input checked="" type="checkbox"/></p>



## **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				
Disability	When developing/purchasing training ensure that different learning styles are considered. Where possible share ahead of any training any reading lists in a timely manner to remove unnecessary pressure on anyone who may be neurodiverse			
Pregnancy and Maternity - Race	<ul style="list-style-type: none"> <li>Improvement to website for access to information, awareness, contacts, support and network groups.</li> <li>ED&amp;I Training – Teams &amp; eLearning modules</li> <li>EIA Awareness sessions</li> <li>NR Attendance and involvement at AFSA Conference Event</li> <li>Network Groups</li> <li>NR Lead Officer has regular meetings with the positive action team</li> <li>NR Lead Officer - steering additional sub-groups</li> <li>Workshops – internal &amp; external to promote positive action</li> <li>Leadership Message Workshop for NR Team</li> <li>NR working in collaboration with FRS's</li> <li>NFCC Communications Team – promote NR &amp; career development opportunities nationally</li> </ul>	<p>Completed and ongoing for all new staff</p> <p>Completed and ongoing for all new staff</p> <p>Already In place, with direction/lead from AM NR</p> <p>Already in place/work being undertaken to embed EIA training by the EDI department for all staff</p> <p>Leadership training undertaken/completed and ongoing for all new staff</p> <p>Engagement carried out and a procedure in place which has embedded the NFCC Communications Team into NRAT</p> <p>Appraisal process embedded and training/awareness completed</p>	April 2024	AM Paul Murphy

	<ul style="list-style-type: none"> <li>Coaching, mentoring &amp; high potential programme</li> <li>Appraisal Process</li> </ul>	and on-going for all new staff		
Gender reassignment				
Marriage and civil partnership				
Religion and / or belief				
Sex (gender)				
Sexual orientation				
Carers				
Training	<p><u>Internal Training</u> For training materials, pre-course information is disseminated to delegates and stakeholders prior to any training delivery and information collated in regard to any learning needs, additional measures or dietary requirements. This ensures such measures are in place for the delegates prior to course commencement.</p> <p><u>External Training</u> For training materials, pre-course information is disseminated to delegates and stakeholders prior to any training delivery and information collated in regard to any learning needs, additional measures or dietary requirements. This ensures such measures are in place for the delegates prior to course commencement.</p> <p>Memorandum of Understanding (MoUs) with National Resilience training delivery partners (TDPs) and users have been reviewed and the hosting FRS directed to ensure appropriate equality impact assessments are undertaken as a pre-requisite requirement of maintaining TDP status.</p>			
Deprived communities/socio economic				
<b>How will these actions be monitored and where will the outcomes be reported?</b>				

Monitoring will be carried out in liaison with the ED&I Department. All actions that have yet to be completed will be delegated to appropriate personnel, both internally via MFRA or within the NRAT by the Area Manager National Resilience. All actions will be periodically reviewed within 6- and 12-month periods.

All development and training relating to ED&I will be delivered in line with the MFRS ED&I training programme. Training/maintenance of competency is recorded electronically by MFRA to demonstrate that the staff working within the NRAT, and the NR department are demonstrating compliance and meeting the standards set by the organisation?

<b>Completed by</b> (Please print name /Designation)		<b>Signature</b> <b>Date</b>	
<b>Quality Assured by</b> (Please print name /Designation)		<b>Signature</b> <b>Date</b>	

<b>Name of responsible SLT member</b> (Please print name /Designation)	Paul Murphy	<b>Signature</b> <b>Date</b>	
---------------------------------------------------------------------------	-------------	---------------------------------	--

## 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
- NFCC Community Risk – CRMP Equality Impact Assessment

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](#)



[2021/22 Fire Statistics](#) this includes workforce data published by the government