EQUALITY IMPACT ASSESSMENT

Overview Details			
Function /Department	Strategy and Performance	**Date Of analysis**	06/08/25
Title and overview of what is being assessed / considered	CRMP mid-term consultation (2025)	**Review Date**	
Who will be affected by this activity? (Please tick)		Staff ☒	Public ☒
Author of Equality Impact Analysis	Deb Appleton	**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

Updated 6th August 2025

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	**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) 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) **Example evidence:** • 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 **NFCC** Equality of Access documents – We encourage you to click on the following **link** to	The Gov.uk document "A guide to inclusive social research practices" has been used in the preparation of the CRMP mid-term consultation. This includes reference to the approach to be taken to research design, collecting data and conducting analysis (with supporting research). The planned focus group will be selected to be representative of the community as part of the process. The community engagement meeting will be attended by representatives of many different community groups who will be in a position to represent the interests of their communities. Regarding the CRMP update document, every attempt is already made to provide documents in plain English but one key decision taken as a result of considering this guidance is the provision of an easy read version of the CRMP update document. Digital exclusion in particular was considered in the preparation of the CRMP mid-term consultation process, as Merseyside Fire and Rescue Service ('MFRS') is already aware that its most at-risk residents are older and more socially deprived; factors which also have an impact on digital inclusion/exclusion. The report below was considered: barriers_digital_inclusion_cheshire_merseyside.pdf

	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: • Community 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	In that research the NHS carried out both online and street surveys with the results as follows: • The street survey respondents were predominantly elderly with 79% aged 65 and over. In contrast, the online survey sample returned a mixed age range of responses, with a larger portion being from a younger age demographic. • Technology and Internet access varied significantly between survey samples. Only 30% of those completing the street survey had access to the Internet at home, with a large proportion (96%) admitting they were not confident in accessing the Internet. In contrast, 99% of those who responded to the online survey had access to the Internet, with only 12% not feeling they were confident in accessing the Internet. • Those completing the street survey were more likely to live alone, heightening the risk of social isolation and potentially impacting their ability to access digital help and support. • 66% of those completing the street survey also had long term health conditions, with 20% requiring care and support. These figures were slightly higher than the online survey sample. Considering these findings in the design of the consultation resulted in a decision to provide a hard copy document (during MFRS visits to homes and businesses) plus options to provide feedback in writing as well as online options.	
2	**Do you have all the evidence you need in order to make an informed decisions about the potential impact?** (Please tick)	**Yes** ☒ If you feel that you have enough evidence, then you will **not** need to undertake any engagement activity	**No** ☐ 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

3	**What engagement is taking place or has already been undertaken to understand any potential impact on staff or members of the public?**
	
	Examples include:
	<u>Public</u>
	   • Interviews
	   • Focus groups
	   • Public Forums
	   • Complaints, comments, compliments
	<u>Staff</u>
	   • Staff events / workshop
	   • Existing staff meetings / committees
	   • Staff Networks
	   • Representative Bodies
	   • Annual Staff Survey questions		

4	**Will there be an impact against the protected groups as described in the Equality Act (2010)?** 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. 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. It is also important to note that there may not be an impact on some of the protected groups if this	What is the **actual** or **potential** impact on **age?** There was the potential for older people to be excluded from the consultation if it was entirely online because they are less likely to have access to the necessary technology. This has been addressed by the inclusion of hard copy documents and the option to write to MFRS with feedback.	**Not applicable** ☐
		What is the **actual** or **potential** impact on **disability?** In relation to learning disabilities, the language usually used in MFRS documents (despite aiming to write in plain English) could exclude some people. The production of an easy read version is intended to address that.	**Not applicable** ☐
		What is the **actual** or **potential** impact on **gender identity**? No impact anticipated	**Not applicable** ☐
		What is the **actual** or **potential** impact on **gender reassignment?** No impact anticipated	**Not applicable** ☐

	should be the case please tick the not applicable box. If there is **no impact,** please state that there is no impact.	What is the **actual** or **potential** impact on **marriage and civil partnership?** No impact anticipated	**Not applicable** ☐
		What is the **actual** or **potential** impact on **pregnancy and maternity?** No impact anticipated	**Not applicable** ☐
		What is the **actual** or **potential** impact on **race?** It is not anticipated that there would be specific impacts related to race as such, but stakeholders for whom English is not their first language would be impacted by a document that is only in English. However, an easy read document will help for some people, as will the use of Recite Me on the MFRS website. The document also contains details about howe to ask for copies in other languages.	**Not applicable** ☐
		What is the **actual** or **potential** impact on **religion and / or belief?** No impact anticipated	**Not applicable** ☐
		What is the **actual** or **potential** impact on **sex?** No impact anticipated	**Not applicable** ☐
		What is the **actual** or **potential** impact on **sexual orientation?** No impact anticipated	**Not applicable** ☐
		What is the **actual** or **potential** impact on **Socio-economic disadvantage?** People from a more socially deprived background are less likely to be active online, therefore the steps taken to address the challenges associated with older people being able to access the consultation are also applicable to people in socially deprived areas.	**Not applicable** ☐

5

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	Hard copy documents to be produced	Yes	Sept 2025	S&P
Disability -	Easy Read document to be produced	Yes	Sept 2025	S&P
Pregnancy and Maternity -				
Race				
Gender reassignment				
Marriage and civil partnership				
Religion and / or belief				
Sex				
Sexual orientation				
Other				
Deprived communities/socio economic	Hard copy documents to be produced	Yes	Sept 2025	S&P
How will these actions be monitored and where will the outcomes be reported? (Please describe below)				

Completed by (Please print name /Designation)	Deb Appleton	Signature Date	Deb Appleton 06/08/25
Quality Assured by (Please print name /Designation)		**Signature Date**	

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

Updated 6th August 2025

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](#)

Home office

[Equality Impact Assessment – Smart Questions](#) - This document has been produced by the Home Office to support HMICFRS and is a Summary of foreseeable impacts of policy proposal, guidance or operational activity on people who share protected characteristics

[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

Updated 6th August 2025

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

NFCC Listen and learn recordings can also be found on the [Listen and Learn YouTube](#)

Other useful Links and documents

Merseyside Fire & Rescue Services **- Leadership, Values and Behaviours**
NFCC Core Code of Ethics

ED&I Annual Report this report includes a summary of our Staffing data, and recent reporting against our 5 Equality Objectives 2021-2024
Equality Analysis - Workforce and Employment Data 1st April 2023 to 31st March 2024. The purpose of this report is to provide equality analysis of workforce data held by Merseyside Fire & Rescue Authority (MFRA) to meet the requirements of the Equality Act 2010. This report also includes details of our Gender and Ethnicity Pay Gap Reporting
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.

Updated 6th August 2025

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 date published by the government

Fire Statistics Data Table – October 2024

The Equality Act 2010

Employer Guides – Equality Act 2010, ENEI

Quick Guide - The Equality Act 2010 (Amendment) Regulations 2023, ENEI

New regulations to preserve EU-derived equality principles. GQ Employment Lawyers (2024)

Updated 6th August 2025