

## EQUALITY IMPACT ASSESSMENT

| Overview Details   |  |  |  |
|--|--|--|--|
| <b>Function /Department</b>                                      | <b>Strategy and Performance</b>              | <b>Date Of analysis</b>  |  |
| <b>Title and overview of what is being assessed / considered</b> | Draft Community Risk Management Plan 2024-27 | <b>Review Date</b>   |  |
| <b>Who will be affected by this activity?</b> (Please tick)      |  | Staff <input checked="" type="checkbox"/>                            | Public <input checked="" type="checkbox"/> |
| <b>Author of Equality Impact Analysis</b>                        | Michelle Kirk<br>Deb Appleton                | <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.

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.

| <b>Impact Analysis</b>  |  |
|---|--|
| <p>1</p> <p><b>What evidence have you used to think about any potential impact on particular groups?</b><br/>(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>The key proposals in the Community Risk Management Plan (CRMP) 2024/27 are listed below and are the basis for the completion of this EIA.</p> <p>This draft EIA sets out to review the proposals and to ascertain their impact on people, both in the diverse communities of Merseyside and within our organisation.</p> <p>This document articulates in detail the different risk groups in Merseyside, the strategic intent of the Service to mitigate risks and what impact the CRMP will have.</p> <p>There will be separate EIA's carried out in relation to any of the proposals below that may have the potential to impact staff in terms of equality.</p> <p><b>Overall, the proposed actions will have a positive impact on our staff and all members of the community. No negative impacts were identified.</b></p> <p>We will continue to review and monitor any potential opportunities for equalities impacts.</p> <p><b><u>Our Proposals</u></b></p> <p><i>Increasing resources and improving response</i></p> <ul style="list-style-type: none"> <li>• Increasing fire engines from 32 to 34</li> <li>• Reintroducing a Small Fires Unit</li> <li>• Maintaining fire engine availability</li> </ul> |

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

- Enhancing water rescue capability through introducing either a sub-surface drone or a diving team
- Work with the Local Resilience Forum to recognise, plan for and respond to the challenges faced by fires involving alternative fuels

#### *Working smarter*

- Enhanced mobilisation
- Using improved technology in the MFRS Control Room, such as 'Aura@, and '999 Eye'
- Using Watch Managers to carry out different duties that add value and respond to incidents in a different way

#### *Adding value in Merseyside*

- Working in areas of higher risk to educate and inform the communities in those areas about known and foreseeable risk
- Continuing to assist NWAS in relation to cardiac response and expanding this to people who have had falls
- Targeting Prevention work toward those most likely to die in a fire and the areas of highest deprivation
- Introduce a new framework for fire safety related enforcements and prosecutions

#### *The wider picture*

- Using the new Training and Development Academy for national and international training
- As lead authority for National Resilience we will work with the Home Office on the programme to refresh the current National Resilience assets.
- Achieving Net Zero by 2040

### Preparing our plans

When writing the Community Risk Management Plan our approach is broken down into three themes that all make a difference to the safety of people, buildings and places in Merseyside:

*Risk* – We identify people, buildings and places where there is a likelihood of an emergency incident happening that would have a potentially serious effect on our communities. For example, we work with the people responsible for buildings and locations to help to reduce that risk and we plan and review how we would deal with an emergency if it did occur.

*Demand* – We use information about incidents that have happened in the past and analyse how we have responded to them, to better understand what happened and how efficient and effective we have been. For example, this enables us to plan to respond effectively and efficiently to similar emergencies that occur in the future.

*Vulnerability* – we use information that we and other organisations collect to identify the types of people who would be most likely to have a fire or other emergency and who would be most likely to suffer harm. This could be because of personal characteristics such as age or illness, or something that might be related to where people live, work or visit such as high levels of deprivation. For example, we use this information to provide services, on our own and with others, to prevent and respond to fires and other emergencies.

The priorities within the plan have been determined by a number of influences including:

- The Fire and Rescue Service Act 2004
- The Civil Contingencies Act 2004
- Fire Safety Order 2005
- The Fire and Rescue National Framework 2018
- The Equality Act 2010
- HMICFRS State of Fire Reports
- The future needs of the Service

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|   |  | <p>General communications and guidance from the following have been considered:</p> <ul style="list-style-type: none"> <li>• NFCC Access to Services and Employment</li> <li>• National Standards</li> <li>• Merseyside Fire &amp; Rescue Service Equality Diversity &amp; Inclusion (ED&amp;I) Assurance Checklist and the associated ED&amp;I action plan.</li> </ul> <p><b>You can read more about the data and information, including research undertaken and risk-based evidence within the CRMP document.</b></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> |

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| <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>The CRMP has been developed with a programme of engagement and consultation.</p> <p>Independently facilitated Merseyside-wide public focus groups took place in October 2024 to enable the public to shape the proposals for change</p> <p>We will consult on this draft Plan for 12 weeks from 4<sup>th</sup> March to 27<sup>th</sup> May 2024</p> <p>Draft CRMP will be shared with stakeholders – e.g. FRS, MPs, Councils, Business groups, Police, NHS</p> <p>Social media promotion including a new platform to MFRS; ‘Next door ‘(200,000 Merseyside users)</p> <p>Staff engagement – meetings with staff/online survey</p> <p>Representative bodies – meetings with representative bodies ((Fire Officers Association, Fire Brigades Union, Unison and Unite)</p> <p>Community engagement – share with community groups and hold meeting</p> <p>Area Manager engagement with partnership contacts</p> <p>On online survey will be available to all stakeholders</p> <p><b>Feedback following consultation</b></p> <p>Any feedback will be reported back to the fire Authority in June and will be used to assist in the preparation of the final version of the CRMP and the final version of this EIA<br/> <b>You can read more about our consultation within the CRMP document.</b></p> |  |
| <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>What is the <b>actual</b> or <b>potential</b> impact on <b>age</b>?</p> <p><b>POSITIVE IMPACT</b></p>   | <p><b>Not applicable</b></p> <p><input type="checkbox"/></p> |

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|  | <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 <b>no impact</b>, please state that there is no impact.</p> | <p>People in this group are likely to fall into our vulnerable category. The number of people aged over 65 is increasing significantly across Merseyside. People are living longer but live with poor health for longer. Young people are more likely to be involved in fires relating to anti-social behaviour.</p> <p>Our targeted prevention activity, increase in resources, improving response, improved technology and enhancing water rescue capability is aimed at protecting people (both old and young) in this group.</p> <p>Tailored engagement will ensure that all members of our communities are treated fairly and get the information and guidance which is applicable to them whether they are old or young.</p> <p>We will help save more lives and improve equality of life by supporting North West Ambulance Service in relation to cardiac response and expanding this to people who have falls.</p> <p>The new Training and Development Academy will provide accessible facilities for staff and visitors.</p> <p>There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic.</p> |   |
|  |   | <p>What is the <b>actual</b> or <b>potential</b> impact on <b>disability</b>?</p> <p>Living with a disability may increase the chances of experiencing poor health and social isolation.</p> <p><b>POSITIVE IMPACT</b></p> <p>People in this group are likely to fall into our vulnerable category.</p> <p>Our targeted prevention activity, increase in resources, improving response and enhancing water rescue capability is aimed at protecting people in this</p>   | <p><b>Not applicable</b><br/><input type="checkbox"/></p> |

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|  |  | <p>group. Effective response affects risk to life and serious injury. This could have a greater impact to people within this group.</p> <p>Tailored engagement will ensure that all members of our communities are treated fairly and get the information and guidance which is applicable to them.</p> <p>We will help save more lives and improve equality of life by supporting North West Ambulance service in relation to cardiac response and expanding this to people who have had falls.</p> <p>The new Training and Development Academy will provide accessible facilities, including a 'Changing Places' facility for disabled staff and visitors.</p> <p>The CRMP report is accessible to all and available in alternative formats.</p> <p>There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic</p> |  |
|  |  | <p>What is the <b>actual</b> or <b>potential</b> impact on <b>gender reassignment</b>?</p> <p><b>POSITIVE</b></p> <p>Our targeted prevention activity, increase in resources, improving response and tailored engagement will ensure all members of our communities are treated fairly and receive information and guidance which is applicable to them.</p> <p>The new Training and Development Academy will provide facilities that are appropriate for all staff and visitors irrespective of their gender.</p> <p>There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic.</p>  | <p><b>Not applicable</b></p> <p><input type="checkbox"/></p> |



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|  |  | <p>What is the <b>actual</b> or <b>potential</b> impact on <b>marriage and civil partnership</b>?</p> <p><b>POSITIVE</b></p> <p>The increase of appliances from 32 to 34 and the introduction of the small fires unit may have a positive impact on our firefighters as it could open up opportunities to explore different flexible and family friendly ways of working.</p> <p>Tailored engagement will ensure that all members of our communities are treated fairly and get the information and guidance which is applicable to them.</p> <p>There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic.</p> | <p><b>Not applicable</b></p> <p><input type="checkbox"/></p>            |
|  |  | <p>What is the <b>actual</b> or <b>potential</b> impact on <b>pregnancy and maternity</b>?</p> <p><b>POSITIVE</b></p> <p>The new Training and Development Academy will provide facilities for nursing mothers.</p> <p>Tailored engagement will ensure that all members of our communities are treated fairly and get the information and guidance which is applicable to them.</p> <p>There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic.</p>  | <p><b>Not applicable</b></p> <p><input checked="" type="checkbox"/></p> |
|  |  | <p>What is the <b>actual</b> or <b>potential</b> impact on <b>race</b>?</p> <p><b>POSITIVE</b></p>  | <p><b>Not applicable</b></p> <p><input type="checkbox"/></p>            |

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|  |  | <p>Areas within Merseyside with higher levels of social deprivation and diversity in relation to Race identified by our Community Profile maps will benefit from our tailored engagement, targeted prevention activity, increase in resources, and improving response.</p> <p>Tailored engagement will ensure that all members of our communities are treated fairly and get the information and guidance which is applicable to them.</p> <p>The CRMP report is accessible to all and available in different languages.</p> <p>There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic.</p> |   |
|  |  | <p>What is the <b>actual</b> or <b>potential</b> impact on <b>religion and / or belief</b>?</p> <p><b>POSITIVE</b></p> <p>Our targeted prevention activity, increase in resources, improving response and tailored engagement will ensure all members of the community are treated fairly and get the information and guidance which is applicable to them.</p> <p>The new Training and Develop Academy will provide facilities to practise religion or belief.</p> <p>There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic.</p>  | <p><b>Not applicable</b><br/><input type="checkbox"/></p> |
|  |  | <p>What is the <b>actual</b> or <b>potential</b> impact on <b>sex (gender)</b>?</p> <p><b>POSITIVE</b></p>   | <p><b>Not applicable</b><br/><input type="checkbox"/></p> |

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|  |  | <p>Our targeted prevention activity, increase in resources, improving response and tailored engagement will ensure all members of the community are treated fairly and get the information and guidance which is applicable to them.</p> <p>The increase of appliances from 32 to 34 and the introduction of the small fires unit may have a positive impact on our firefighters as it could open up opportunities to explore different flexible and family friendly ways of working.</p> <p>There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic.</p>               |   |
|  |  | <p>What is the <b>actual</b> or <b>potential</b> impact on <b>sexual orientation</b>?</p> <p><b>POSITIVE</b></p> <p>Our targeted prevention activity, increase in resources, improving response and tailored engagement will ensure all members of the community are treated fairly and get the information and guidance which is applicable to them.</p> <p>The new build project will consider accommodation and facilities that are appropriate for all irrespective of their sexual orientation</p> <p>There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic.</p> | <p><b>Not applicable</b><br/><input type="checkbox"/></p> |
|  |  | <p>What is the <b>actual</b> or <b>potential</b> impact on <b>Socio-economic disadvantage</b>?</p> <p><b>POSITIVE</b></p> <p>People in this group are likely to fall into our vulnerable category. Our targeted prevention activity, increase in resources, improving response and</p>  | <p><b>Not applicable</b><br/><input type="checkbox"/></p> |

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|  |  | <p>tailored engagement will ensure all members of the community are treated fairly and get the information and guidance which is applicable to them.</p> <p>There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic.</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<br/>(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><br>(Please describe below) |                        |  |                    |                       |
|  |                        |  |                    |                       |

|   |               |                                 |          |
|---|---------------|---------------------------------|----------|
| <b>Completed by</b><br>(Please print name /Designation)       | Michelle Kirk | <b>Signature</b><br><b>Date</b> | 08/02/24 |
| <b>Quality Assured by</b><br>(Please print name /Designation) | Pending       | <b>Signature</b><br><b>Date</b> |          |

|   |              |                                 |          |
|---|--------------|---------------------------------|----------|
| <b>Name of responsible SLT member</b><br>(Please print name /Designation) | Deb Appleton | <b>Signature</b><br><b>Date</b> | 08/02/24 |
|---|--------------|---------------------------------|----------|

## 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