

EQUALITY IMPACT ANALYSIS

Overview Details			
Function /Department	POD	Date Of analysis	January 2023
Title and overview of what is being assessed / considered	Menopause Paper	Review Date	
Who will be affected by this activity? (Please tick) Station Managers and above		Staff <input checked="" type="checkbox"/>	Public <input type="checkbox"/>
Author of Equality Impact Analysis	Amanda Cross	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>What evidence have you used to think about any potential impact on particular groups? (Please highlight any evidence that you have considered to help you address what the potential impact may be)</p> <p>Example evidence:</p> <ul style="list-style-type: none"> • ONS Census data • Regional or local demographic information • MFRS reports & data • NFCC Reports/Guidance • Home office/Local government Reports • Risk Assessments • Staff survey results • Research / epidemiology studies • Updates to legislation • Engagement records or analysis <p>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.</p> <p>Some aspects of these documents will help you provide information, awareness, and data to support:</p> <ul style="list-style-type: none"> • Integrated Risk Management Plans 	<p>This report has been written by accessing the reports of an internal menopause survey</p> <ul style="list-style-type: none"> • Feedback from the menopause lounge • Government studies and the House of Commons Women and Equalities Committee report (Menopause in the workplace 2022-2023) <p>Government studies and the House of Commons Women and Equalities Committee report (Menopause in the workplace 2022-2023) have determined that a “cafeteria” approach where women can use supportive actions that are relevant to their needs at that time are most beneficial and cost effective.</p> <p>Given that over 50% of respondents of a Government survey stated they struggled at work due to menopause symptoms, a wider discussion needs to consider what strategies can enable women to perform to their fullest potential.</p> <p>Everyone affected will be biological women and born with a womb. However, people who identify as men and are transitioning to men will also</p>
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	<ul style="list-style-type: none"> • Service delivery strategies • Positive action and recruitment plans • Workforce improvement plans • Community engagement activities • and, will prompt conversations within the workplace. <p>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</p>	<p>be affected by menopause either naturally due to age or for medical reasons.</p> <p>Traditionally women aged 45 plus start perimenopause, however younger women will also be affected due to medical treatment.</p>	
2	<p>Do you have all the evidence you need in order to make an informed decisions about the potential impact? (Please tick)</p>	<p>Yes <input checked="" type="checkbox"/></p> <p>If you feel that you have enough evidence, then you will not need to undertake any engagement activity</p>	<p>No <input type="checkbox"/></p> <p>If you feel that you do not have enough evidence to make an informed decision then you will need to undertake engagement activity with the staff or members of the public as applicable</p>

<p>3</p>	<p>What engagement is taking place or has already been undertaken to understand any potential impact on staff or members of the public?</p> <p>Examples include:</p> <p><u>Public</u></p> <ul style="list-style-type: none"> • Interviews • Focus groups • Public Forums • Complaints, comments, compliments <p><u>Staff</u></p> <ul style="list-style-type: none"> • Staff events / workshop • Existing staff meetings / committees • Staff Networks • Representative Bodies • Annual Staff Survey questions 	<p>Menopause lounge survey and feedback. World Menopause day drop in lunch feedback Feedback from capability meetings Government studies Newspaper and forum articles.</p> <p>However, the Service has a communication and information strategy planned with the title “Your menopause” to highlight the individual nature of every woman’s experience and to some extent those of their male colleague and partners. It will advertise the benefits and support mechanisms the Service already has such as OH, counselling, gyms, a consideration of reasonable adjustments and the payment of HRT.</p>	
<p>4</p>	<p>Will there be an impact against the protected groups as described in the Equality Act (2010)?</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 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</p>	<p>What is the actual or potential impact on age?</p> <p>The Daisy Network supports women with premature Ovarian insufficiency and as a result works with teenage girls, however the usual age group affected is 45 plus. Any employee who is subject to an early menopause can benefit from the full OH provision and benefit from counselling services on offer. The proposed workshops will include a session on life post menopause to highlight and celebrate the potential and opportunities for older women.</p>	<p>Not applicable <input type="checkbox"/></p>
		<p>What is the actual or potential impact on disability?</p> <p>There is a debate nationally as to whether menopause should be a protected characteristic in its own right; particularly given the debilitating health conditions that can be associated with it. It can account for an average of 32 weeks absence in a year to deal with the symptoms according to Government figures. A potential increase to an absence trigger and an adoption of these recommendations this will benefit all employees regardless of ability or disability. The Service currently has a Reasonable Adjustment panel who work with our disabled employees to identify barriers</p>	<p>Not applicable <input checked="" type="checkbox"/></p>

	<p>box.</p> <p>If there is no impact, please state that there is no impact.</p>	<p>and to proactively introduce alternative working arrangements for example to remove or mitigate these wherever possible. Where a menopausal woman requires adjustments this team will work with her to introduce (wherever practicably possible) changes to assist her to contribute effectively in work.</p>	
		<p>What is the actual or potential impact on gender reassignment? Women transitioning to men will still be effected by menopause naturally, either via a hysterectomy or via chemical inducements.</p>	<p>Not applicable <input type="checkbox"/></p>
		<p>What is the actual or potential impact on marriage and civil partnership? There is no positive or negative impact based on this protective characteristic.</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
		<p>What is the actual or potential impact on pregnancy and maternity? Menopause is the end of a woman's reproductive cycle and 1 year after the last period a woman is classed as menopausal although it is considered not medically possible to conceive naturally over the age of 55.</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
		<p>What is the actual or potential impact on race? Our internal paper has no detrimental impact, however Karen Black the campaigner and host of "Menopause whilst black" advises that there is lack of diversity in existing discussions. A Dr Arif uses language common in South Asian communities that use language referring to secrecy, shame and uselessness in a manner, which is harmful.</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
		<p>What is the actual or potential impact on religion and / or belief? There is not impact on our internal proposals, however externally it is linked heavily to culture and race.</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
		<p>What is the actual or potential impact on sex (gender)? Menopause can only affect people born biologically as women. The recommendations for female friendly uniform and female only gym time with female PTI's is positive benefit. The Service already pays for HRT for women who are able to take this. The nurse led sessions will also provide women with information so they can structure conversations with their medical practitioner to get the best programme for them given that not all women want or can take HRT.</p>	<p>Not applicable <input type="checkbox"/></p>

		<p>Whilst only people born as women will physically experience menopause , male colleagues, male partners and managers will at some point encounter a woman who is going through the different menopausal symptoms. The workshops and information will positively help men to support female colleagues and partners in work and at home. It will reduce the stigma of it being a “ woman’s issues and something to be embarrassed bout.</p>	
		<p>What is the actual or potential impact on sexual orientation? Unison, The TUC, Business in the Community and the Website “Queer Menopause” demonstrated that LGBT+ women have been traditionally excluded from the conversation as education and adverts as aimed at “ heterosexual or cisgendered women”, this paper is designed to benefit all employees.</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
		<p>What is the actual or potential impact on Socio-economic disadvantage? There is no impact internally. However if the hybrid working options are adopted these can have a beneficial impact on women’s costs. The payment of HRT prescriptions is greatly beneficial and will be advertised with the roll out.</p>	<p>Not applicable <input checked="" type="checkbox"/></p>

ACTION PLAN

What actions need to be taken in order to mitigate the impacts identified in sections 3,4 and 5?				
Impact	Action Required	Integrated existing work (yes/no) outline	Target Date	Responsibility
Age	None			
Disability -	None	Already included in capability discussions		
Pregnancy and Maternity -	None			
Race	None			
Gender reassignment	None			
Marriage and civil partnership	None			
Religion and / or belief	None			
Sex (gender)	None			
Sexual orientation	None			
Carers	None			
Other	None			
Deprived communities/socio economic	None			
<p>How will these actions be monitored and where will the outcomes be reported? (Please describe below)</p> <p>The Hybrid working trial is for 1year. Another internal survey can ask if employees feel better supported.</p>				

Completed by (Please print name /Designation)	Amanda Cross	Signature Date	January 2023
Quality Assured by (Please print name /Designation)	Mo Jogi	Signature Date	Februray 2023

Name of responsible SLT member	Signature	
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(Please print name /Designation)		Date	
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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](#)