

EQUALITY IMPACT ASSESSMENT

Overview Details			
Function /Department	TDA	Date Of analysis	05/05/2023
Title and overview of what is being assessed / considered	British Firefighter Challenge 2024	Review Date	
Who will be affected by this activity? (Please tick)		Staff <input checked="" type="checkbox"/>	Public <input type="checkbox"/>
Author of Equality Impact Analysis	SM Jon Roscoe	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.

MFRS have also created the [ED&I Assurance Checklist](#), which is a useful outline of ED&I factors that staff need to consider to help demonstrate minimum legal compliance, making the most of ED&O opportunities and minimising risk for the organisation. This checklist can be used when preparing plans, discussing new services and organisational change.

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>Also include an introduction here giving background the purpose of the Policy, SI etc. that is being assessed. (A good place to start is the introduction and purpose of the document)</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</p>	<p>Merseyside Fire and Rescue Authority (MFRA) will host the 2024 British Firefighter Challenge.</p> <p>The British Firefighter Challenge is a competition organised by Firefighters, for Firefighters. It provides a day of entertainment for spectators, and raises important funds for the Firefighters Charity, who offer specialist, lifelong support for members of the UK fire services community, empowering individuals to live happier and healthier lives.</p> <p>This annual sporting event, aims to achieve the following</p> <ul style="list-style-type: none"> • Inspire health and fitness across the UK Fire and Rescue Service • Support the physical and mental rehabilitation of operational and retired colleagues by fundraising for the Firefighters Charity • Provide a social platform that brings Firefighters and their families together from around the World • Advocate for Mental Health - social events, participation, volunteering, camaraderie, a feeling of belonging • Promote volunteering to enhance community development, community spirit, self-confidence, life skills • Equality and diversity - a unique Fire Service sporting event that can boast ages 18 to 60+ entering, with over 10% female entries • Economic opportunity - a mass audience event, the competition moves to new locations in the UK each year.

	<p>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 • 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>	<ul style="list-style-type: none"> • Engage with the younger generation – provide activities for the whole family, including community safety and fitness challenges <p>As a service MFRS are committed to the development of a healthy workforce that can meet the exigencies of the service and the operational and physical demands placed on its firefighters throughout their career.</p> <p>All operational employees are required to maintain a minimum level of fitness to ensure they can meet the physically demanding requirements of their role.</p> <ul style="list-style-type: none"> • All Operational Merseyside staff – POSITIVE • Merseyside Fire and Rescue Authority employees – POSITIVE • MFRS partners – POSITIVE • National partnerships - POSITIVE <p>The following Monitoring data has been drawn and considered from a variety of areas, including but not restricted to:</p> <ul style="list-style-type: none"> • E&D Manager/team, • Staff Networks 	
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 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>Public: N/A</p> <p>Staff: Operational staff have been engaged through email requests, adverts on the portal and through station manager engagement for the 2023 event and similar promotion of the event will be considered when looking for volunteers to support the event and a team to take part in 2024. All staff have had equal opportunity to be involved and participate.</p> <p>A further EIA will be completed as part of the project planning for the event to ensure that all aspects of volunteering, participation and attendance have been considered as part of the planning process.</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>Positive – The events planned will be tailored to a variety of age groups including a veteran’s age group allowing for a variety of competitors. They do not impact disproportionately or negatively on the communities either. As proposals progress, they will continue to be monitored for any equality impact on this or the other protected characteristics.</p>	<p>Not applicable</p> <p><input type="checkbox"/></p>
		<p>What is the actual or potential impact on disability?</p> <p>The proposals identified offer the same opportunity to all grey book fully fit for operational duties staff. As proposals progress, they will continue to be monitored for any equality impact on this or the other protected characteristics.</p> <p>MFRS is a Level 2 Disability Confident Employer and is process of progressing to Level 3, under the GOV.UK legislation, which reflects the achievements of the service in recruiting, developing and retaining members of our community to work for the service and may have a disability.</p>	<p>Not applicable</p> <p><input type="checkbox"/></p>

	<p>box.</p> <p>If there is no impact, please state that there is no impact.</p>	<p>Any colleague with a disability has access to support and assistive technology to ensure they can access the development required. This event is for grey book employees who are operationally fit for duty and are fit and well.</p>	
		<p>What is the actual or potential impact on gender reassignment? There is no perceived negative impact on gender at this stage as there are no gender reassignment categories currently at any British Firefighter Challenge events. However, this is something that the BFC organising committee are reviewing for future events.</p>	<p>Not applicable <input type="checkbox"/></p>
		<p>What is the actual or potential impact on marriage and civil partnership?</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
		<p>What is the actual or potential impact on pregnancy and maternity?</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
		<p>What is the actual or potential impact on race? There is no perceived negative impact on race at this event. Assistance staff and volunteers required to run the event will be sought and recruited in line with recruitment and ED&I policies.</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
		<p>What is the actual or potential impact on religion and / or belief? There is no perceived negative impact on religion and / or belief at this stage. The proposals identified offer the same opportunity to staff regardless of religion. As proposals progress, they will continue to be monitored for any equality impact on this or the other protected characteristics.</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
		<p>What is the actual or potential impact on sex (gender)? Positive – Genders will compete within their own gender categories and within their own age groups ensuring equality throughout each event. As proposals progress, they will continue to be monitored for any equality impact on this or the other protected characteristics.</p>	<p>Not applicable <input type="checkbox"/></p>

		<p>What is the actual or potential impact on sexual orientation? There is no perceived negative impact on sexual orientation at this stage. The proposals identified offer the same opportunity to staff regardless of sexual orientation. As proposals progress, they will continue to be monitored for any equality impact on this or the other protected characteristics.</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
		<p>What is the actual or potential impact on Socio-economic disadvantage? Positive – The Merseyside Fire and Rescue Service Team as the host Service will have all their expenses paid for to ensure no socio-economic impact on any the individuals within the team.</p>	<p>Not applicable <input 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
Age	N/A		
Disability -	N/A		
Pregnancy and Maternity -	N/A		
Race	N/A		
Gender reassignment	N/A		
Marriage and civil partnership	N/A		
Religion and / or belief	N/A		
Sex (gender)	N/A		
Sexual orientation	N/A		
Carers	N/A		
Other	N/A		
Deprived communities/socio economic	.	Yes	

How will these actions be monitored and where will the outcomes be reported?

(Please describe below)

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

Bibliography and Guidance documents

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