

EQUALITY IMPACT ASSESSMENT

Overview Details			
Function /Department	POD	Date Of analysis	November 2025
Title and overview of what is being assessed / considered		Review Date	
Who will be affected by this activity? (Please tick)		Staff ☒	Public ☐
Author of Equality Impact Analysis	Amanda Cross	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, Merseyside Fire & Rescue Service (MFRS) recognises 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	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) 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 access a series of ‘equality of access documents’, developed by the National Fire Service Council (NFCC) & reference the data and information highlighted.	A relocation package may be offered to job applicants on a discretionary basis, subject to the availability of funding and where there is a significant organisational need and CFO/POD Director approval. The package can be used to cover the costs of relocation such as the cost of moving house, shipping personal effects, temporary accommodation, travel to SHQ and accessing a range of relocation services. In a war for talent, especially for those with particular skills, MFRS needs to offer remuneration at a level which attracts the best applicants by removing barriers but also meets value for money principles. A relocation package is therefore common practice in both public and private sectors to assist with additional costs that an employee may face when joining a new organisation. By protecting employees’ financial interests, addressing their personal needs, and fostering a healthy work-life balance, MFRS can encourage a more positive and productive outcome.

	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	Ultimately, relocation decisions should aim to balance MFRS organisational needs with employee wellbeing, ensuring the process is fair, respectful, and legally compliant. https://www.gov.uk/expenses-and-benefits-relocation	
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	The EIA can be reviewed when the policy is live to see if in practice there any notable differences in applications and to identify what the reasons for that are. Without a clear policy, employees may feel unsupported during the move, leading to reduced morale or disputes. Additionally, employers may face unexpected costs or administrative challenges without proper guidelines in place.	
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.	What is the actual or potential impact on age? Those who are younger may be less financially established and therefore renting property rather than being a homeowner. By renting property rather than be a homeowner they may be less able to avail all elements of the relocation package incurred in selling a property (e.g. solicitors fees, surveys etc). However, this policy exists to reimburse employees for actual expenses incurred. Typically, people in rented accommodation may not incur certain expenses and will not therefore require reimbursement.	Not applicable ☒

	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. If there is no impact, please state that there is no impact.	What is the actual or potential impact on disability? For some disabled employees, there may be more expense and difficulty in moving home or travelling home than for the general population. Disabled applicants can find it more difficult to relocate as there may be less availability of homes in the new area that meet their requirements. Increased costs may be incurred during the relocation process due to the additional adaption to a property they may need. The NHS website lists examples of adaptations to the home that may be needed. Grants are available for adjustments under £1,000 but there may be still more costs involved in relocation and adapting new homes. New employees should also be supported by Access to Work and may also be able to claim Disability Allowance. Carers are also considered under this protected characteristic by association. Those caring for the disabled and those caring for the elderly are both protected by the Equality Act. https://adleorelo.com/blog/empowering-disabled-employees-a-comprehensive-guide-to-relocating-to-the-uk/	Not applicable ☒
		What is the actual or potential impact on gender reassignment? None	Not applicable ☒

		What is the actual or potential impact on marriage and civil partnership? The issue of managing family circumstances and finding a new family home may be a concern for partnered people.	Not applicable ☑
		What is the actual or potential impact on pregnancy and maternity? If a member of staff is on maternity leave, and they need to move to take up a post at the end of their maternity leave, then they can claim relocation expenses if they meet the eligibility criteria.	Not applicable ☑
		What is the actual or potential impact on race? There is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of their ethnicity.	Not applicable ☑
		What is the actual or potential impact on religion and / or belief? There is no evidence to indicate that this policy could affect employees differently or less favourably, on the grounds of their religion or belief.	Not applicable ☑
		What is the actual or potential impact on sex? There is no evidence to suggest that this policy may impact directly on people of different sexes.	Not applicable ☑

		What is the actual or potential impact on sexual orientation? There is no evidence to suggest that this policy may impact directly on people of different sexual orientation.	Not applicable ☒
		What is the actual or potential impact on Socio-economic disadvantage? By supporting employees with financial assistance MFRS is seeking to mitigate financial impact. However, given that the eligible roles are those that are specialist or organisationally important, it is reasonable to assume that these employees will not be in the bottom quartile for social- economic tables.	Not applicable ☒

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	None			
Disability -	None			
Pregnancy and Maternity -	None			
Race	None			
Gender reassignment	None			
Marriage and civil partnership	None			
Religion and / or belief	None			
Sex (gender)	None			
Sexual orientation	None			
Carers	None			
Other	None			
Deprived communities/socio economic	None			
How will these actions be monitored and where will the outcomes be reported? MFRS should apply the policy consistently and clearly define eligibility criteria. Transparent communication about entitlements and responsibilities helps avoid misunderstandings or dissatisfaction. Without a clear policy, employees may feel unsupported during the move, leading to reduced morale or disputes. Additionally, employers may face unexpected costs or administrative challenges without proper guidelines in place.				

Completed by (Please print name /Designation)	Amanda Cross HR Adviser	Signature Date	14/11/25
Quality Assured by (Please print name /Designation)	Vicky Campbell Culture and Inclusion Coordinator	Signature Date	17/11/25



Name of responsible SLT member (Please print name /Designation)	Nick Mernock Director of People and Organisational Development	Signature Date	18/11/25
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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](#)

Fire Statistics this includes workforce data published by the government