

## EQUALITY IMPACT ASSESSMENT

Overview Details			
Function /Department	Operational Response	Date Of analysis	10.08.23
Title and overview of what is being assessed / considered	<b>SLT BRIEFING FOR FIRE CONTROL UPGRADE AND REFURBISHMENT</b>	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		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><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>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><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</b> Equality of Access documents – We encourage you to click on the following <a href="#">link</a> to</p>	<p>To request that the Operations Board approve the proposal for the re-design of Primary Fire Control, in order to enhance the efficiency and effectiveness of operational response.</p> <ol style="list-style-type: none"> <li>1. At the Budget Strategy Day on 19<sup>th</sup> January 2023, the CFO outlined to Authority the requirement to establish the budget for increases in Fire Control establishment and technical advances that will make us quicker to respond.</li> <li>2. As a result, Operational Response’s Functional Delivery Plan was designed to include; <i>“Re-design of Fire Control Suite, including investment in new technologies”</i> (Key deliverable 2).</li> <li>3. Primary Fire Control moved from Derby Road to the Joint Control Centre (JCC) Bridle Road in 2014. Since the move, the service has made significant upgrades to the mobilising system that have enabled the introduction and integration of new technologies, improving our operational response.</li> <li>4. The installation of a Media Wall in Primary Fire Control will support new technologies and bring tangible benefits by enhancing communications and situational awareness for Fire Control Operators (FCOs), not only</li> </ol>

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

for operational incidents, but also where improved interoperability is required.

5. The Media Wall will support:

- a. **Evacuation Guidance Template (EGT):** Used in line with Grenfell Tower Inquiry (GTI) Phase 1, Recommendation 12 b; *“that fire and rescue services develop policies for partial and total evacuation of high-rise residential buildings and training to support them;”*
- b. **AURA:** A dynamic cover tool that provides a live overview of fire cover across Merseyside, allowing Mobilising Officers to quickly identify and minimise standbys and response times.
- c. **Vision 5 State-board:** Using information taken from the Vision 5 mobilising system, this provides a live view of resource availability and the status of both incidents and officers.
- d. **National Resilience:** This displays major incidents or incidents that may require additional national resilience assets.
- e. **Response Eye:** This enables Fire Control to manage the live streaming of Video footage from potential incidents via members of the public.
- f. **Live feeds:** This provides external live video of operational incidents from various sources, including Body Worn Cameras, Drone footage and mainstream News feeds.
- g. **Meteorological Information and Plume Plotting:** This provides weather related information which, together with local environmental conditions, can support an effective response to 'Control of Major Accident Hazards' (COMAH) incidents and other large-scale incidents.
- h. **Callmy Alerting:** This system is used by Fire Control to send group messages to key personnel and to confirm receipt, such as recall to duty and retained cover activations. Emergency Alerts generated by Callmy users can also be displayed to assist in the triaging of user generated Lone Worker Emergency alerts.

		<p>6. The refurbishment work will include:</p> <ul style="list-style-type: none"> <li>a. Replacement of two existing monitors with a single extra widescreen monitor on each Operator Position within Primary Fire Control.</li> <li>b. Configuration of Vision 5 mobilising system to deliver a more efficient screen layout which will enhance ergonomics, comfort and the viewing angle for Fire Control Operators (FCOs) when used for extended periods.</li> <li>c. Provision of additional desk space for the deployment of fall-back radios, additional telephony handsets, multiple keyboards and recall paging equipment.</li> <li>d. Provision of new '24-hour' chairs and rise and fall desks within the Primary Fire Control.</li> <li>e. Installation of the existing 'Clevertouch' screen into Fire Control Training room.</li> </ul> <p>7. All the existing furniture will be relocated for future use in the Secondary Fire Control within the new TADA build.</p>	
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>

<p><b>3</b></p>	<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><b>4</b></p>	<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 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</p>	<table border="1"> <tr> <td data-bbox="913 758 1904 928"> <p>What is the <b>actual</b> or <b>potential</b> impact on <b>age</b>?</p> <p>Positive impact because the upgrade will benefit people of all ages, specifically those over 65, who are the most vulnerable from fire.</p> </td> <td data-bbox="1904 758 2074 928"> <p><b>Not applicable</b></p> <input type="checkbox"/> </td> </tr> <tr> <td data-bbox="913 928 1904 1101"> <p>What is the <b>actual</b> or <b>potential</b> impact on <b>disability</b>?</p> <p>Positive impact because the upgrade will benefit people of all abilities. The adjustable furniture will allow people of different physical abilities to be comfortable at their workstation. The media wall and monitors also benefit users with neurodiverse needs.</p> </td> <td data-bbox="1904 928 2074 1101"> <p><b>Not applicable</b></p> <input type="checkbox"/> </td> </tr> <tr> <td data-bbox="913 1101 1904 1209"> <p>What is the <b>actual</b> or <b>potential</b> impact on <b>gender reassignment</b>?</p> <p>Positive impact because the upgrade will benefit people of all genders and identifications.</p> </td> <td data-bbox="1904 1101 2074 1209"> <p><b>Not applicable</b></p> <input type="checkbox"/> </td> </tr> <tr> <td data-bbox="913 1209 1904 1340"> <p>What is the <b>actual</b> or <b>potential</b> impact on <b>marriage and civil partnership</b>?</p> <p>Positive impact because the upgrade will benefit people of every marital status</p> </td> <td data-bbox="1904 1209 2074 1340"> <p><b>Not applicable</b></p> <input type="checkbox"/> </td> </tr> </table>	<p>What is the <b>actual</b> or <b>potential</b> impact on <b>age</b>?</p> <p>Positive impact because the upgrade will benefit people of all ages, specifically those over 65, who are the most vulnerable from fire.</p>	<p><b>Not applicable</b></p> <input type="checkbox"/>	<p>What is the <b>actual</b> or <b>potential</b> impact on <b>disability</b>?</p> <p>Positive impact because the upgrade will benefit people of all abilities. The adjustable furniture will allow people of different physical abilities to be comfortable at their workstation. The media wall and monitors also benefit users with neurodiverse needs.</p>	<p><b>Not applicable</b></p> <input type="checkbox"/>	<p>What is the <b>actual</b> or <b>potential</b> impact on <b>gender reassignment</b>?</p> <p>Positive impact because the upgrade will benefit people of all genders and identifications.</p>	<p><b>Not applicable</b></p> <input type="checkbox"/>	<p>What is the <b>actual</b> or <b>potential</b> impact on <b>marriage and civil partnership</b>?</p> <p>Positive impact because the upgrade will benefit people of every marital status</p>	<p><b>Not applicable</b></p> <input type="checkbox"/>
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<p>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>pregnancy and maternity</b>?          . Positive impact because the upgrade will benefit pregnant people. The adjustable furniture will allow them to stand or sit as they require, giving them adequate comfort</p>	<p><b>Not applicable</b>  <input type="checkbox"/></p>
	<p>What is the <b>actual</b> or <b>potential</b> impact on <b>race</b>?          Positive impact because the upgrade will benefit people of all races as the system will allow Fire Control to allocate resources to geographical areas of deprivation where larger concentrations of people of ethnicity live.</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>?          Positive impact because the upgrade will benefit people of all religions</p>	<p><b>Not applicable</b>  <input type="checkbox"/></p>
	<p>What is the <b>actual</b> or <b>potential</b> impact on <b>sex (gender)</b>?          Positive impact because the upgrade will benefit people of all sexes</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>?          Positive impact because the upgrade will benefit people of all sexual orientations</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>?          Positive impact because the upgrade will benefit people of all races as the system will allow Fire Control to allocate resources to geographical areas of deprivation</p>	<p><b>Not applicable</b>  <input 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 -				
Pregnancy and Maternity -				
Race				
Gender reassignment				
Marriage and civil partnership				
Religion and / or belief				
Sex (gender)				
Sexual orientation				
Carers				
Other				
Deprived communities/socio economic				
<b>How will these actions be monitored and where will the outcomes be reported?</b> (Please describe below)				

<b>Completed by</b> (Please print name /Designation)	SM Claire Taylor	<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