

EQUALITY IMPACT ASSESSMENT

Overview Details			
Function /Department	Cross-Directorate.	Date Of analysis	14/3/23
Title and overview of what is being assessed / considered	Refurbishment of Speke & Garston and Old Swan Fire Stations.	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	Anthony Holland	Equality Analysis quality assured by (Member of the POD team)	Vicky Campbell

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>The key proposals of the project are listed below and are the basis of the completion of this EIA.</p> <p>The purpose of this EIA is to review information and intelligence available at an early stage in the development of options for the Speke & Garston and Old Swan refurbishment projects. It is intended that the EIA can be used to help inform decisions as the options progress and will help Principal Officers and Authority Members to understand equality related impacts on the decisions being made in relation to local diverse communities. The EIA will be a living document, which will develop further during the project stages. This initial EIA will provide an opportunity to plan ahead for various activities such as community and staff consultation and equality data gathering.</p> <p>The EIA will be conducted in a number of stages:</p> <p>Stage 1 - Desk Top Assessment</p> <p>A desktop assessment has been completed in order to consider ED&I implications for this initial draft.</p> <p>Stage 2 - Consultation (Internal & external): MFRS Reports (SLT & Authority Meetings).</p> <ul style="list-style-type: none"> • Due to location of nearby residential properties the Old Swan scheme has gone through a formal planning process and we have successfully achieved full planning approval from Liverpool Council. The adjacencies at Speke & Garston don't require formal planning. • Consultation with the local residents to Old Swan will have taken place via the formal planning process. • Once approved MFRS and the main contractor will consult further with the local residents to inform them of the proposed start dates.
---	--	---

- 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

Stage 3 – Details of the proposals

EQUALITY IMPACT

The proposals set out in the project are considered at this time to have a positive impact for both staff and communities.

- The proposed changes to the layout have been designed with the needs of the Fire Service in mind, the building will be more energy efficient, it will include a modern and adaptable heating system, PV'S (solar panels) will be installed to provide added energy efficiency and a reduction in electrical consumption.
- The alterations will be designed in accordance with equality legislation and building regulations to ensure they are fit for purpose, fully accessible to end users and visitors alike.
 - Accessible off road designated parking will be provided to front of the stations for staff and visitors.
 - Under the refurbishment we will provide seven no. single use study rooms and a number of single use shower / wash rooms. These will be of the same specification to the facilities provided within the newly constructed fire stations. This will improve the station and allow us to meet with accessibility and equality legislation requirements also.
 - A number of items raised within the access audit carried out in 2021 will be included within the proposals, including a new prayer room, improved external approaches and an improved accessible WC facility. The introduction of gender neutral study rooms and staff welfare facilities have been designed with the needs of a modern day fire service in mind, the property will be accessible for all staff and visitors alike.
 - In preparation for MFRS achieving 'net zero targets' by 2040 the M&E proposals have been developed to include new Air Source Heat Pumps via a VRF system which will allow the removal of fossil fuels to both sites. Future inclusion of Photovoltaics (PV) is also being considered.

		<p>- The works also include a general refurbishment of offices and operational areas alike. These changes will provide a general upgrade to the stations as required. The proposal also includes replacement FF&E, refreshing painted surfaces, new flooring and window blinds.</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>
3	<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>Existing Staff meetings, committees and general correspondence</p> <p>Consultation and engagement with Operational staff in relation to current use & layout of the station and the proposed changes required during the design process.</p> <p>Senior Operational staff and SLT Board Members have been consulted on the project through all RIBA work stages so far.</p> <p>Equality and Diversity considerations will be taken into account in the design of the buildings and external areas. Liaison with MFRS Diversity, Engagement and Consultation Manager has been carried out and will be maintained throughout the projects.</p>	

<p>4 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 box.</p> <p>If there is no impact, please state that there is no impact.</p>	<p>What is the actual or potential impact on age?</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
	<p>What is the actual or potential impact on disability?</p> <p>Positive Impact: Some areas of the property has been designed to incorporate accessible facilities for staff and visitors when required.</p>	<p>Not applicable <input type="checkbox"/></p>
	<p>What is the actual or potential impact on gender reassignment?</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
	<p>What is the actual or potential impact on marriage and civil partnership?</p> <p>Positive impact as this is an inclusive facility and allows family members to visit and stay with MFRS staff when they are on stand down.</p>	<p>Not applicable <input type="checkbox"/></p>
	<p>What is the actual or potential impact on pregnancy and maternity?</p> <p>.</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
	<p>What is the actual or potential impact on race?</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
	<p>What is the actual or potential impact on religion and / or belief?</p> <p>The project will consider if requests are made for a dedicated quiet space to allow members to reflect or take time out to facilitate pastoral, spiritual and religious needs</p>	<p>Not applicable <input type="checkbox"/></p>
	<p>What is the actual or potential impact on sex (gender)?</p> <p>Positive impact as gender neutral study rooms with gender neutral wash facilities will be provided.</p>	<p>Not applicable <input type="checkbox"/></p>
	<p>What is the actual or potential impact on sexual orientation?</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
	<p>What is the actual or potential impact on Socio-economic disadvantage?</p>	<p>Not applicable <input type="checkbox"/></p>



		Positive impact as the facility will enable staff to bring in family members for general visits when required.	
--	--	---	--

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				
Disability -	DDA Compliant design to be incorporated.	Yes	Design stage	A Holland / DGC Architects
Pregnancy and Maternity -				
Race				
Gender reassignment				
Marriage and civil partnership	Modern facilities for staff and community groups.	Yes	Design Stage/ Construction	A Holland / DGC Architects
Religion and / or belief	Consider space for contemplation/reflection	Yes	Design Stage/ Construction	A Holland / DGC Architects
Sex (gender)	Modern gender neutral facilities for staff and community groups.	Yes	Design Stage/ Construction	A Holland / DGC Architects
Sexual orientation				
Carers				
Other				
Deprived communities/socio economic	Modern facilities for staff and community groups.	Yes	Design Stage/ Construction	A Holland / DGC Architects
How will these actions be monitored and where will the outcomes be reported? (Please describe below)				

Completed by (Please print name /Designation)	A Holland	Signature Date	
Quality Assured by (Please print name /Designation)		Signature Date	



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

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