

## EQUALITY IMPACT ASSESSMENT

Overview Details			
<b>Function /Department</b>	<ol style="list-style-type: none"> <li>1. <b>Prevention</b> – Home Safety Strategy and Governance.</li> <li>2. <b>Safeguarding/High Risk Referrals</b> – Safe &amp; Well Delivery/Fire Service Direct.</li> <li>3. <b>Community Safety</b> - Arson Team, Incident Investigation Team and Street Intervention Team. Road and Water Safety Engagement.</li> <li>4. <b>Youth Engagement</b> - Princes Trust, Fire Cadets, Beacon, Healing Together and LIFE programmes</li> </ol>	<b>Date Of analysis</b>	05/01/2023
<b>Title and overview of what is being assessed / considered</b>	<b>Prevention Functional Delivery Plan 2023-2024</b>	<b>Review Date</b>	
<b>Who will be affected by this activity?</b> (Please tick)		Staff <input type="checkbox"/>	Public <input type="checkbox"/>
<b>Author of Equality Impact Analysis</b>	Prevention Management Team (SHQ)	<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

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> </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>• Population census data 2021</li> <li>• IMD 2019 data</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> </ul>
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- Engagement records or analysis

**NFCC Equality of Access documents** – We encourage you to click on the following [link](#) to access a series of ‘equality of access documents’, developed by the National Fire Service Council (NFCC) & reference the data and information highlighted.

Some aspects of these documents will help you provide information, awareness, and data to support:

- Integrated Risk Management Plans
- 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

- NFCC information - In particular the NFCC Equality and access document which provides a range of information and data

The priorities within the plan for 2023/24 have been determined by a number of influences including:

- The Fire and Rescue Service Act 2004
- The Fire and Rescue National Framework 2018
- The Equality Act 2010
- HMICFRS State of Fire Reports
- The future needs of the Service

In compiling the Prevention Functional Plan, we have considered the Merseyside Fire & Rescue Service Equality Diversity & Inclusion (ED&I) Assurance Checklist.

We will also look to integrate emerging census data of 2021

The detailed actions within the plan demonstrate our legal compliance to both the Equality Act and Public Sector Equality Duty.

The Prevention Functional Delivery Plan aims to ensure that Merseyside Fire and Rescue Service (MFRS) continue to contribute to the reduction of fire fatalities, serious injuries, accidental dwelling fires and deliberate fire setting. This will be achieved by refining our intelligence led approach to work more effectively and efficiently by deploying our resources in the areas of our community that need them most and to focus our activity on protecting and targeting the most vulnerable and at risk people in Merseyside.

We continue to seek year on year reductions in all incident types in particular fires in the home, anti-social behaviour fires, road traffic collisions and water related incidents. These reductions will see a much wider economic cost saving to other partners including housing and health (both in demand & cost reduction) and directly contribute to the revised MFRA Leadership Message.

Set against the context of socio economic deprivation challenges, a cost of living crisis, a return to normality following COVID 19 and sector challenges in respect of the London Fire Brigade Cultural Review, we intend to carry on building on the good work that has been carried out previously and recognise and celebrate our key achievements.

Our work will also ensure that we meet our statutory duty under Section 6 of the Fire and Rescue Services Act 2004.

The Specific objectives and further detail are outlined in the Prevention Functional Delivery Plan are:

Continue to deliver the Home Safety Strategy 2021 - 2024 and deliver targeted campaigns as part of our Home Safety activity.

- Continue to deliver the Community Safety Risk Reduction Strategy 2020-2023 for Arson, Road and Water safety that ensures we target the most vulnerable people and places.
- Continue to support a wide range of Children and Young Peoples Programmes.
- Implement the new MIS system (CFRMIS) for Prevention Function.
- Remain an active and engaged stakeholder across all Strategic Partnerships.
- Constantly review all Prevention resources to ensure we operate efficiently and effectively.
- Seek to enhance Information Sharing Agreements with key stakeholders that support improved outcomes for vulnerable people.
- Seek to evaluate key strategies to ensure we are delivering against value for money principles and that outcomes are both efficient and effective.
- Ensure all risks appropriately managed including Safeguarding and GDPR compliance.

Prevention work carried out in our communities is consistent, is fair and equitable and therefore has a positive impact to the people we serve.

Fire can have a devastating impact on people both financially and emotionally. MFRS works with a range of partners (police, health, local authority, etc.) to identify the most vulnerable members of our communities at risk of fire. We offer services to both homes and businesses to reduce the impact fire can have on them. We ensure we are inclusive of all who need our interventions and aim to engage with all members of our communities.

Prevention is at the heart of MFRS activity and evidence shows that it is vital to how we perform as a service. MFRS has reduced the number of incidents it attends dramatically over the past 20 years and this has had a positive impact on the communities we serve.

The introduction of Prevention teams and appropriate interventions has had a positive outcome to the people of Merseyside. Working smoke alarms in homes is now a standard feature compared to over 20 years ago when there was not as many homes with working smoke alarms. Fire does not discriminate and everyone therefore should be afforded the minimum level of protection of having working smoke alarms in their home.

Incident Investigation Team (IIT) will continue to attend serious deliberate and accidental incidents and highlight through reporting learning to prevent such incidents reoccurring. IIT assist police in compiling evidence suitable for court attendance for criminal prosecutions, such as Arson, Hate Crime and Domestic Abuse.

MFRS work with local partners to reduce road and water related incidents with a focus on attending schools and colleges to provide educational programmes to assist in reducing risk to these incident types.

We will continue to follow an evidence-based approach when choosing Children & Young People for MFRS initiatives in partnerships with our stakeholders and partners.

2	<p><b>Do you have all the evidence you need in order to make an informed decision 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>Operational crews as well as the Prevention teams out on our district's complete prevention activity. Prevention teams and crews utilise status reports that are updated to ensure the data is as accurate and up to date as it can be.</p> <p>Following a review of the 15-year historical analysis in respect of fatal fires we know that over 65's living alone with are those who are most likely to be involved in a serious or fatal fire. We utilise the data from this review to inform our strategy to ensure we reduce fires and injuries caused by fire year on year.</p> <p>Performance data is held via our HFSCs (50,000+) and the Safe and Well visits (10,000+) that are completed each year (as stated this has been affected by Covid-19 over the last 24 months). This year CIPHA data will be utilised by MFRS to ensure a targeted intelligence led strategy is in place. This data is analysed to ensure we are directing our activity to the areas of our communities most at risk.</p> <p>Evidence shows us that in respect of racial profiling, 95.5 % of Merseyside's accidental dwelling fire fatalities were recorded as White British. However, MFRS are aware by 'Knowing Our Communities' we can deliver fire safety campaigns to minority and 'hard to reach' groups across Merseyside (such as Ramadan and Hanukah).</p> <p>The Service has been recognised as outstanding at preventing fires by the HMICFRS following an inspection in 2021. We are the only service in the country to receive this outcome.</p>	

		<p>We have also shared our inclusive approach at the Asian Fire Service Association (AFSA) National Conference in Nov 2022. This allowed us via a interactive workshop not only to share our approach but also received feedback.</p> <p>We will continue to understand our communities by using new data (for example Census data).</p> <p>Engagement sessions have been completed with staff, partners and other key stakeholders (including place-based leaders). We actively seek to feedback and updated data from our partners to ensure we can affect our communities positively.</p> <p>During campaigns that we run periodically, we engage with communities to ensure we are focusing on the right areas with our Prevention activities. We are working hard to ensure our Operational crews understand their communities and they are pivotal to ensuring we direct our activities in the areas that require them most.</p> <p>We are active participants on each of the five Local Authority Strategic Health Boards. We lead and contribute in respect of the Local resilience Forum (LRF). We also are key partners on the Community Safety Partnerships and Safeguarding Boards across all five Local Authorities along with a number of operational delivery groups.</p>	
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>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 impact for this group will be positive, both generally insofar as the delivery of Home Fire Safety Checks (HFSC) and Safe and Well visits. The 1 year and 15 year historical analysis in respect of fatal fires informs us that people aged over 65 years old and living alone are more at risk of serious injury in a fire. This is led by the Home Safety Strategy and the use of Exeter and CIPHA Data to target over 65's who are known to other agencies or never been visited by MFRS. However, following a fatal or serious fire, all</p>	<p><b>Not applicable</b></p> <p><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>members over the community within a given radius will be offered an HFSC regardless of age.</p> <p>Working with our partners, we also receive referrals for individuals under 65 with vulnerabilities and individuals, including arson and ASB risk (i.e. OCG, Domestic Violence) whereby a Target Hardening visit will be offered.</p>	
		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>disability</b>?</p> <p>The impact for this group will be positive due to Prevention working with partner agencies to identify individuals with disabilities or vulnerabilities that may affect their ability to escape their property in the event of a fire. The introduction of Safe and Well visits highlight health, wellbeing and mobility issues and offers the occupant a relevant referral pathway for additional support, care and assessment needs.</p> <p>An example of this would be additional equipment being installed in people's homes to assist them to be altered and escape in the event of a fire. The installation of handrails in the hallway of a person's home would allow them to exit their home safely should they need to in the event of a fire.</p> <p>Referral pathways that are available to Prevention staff enable them to provide the necessary support and assistance required to allow them to live independently within their homes.</p> <p>All staff within Home Safety and Community Safety have received Mental Health First Aid Training, which has given them an improved understanding of what mental health is and what factors can affect individual's health and wellbeing. We have a number of dementia champions and an advocate that supports the deaf community.</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>



		<p>As part of the Autism accreditation, Prevention staff have completed Autism awareness training. This will support them when they are working with the learning disability community by enhancing their knowledge in the field autism. For the duration of this years' FDP, all Prevention staff will be availed of British Sign Language Awareness Training (Level 1) to support them in their daily interactions with colleagues and the communities.</p>	
		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>gender reassignment</b>?</p> <p>The Prevention Directorate is committed to ensuring that all members of its community are treated fairly and have the opportunity to thrive and reach their full potential, regardless of their gender identity. This commitment is underpinned by the Equality Act 2010, which protects individuals who are planning, undergoing or have had a gender transition process from discrimination.</p> <p>Although there currently no Prevention staff who identify as Transgender. Our staff actively engage with community members who have transitioned or whom are transitioning. Our staff are familiar with the Service Instruction 0877.</p> <p>Our community may experience transphobic hate crime. Through our work with partner agencies, particularly Merseyside Police, we are cognisant of the potential for hate crime that may be aimed at individuals due to their gender. We will work with all partners to ensure we offer HFSC's and Safe and Well visits to any individual targeted through hate crime. Our partnership work with this community can support with tougher sentencing of type of hate crime under the Criminal Justice Act 2003.</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><b>Not applicable</b></p>

		<p>The overall aim of this policy is to prevent discrimination, harassment and victimisation, and comply with the Equality Act 2010 and the Public Sector Equality Duty. In order to achieve this, we endeavour to create an environment in which there is respect for every individual and recognition of their needs and aspirations, regardless of civil partnership or any other factor that cannot be justified.</p> <p>Our community may experience homophobic hate crime. Through our work with partner agencies, particularly Merseyside Police, we are cognisant of the potential for hate crime that may be aimed at individuals due to sexuality. We will work with all partners to ensure we offer HFSC's and Safe and Well visits to any individual targeted through hate crime. Our partnership work with this community can support with tougher sentencing of this type of hate crime under the Criminal Justice Act 2003.</p>	<input type="checkbox"/>
		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>pregnancy and maternity</b>?</p> <p>The Prevention workforce has a high number of female staff. Our staff are therefore familiar with SI 0658.</p> <p>We support our female employees in line with SI 0658 when they are pregnant, on maternity leave or when they are returning to the workplace. We ensure the relevant health and safety requirements are in place and offer a flexibility when returning. We currently have a number of part time females who have utilised or flexible work request to return on reduced hours.</p> <p>We ensure those on maternity leave are provided with regular updates and afforded the same opportunities as their colleagues. We promote keeping in touch days and support with our colleagues returning into the</p>	<p><b>Not applicable</b></p> <input type="checkbox"/>

		<p>workplace. Our staff have flexible working contract, which supports a positive work life balance.</p> <p>.</p>	
		<p><b>What is the <b>actual</b> or <b>potential</b> impact on <b>race</b>?</b></p> <p>The impact for this group will be positive as Prevention delivers services to all community members regardless of race. Fire does not discriminate and Prevention staff aim to protect all members of the communities we serve. We engage proactively with our partners to ensure we carry out HFSC's to any person who falls in our risk criteria and any person who is referred to us due to vulnerability or threat of harm.</p> <p>We are able to engage with all community members in Merseyside to proactively and positively deliver fire safety education. An example of this was last years' community engagement carried out following the incident at the Liverpool Women's Hospital and more recently the Service's response to the cost of living crisis. MFRS staff work closely with Merseyside Police, Liverpool City Council and other partners to offer community reassurance following any serious incidents in the form of HFSC's and leaflet drops.</p> <p>Through our work with partner agencies, particularly Merseyside Police, we are cognisant of the potential for hate crime that may be aimed at individuals due to their ethnicity. We will work to support those who are targeted via hate crime and provide equipment including smoke alarms, letterbox plates, etc. to allow them to be safe within their homes</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>
		<p><b>What is the <b>actual</b> or <b>potential</b> impact on <b>religion and / or belief</b>?</b></p> <p>Prevention deliver services to all community members, regardless of their religion or belief.</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>

		<p>Through our work with partner agencies, particularly Merseyside Police, we are cognisant of the potential for hate crime that may be aimed at individuals due to their religious belief. We will work with all partners to ensure we offer HFSC's and Safe and Well visits to any individual targeted through hate crime.</p> <p>We will work with religious leaders in communities across Merseyside to understand the needs of those communities. We have well established relationships with religious groups from across the region and we will continue to maintain and build on these relationships.</p> <p>Religious festivals through the year will provide an opportunity to highlight safety message as we know cooking and people coming together is likely to raise risks</p> <p>Prevention has a diverse team and is very reflective of the communities we serve. We utilise the knowledge of our people to ensure we fully understand the needs of our communities.</p>	
		<p>What is the <b>actual</b> or <b>potential</b> impact on <b>sex (gender)</b>?</p> <p>The impact for this group will be positive, we engage with all members of the communities we serve and MFRS carry out a number of engagements both in homes and out in the community. During each of these engagements, we are supportive of all people we engage with and offer all our community safety services to all those we engage with.</p> <p>Our Prevention staff have excellent referral pathways in place so that we are able to offer our services to all of the communities we serve across the region. We are committed to maintaining these pathways and developing many more in the future.</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>

		<p><b>What is the <b>actual</b> or <b>potential</b> impact on <b>sexual orientation</b>?</b></p> <p>Sexual Orientation is a term used to refer to a person's pattern of emotional, romantic, and sexual attraction to people of a particular gender (male or female). MFRS does not record data on sexual orientation; however, we are cognisant for the potential of hate crime. Additionally, in response to incidents such as Domestic Abuse, we would respond and implement interventions proportionate to the risk identified.</p> <p>When any incidents of hate crime occur, MFRS will engage with those who have been targeted and provide a high-risk visit via one of our Prevention team. Our staff are trained to understand the implications such incidents can have on our communities and they will provide the necessary support and intervention required to make those targeted safe from the threat of fire.</p> <p>All our fire stations are Safe Havens and all staff understand how to deal with safe haven activations. A number Prevention staff are Fire Proud allies and everyone is aware they have a role to play to make their workplaces and environment inclusive for all.</p> <p>MFRS is an active and engaged stakeholder to Liverpool Pride events.</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>
		<p><b>What is the <b>actual</b> or <b>potential</b> impact on <b>Socio-economic disadvantage</b>?</b></p> <p>The Safe and Well visit and Home Fire Safety Check is a pan Merseyside activity, however historical evidence and intelligence informs us that in most cases our more deprived areas contain the individuals who lead lifestyles that are more likely to include the causal risk factors of fire, such as alcohol, drugs, lone occupancy, inappropriate cooking and hoarding.</p> <p>The Safe and Well intervention has been extended to include interventions and signposting for individuals who may be suffering from fuel poverty</p>	<p><b>Not applicable</b> <input type="checkbox"/></p>

and/or social isolation. We has also a partnership agreement with the Trussell Trust whereby MFRS are able to offer vouchers for Foodbanks across Merseyside.

Prevention staff utilise their knowledge and experience to provide necessary interventions to assist in making homes they visit as safe as possible. Our referral pathways allow us to sign post vulnerable members of our communities to agencies that can support them.

MFRS are working in partnership with Liverpool City Council Public Health and the Civic Data Cooperative to utilise CIPHA data to enhance our targeted, intelligence led approach to identify the most socio-economic disadvantaged community members in Merseyside.

However, it should be noted that through multi-agency partnership working, we also identify vulnerable individuals that may live in the more affluent areas of Merseyside (i.e. asset rich, income poor).

## **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	Prevention activity is key to ensuring the people of Merseyside are as safe as they can be in their home in relation to fire. Our engagement with all members of our communities ensures we are targeting those most at risk.				
Disability -					
Pregnancy and Maternity -					
Race					
Gender reassignment					
Marriage and civil partnership					
Religion and / or belief					
Sex (gender)		Further work is required to ensure MFRS is able to access and engage with individuals who have refused our service previously. We need to understand the reasons for why they might not want to engage and utilise our excellent partnership work to make progress in this area.			
Sexual orientation					
Carers					
Other					
Deprived communities/socio economic	<p>We will continue to work with our partners to ensure we engage with the most diverse members of our communities. This will be through community reassurance campaigns, partnership meetings, our bilingual Advocates and the REACH networks that our Prevention team represent.</p> <p>The introduction of the Community Fire Risk Management Information System (CFRMIS) will hopefully increase the collection and monitoring of</p>				

	<p>Equality, Diversity and Inclusion data and enhance our understanding of the diverse make-up of our communities in Merseyside</p> <p>Data led risk and equality analysis will form an integral part of all the following 4 areas associated with Prevention:</p> <ol style="list-style-type: none"> <li>1. <b>Prevention</b> – Home Safety Strategy and Governance.</li> <li>2. <b>Safeguarding/High Risk Referrals</b> – Safe &amp; Well Delivery/Fire Service Direct.</li> <li>3. <b>Community Safety</b> - Arson Team, Incident Investigation Team and Street Intervention Team. Road and Water Safety Engagement.</li> <li>4. <b>Youth Engagement</b> - Princes Trust, Fire Cadets, Beacon, Healing Together and LIFE programmes</li> </ol> <p><b>We will therefore in the future look to undertake/review existing EIAs in line with the above four areas</b></p> <p>Case studies</p> <p>We will also endeavour to produce 4 case studies as part of our evaluation that sets out how data led risk and equality analysis has played an integral part of the Prevention Functional Plan in line with the above 4 areas associated with Prevention:</p>			
<p><b>How will these actions be monitored and where will the outcomes be reported?</b> (Please describe below)</p>				





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<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)		<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
- 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