

EQUALITY IMPACT ASSESSMENT

Overview Details			
Function /Department	Ops Equipment	Date Of analysis	6 th October
Title and overview of what is being assessed / considered	Gallet F1XF and F1XR Helmets	Review Date	When contract is due for renewal/changes
Who will be affected by this activity? (Please tick)		Staff ☐	Public ☐
Author of Equality Impact Analysis	Vicky Campbell	Equality Analysis quality assured by (Member of the POD team)	Mandy Hamilton

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	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 • Ministry of Housing, Communities and Local Government (MHCLG) Reports • Risk Assessments • Staff survey results • Research / epidemiology studies • Updates to legislation • Engagement records or analysis	This Equality Impact Assessment (EIA) has been written to support the North West Region Provision of Firefighters personal Protective equipment in respect of firefighting and technical Rescue Helmets. A further EIA will be written to support all SI's and Tech notes in relation to PPE. It is important to note that EIA's will still need to be completed to support the purchase of further PPE moving forward. The aim of this and all EIA's is to ensure that no protected group under the Equality Act 2010 is disadvantaged in its use. Evidence considered includes: • National Fire Chiefs Council (NFCC) guidance and Equality of Access documents • MFRS Service Instructions (SIs) and operational policies • Equipment training manuals and Health & Safety Technical Note risk assessments • Workforce Equality, Diversity & Inclusion reports, including gender and ethnicity pay gap reporting • Staff feedback, surveys, and representative body discussions • Community risk management and demographic data for Merseyside

	<u>NFCC Equality of Access documents</u> – 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. 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	Research on gender issues in fire service uniforms highlights several key areas of concern, particularly regarding inclusivity and practicality for female in particular firefighters. It should also be noted that there has been a notable increase in the number of disabled individuals within the fire services workforce in the UK. As of March 2023, 4.8% of firefighters have declared a disability, up from 2.1% in 2011. The percentage of fire control staff and support staff who report as being disabled is higher, at 8.3% and 9.7% respectively (GOV.UK) (GOV.UK). This increase highlights the importance of designing fire service uniforms and PPE that cater to the needs of disabled firefighters. Accessibility and comfort are key considerations. The traditional fire service uniforms might need modifications to ensure they are suitable for all personnel, including those with physical disabilities. In addition, the increase in age diversity within UK fire services has prompted research and initiatives to better support older firefighters, including the design and functionality of uniforms. Recent trends in uniform design for fire services have focused on improving comfort and functionality to accommodate an age-diverse workforce. The London Fire Brigade, for example, has evolved its uniforms over the years to provide better protection and flexibility. Modern uniforms now often include features such as adjustable components and lighter materials to reduce strain and improve mobility for older firefighters (London Fire) (Columbia Southern University). In summary, addressing gender, age, and disability issues in fire service uniforms involves not only redesigning the gear to fit diverse body types but also tackling broader cultural and structural barriers to create a more inclusive and supportive environment for female firefighters.	
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	Engagement has been carried out through: Training sessions and operational workshops • Staff feedback mechanisms and annual staff survey • Consultation with representative bodies and staff networks • Health & Safety reviews and risk assessment processes No issues relating to equality impacts have been raised through these engagement activities. Issues have been raised previously in relation to PPE but this is more often than not in relation to Gloves and not the helmets. Manufactures have taken on board that some women struggle with back of the helmet raising and catching on the back of tunic and pushing up. Design changes have been made to the overall helmet and these will be coming into circulation for all Fire and Rescue Services order the F1XR helmet after January 2026. There have been no user trails for these helmets as they are the natural progress in technology and design. The Tech Helmets have also been in use with the SRT at MFRS for the last two years and have also been trailed by the CLP and Wildfire crews. As part of the Ops Equipment ongoing work in relation to PPE and uniform a reporting process has been created on the portal to capture and issues and trends around quality, size, etc. from users. Feedback has included, weight with side torch, which is addressed in the new design with better lighting, and depth of helmet provides better hearing and reduces muffling of colleagues. The feedback for the tech helmet has been positive as it is lighter, easier to wear and staff have commented that they are not getting as hot in the helmet.
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		Consultation has taken place includes: • Discussions with the manufacturers • The North West Procurement group • NFCC PPE group • Health and safety • TDA	
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 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 age? Key elements to consider for uniform designs & age diversity include: ☐ Range of Sizes: Offer a wide range of sizes to fit younger and older firefighters comfortably. The F1 helmet is available in 2 sizes with the harness being fully adjustable. The F2 comes in only 1 size, with a fully adjustable harness. All staff must attend Ops Equipment for fitting of any new helmet ensure that it fits correctly and safely before being issued ☐ Ease of Use: Design features that are easy to manipulate, such as large zippers and fasteners, to accommodate firefighters who may have reduced dexterity. This has been addressed by the manufacture who have ensured that adaptions are easy to do and can be done with gloves on if necessary. Which would also accommodate issues with dexterity. ☐ Weight Considerations: Use lightweight materials where possible to reduce the strain on firefighters, particularly those who are older This is one of the manufacturer considerations when making improvements to their products. Improvements in the lights have reduced the weight and need for the side torch.	Not applicable ☐

		What is the actual or potential impact on disability? There is the potential for there to be an impact for staff with disabilities in regard to the uniform on offer. Key Considerations: 1. Mobility: Consider to what extent the uniform allows ease of movement for those with physical disabilities. The manufacturers specification states that all changes are easy to do and can be performed if needs be with gloves on. This would also make it easier to use if a member of staff has dexterity issues. 2. Accessibility: Uniforms should be easy to put on and take off, particularly for those with limited dexterity or prosthetics. The manufactures have ensured that helmets are easy to remove and release. 3. Comfort: the back of the new helmet has been raised, following feedback about the old design raising and catching on the back of tunic and pushing up. 4. Safety: Uniforms must maintain all necessary safety standards, including flame resistance and visibility. 5. Disability: alternative helmets can be looked on a case by case basis if a member of staff should come forward with a disability e.g. wearing of hearing aids	Not applicable ☐
		What is the actual or potential impact on gender reassignment? With helmets there is unlikely to be an impact in relation to gender reassignment.	Not applicable ☒
		What is the actual or potential impact on marriage and civil partnership? The wearing and Issue of PPE will not have an impact on a person's marital or civil partnership status.	Not applicable ☒

		What is the actual or potential impact on pregnancy and maternity? No impact in relation PPE. In relation to pregnancy and maternity, manager and staff will consult SI 0658 to ensure that the appropriate Risk Assessments and adjustments are made to support staff. For operational personal this is to ensure that wherever possible they have work that enables them to maintain operational skill levels, while remaining safe during pregnancy and not being exposed to undue risk See SI 0658 for more information. Staff returning from maternity leave must have attended Occupational Health Medical appointment to confirm they are fit for duty and completion of re-familiarisation training before they can return to operational duty. This is to ensure their safety, the safety of colleagues and the public.	Not applicable ☒
		What is the actual or potential impact on race? Race/Culture: this helmet would not allow for hijabs/head covers to be worn. Other FRS's in the group have purchased specific head coverings that can be worn under flash hoods and we are aware of where these where purchased should a member of MFRS request them. These can be purchased for staff if required.	Not applicable ☐
		What is the actual or potential impact on religion and / or belief? These helmets would not allow for hijabs/head covers to be worn. Other FRS's in the group have purchased specific head coverings that can be worn under flash hoods and we are aware of where	Not applicable ☐

		these where purchased should a member of MFRS request them. These can be purchase for staff if required	
		What is the actual or potential impact on sex (gender) ? The helmets are a one size fits all for the external part the harness is fully adjustable and all staff will receive proper fitting of any new helmets issued to them, to ensure that they fit correctly	Not applicable ☐
		What is the actual or potential impact on sexual orientation ? No impact – no barriers identified	Not applicable ☒
		What is the actual or potential impact on Socio-economic disadvantage ? There are currently no identified impacts in relation to Socio-economic, as the uniform is provided free of charge to staff. The contract itself is written so that it will provide all FRS's the best price and stronger buying power.	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				
Disability				
Pregnancy and Maternity				
Race				
Gender reassignment				
Marriage and civil partnership				
Religion and / or belief				
Sex (gender - male, female or gender non-binary or fluid)				
Sexual orientation				
Other				
Deprived communities/socio economic				

How will these actions be monitored and where will the outcomes be reported?
(Please describe below)

Suggested potential solutions for future contracts include the following:

1. **Inclusive Design Practices:**
 - **Diverse Testing Groups:** Ensure that both men and women are included in the testing phases of uniform design to gather comprehensive feedback.
 - **Body Scanning Technology:** Use advanced technologies like 3D body scanning to develop uniforms that better fit a wide range of body types.
2. **Customized Gear:**
 - **Tailored Options:** Provide options for custom-fitted gear, allowing firefighters to receive uniforms that are specifically tailored to their measurements.
 - **Modular Design:** Develop modular uniform components that can be adjusted or swapped out to fit different body shapes better.
3. **Policy and Procurement Changes:**

- **Standardized Requirements:** Implement standards that require suppliers to provide gender-specific uniforms and PPE.
 - **Funding and Resources:** Allocate funding to ensure all firefighters have access to properly fitting gear regardless of gender.
4. **Training and Awareness:**
- **Educational Programs:** Conduct training sessions to raise awareness among fire department leadership about the importance of gender-specific uniform issues.
 - **Feedback Mechanisms:** Establish channels through which female firefighters can provide feedback about uniform fit and functionality to inform future designs.
5. **Industry Collaboration:**
- **Partnerships with Manufacturers:** MFRS & regional FRS should work closely with manufacturers to develop and stock a wider range of sizes and styles.
 - **Best Practice Sharing:** Create platforms for departments to share best practices and successful approaches to addressing uniform gender issues.

Completed by (Please print name /Designation)	Vicky Campbell	Signature Date	06/10/25
Quality Assured by (Please print name /Designation)	Mandy Hamilton	Signature Date	10/10/25

Name of responsible SLT member (Please print name /Designation)	AM Phil Byrne	Signature Date	10/10/25
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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
- Wellbeing
- 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

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.

[2021/22 Fire Statistics](#) this includes workforce data 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)

Overview Details

Function / Department: Operational Equipment - Merseyside Fire and Rescue Service

Date of Analysis: September 2025

Title and Overview: Equality Impact Assessment of all operational equipment currently used by Merseyside Fire and Rescue Service. Training, Service Instructions, and established processes ensure safe and equitable use, with no expected negative impacts on protected groups.

Review Date: September 2026

Who will be affected by this activity? Staff ☒ Public ☐

Author: Equipment and Operational Training Team

Equality Analysis quality assured by: POD Team Representative

Impact Analysis

1. Evidence considered:

- NFCC guidance and equality of access documents
- MFRS Service Instructions (SIs) and equipment training manuals
- Health & Safety and risk assessments
- Staff engagement feedback
- MFRS Equality & Inclusion Annual Reports

Conclusion: Sufficient evidence confirms that existing processes and training mitigate any potential equality impacts.

3. Engagement:

Engagement is ongoing through equipment training sessions, user feedback, and discussions with representative bodies. No issues have been raised indicating any negative equality impacts.

What is the actual or potential impact on Age?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Disability?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Gender identity?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Gender reassignment?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Marriage and civil partnership?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Pregnancy and maternity?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Race?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Religion and / or belief?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Sex (male, female)?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Sexual orientation?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Socio-economic disadvantage?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

ACTION PLAN

No actions are required, as no impacts have been identified. Ongoing monitoring will continue through:

- Annual EIA reviews
- Regular equipment training updates
- Feedback from staff and representative bodies

How will these actions be monitored and reported?

Monitoring will take place through existing Service review cycles, overseen by the Equipment and Training Department, with outcomes reported to the Strategic Leadership Team and included in annual ED&I reporting.

Completed by: Equipment and Operational Training Lead

Signature: _____ Date: September 2025

Quality Assured by: POD Team Representative

Signature: _____ Date: September 2025

SLT Member: _____ Signature: _____ Date: September 2025