

# Equality Impact Assessment (EIA) Reporting Form

For any advice, support or guidance about completing this form please contact the [DiversityTeam@merseyfire.gov.uk](mailto:DiversityTeam@merseyfire.gov.uk) or on 0151 296 4236

## Section 1: EIA Details

### 1.1) Author

### 1.2) Responsible Officer



### 1.3) Function



### 1.4) Department



### 1.5) What is the status of this EIA?

If "Revision" is selected, please ensure "1.7) Date of EIA" is revised and "1.5.1) Which sections have been revised?" is completed.



### 1.5.1) Which sections have been revised?

☒ Section 1

☒ Section 2

☒ Section 3

☒ Section 4

☒ Section 5

☐ Section 6

☐ Section 7

### 1.6) Title of EIA

### 1.7) Date of EIA



### 1.8) What does the EIA relate to?



### 1.9) Title reference of SI/policy/report/event/project

### 1.10) SI Policy Number of SI/policy/report/event/project

## Section 2: Initial Assessment

### 2.1) What are the legitimate aims or purposes of the SI/policy/report/event/project?

The aim of the policy is to ensure that Merseyside Fire and Rescue Authority (MFRA) achieves its purpose of 'Safer Stronger Communities - Safe Effective Firefighters' through its contact with Adults, Children and Young People throughout Merseyside.

The policy sets out MFRA's commitment to ensuring that it has appropriate procedures in place to deal with the safeguarding of adults and children at risk.

MFRA will ensure that it adheres to the following legislation:

Fire and Rescue Services Act 2004

Care Act 2014

Children Act 2004

Working Together to Safeguard Children 2015

This policy covers safeguarding issues that are identified through community engagement and activities, operational incidents and any internal related safeguarding concerns in relation to staff, volunteers and youth/adult engagement programmes.

**2.2) Who will be affected?**

All MF&RS Staff



**2.3) Which of the protected groups below does this impact on for an initial assessment?**

| Protected Characteristics    | Positive Impact                  | Negative Impact       | Neutral                          |
|------------------------------|----------------------------------|-----------------------|----------------------------------|
| Age                          | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| Sex                          | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| Race                         | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> |
| Disability                   | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| Religion & Belief            | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> |
| Gender Reassignment          | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> |
| Marriage & Civil Partnership | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> |
| Pregnancy and Maternity      | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            |
| Sexual Orientation           | <input type="radio"/>            | <input type="radio"/> | <input checked="" type="radio"/> |
| Socio-Economic Disadvantage  | <input checked="" type="radio"/> | <input type="radio"/> | <input type="radio"/>            |

**2.4) Has there been any positive or negative impact identified as part of the Initial Assessment for this SI/Policy/report/event/project?**

☒ Yes ☐ No

**2.5) Please supply supporting comments as to why you feel there is no positive/negative impact caused as part of the Initial Assessment for this SI/Policy/report/event/project?**

There will be no differential impact on any protected group, any action taken by MFRA will solely be based on vulnerability. However, we are aware from evidence and anecdotal information that this policy will positively support vulnerable groups who fall into the protected groups identified at 2.3.

**Section 3: Monitoring**

Summarise the findings of any monitoring data you have considered regarding this SI/policy/report/event/project. This could include data which shows whether it is having the desired outcomes and also its impact on members of different equality groups.

### 3.1) What monitoring data have you considered?

The last 12 months of data has identified the following (see attached):

There is no disproportionate delivery of safeguarding interventions around gender as it is an equal split of reporting against male and female. 81% of referrals related to adults at risk and 19% were children and young people.

79% of referrals were White British and 14% of referrals the ethnicity was not stated. 7% were from BME backgrounds, which compares to the 8% average for Merseyside BME population, this figure is not disproportionate.

Disability shows an approximate 50/50 split.

### 3.2) What did it show in relation to Equality Impacts?

There were a larger percentage of adults referrals, which is in line with the Home Safety Strategy and the targeted individuals of over 65's who are at most risk of fire in the home.

### 3.3) What future monitoring of effects/outcomes will be recorded?

TBC with Diversity Manager

### 3.4) Supporting Document



**Safeguarding Reporting Form  
Statistics.xlsx**  
24.16 KB

## Section 4: Research

Summarise the findings of any research you have considered regarding this SI/policy/report/event/project. This could include quantitative data and qualitative information; anything you have obtained from other sources e.g. CFOA/CLG guidance, other FRSS, etc.

### 4.1) What research have you considered?

Introduction of Care Act 2014 is significant piece of research which underpins our policy, service instruction and further training around best practice was undertaken through CFOA with an introduction to widening the strategy around young adults.

### 4.2) What did it show in relation to Equality Impact?

It has identified gaps in Safeguarding Awareness/Training, which will be addressed through the implementation of a Workforce Development Strategy that will ensure all staff are trained to the appropriate level commensurate with their role within the organisation.

### 4.3) What did the exercise tell in relation to Equality Impact?

The exercise has identified that we need to raise awareness with our staff the importance of accurately recording the Equality and Diversity information when engaging with our communities to ensure our service delivery and policies reflect the individuals that live within it.

### 4.4) Supporting Document



**Click here to attach a file**

## Section 5: Consultation

Summarise the opinions of any consultation. Who was consulted and how? (This should include reference to people and organisations identified in 3.2). Outline any plans to inform consultees of the results of the consultation.

### 5.1) What Consultation have you undertaken to help identify any further equality issues?

**The policy and SI have been reviewed and updated to reflect the changes in respect of Safeguarding within the organisation.**

### 5.2) What did it say?

**It identified leadership at a Principal and Senior Officer level and reflected changes in MFRS processes in line with the Care Act 2014.**

### 5.3) Which Groups/persons?

**The initial review involved MFRS staff, however it is the intention of the Service to share the policy with the Combined Safeguarding Board and other key partners for constructive feedback on our policy and procedures.**

### 5.4) Supporting Document

 [Click here to attach a file](#)

## Section 6: Conclusions

Taking into account the results of the monitoring, research and consultation, set out how the SI/policy/report/event/project could impact on people from the following protected groups? (Include positive and/or negative impacts)

### (a) Age

Age equality and the way a policy, practice, service or function affects people of different ages, especially younger people and older people. It remains lawful to target services at people of different ages or to have age rules governing access to services or training.

The Home Safety Strategy focuses on individuals aged over 65 due to this age group being more prevalent in the incidents of fire fatalities and serious injury in the home. Additionally, other age groups will be identified through other Home Fire Safety Checks and partner referrals. This policy will ensure the most vulnerable individuals in Merseyside receive, where appropriate a holistic approach to their health and wellbeing.

### (b) Disability (including mental, physical and sensory conditions)

Disability equality and the effects on different disabled people, deaf people, people with a long-term limiting illness and people associated with disabled people, such as carers, parents of disabled children.

Individuals with a disability and additional adult social care needs will be identified through normal service delivery and referrals from key partners. Where appropriate, MFRS staff will be aware of Safeguarding procedures and thresholds and report a concern via internal procedures.

### (c) Race (include: nationality, national or ethnic origin and/or colour)

Race equality and the effects on ethnic and racial minority staff, customers and communities. Race includes colour, ethnic or national origin, nationality or caste.

The potential of hate crime due to race can fluctuate dependant upon national and local climate. Statistics show that the majority of concerns are attributed to White British/not stated, however a review of the reporting forms and procedures will hopefully return a truer reflection of engagement.

**(d) Religion or Belief**

Religion and Belief based equality and the way in which policies, practices, services or functions affect people from different religious or belief based groups. This includes observance of religious and cultural requirements/practices of staff and customs and it also covers non-belief.

The potential of hate crime due to race can fluctuate dependant upon national and local climate. Statistics show that the majority of concerns are attributed to 'Not Stated', however a review of the reporting forms and procedures will hopefully return a truer reflection of engagement.

**(e) Sex (include gender reassignment, marriage or civil partnership and pregnancy or maternity)**

Sex equality and the effects on men and women, boys and girls. For example, the experiences of lone parents, working women, women from BME communities, victims of domestic violence, boys and young men, fathers etc.

A child at risk for the purposes of child protection is "anyone who has not reached their 18th birthday (Children Act 2004)". Child protection procedure also apply to an unborn baby. Through service delivery, MFRS are in a position to identify holistic family issues and/or pregnant women.

**(f) Sexual Orientation**

Sexual Orientation equality and whether services are delivered fairly and respectfully to lesbians, gay men, bi-sexual and heterosexual people. This will mean ensuring that services or policies recognise the needs of lesbian, gay, bisexual and heterosexual customers and respect their family structures and relationships.

The potential of hate crime due to race can fluctuate dependant upon national and local climate. Statistics show that the majority of concerns are attributed to 'Not Stated', however a review of the reporting forms and procedures will hopefully return a truer reflection of engagement.

**(g) Socio-economic disadvantage**

Socio-economic Disadvantage: Although not one of the 9 protected groups M&RS recognise that Socio-economic disadvantage affects many deprived communities within Merseyside.

The majority of Home Fire Safety Check activity is delivered in the more disadvantaged areas of Merseyside. Statistically, the majority of identifiable safeguarding areas of abuse occur in these areas. Whilst the HFSC will make the occupants safer from the risk of fire, this policy will allow the sharing of data with partners to improved the living conditions and health and well-being of individuals.

**Section 7: Decisions**

If the SI/policy/report/event/project will have a negative impact on members of one or more of the protected groups, explain how it will change or why it is to continue in the same way. If no changes are proposed, the SI/policy/report/event/project needs to be objectively justified as being an appropriate and necessary means of achieving the legitimate aim set out in 3.1

- In order to monitor the full impacts of our safeguarding interventions, a number of recommendations will be taken forward, including:

1. Better recording of early interventions (E-HAT) with the family unit (including young people and children).
2. Safeguarding Workforce Development/Training Plan, which will include the need to be clear about the protected characteristics groups where required.
3. Quality assurance of all safeguarding concerns received from MFRS staff via SharePoint will include an equality review to ensure impacts in relation to the protected groups above in 2.3 are fully understood and supported in the process.

### Section 8: Actions (Admin Use Only)

#### 8.1) Actioned Required

☒ Yes ☐ No

#### 8.2) Details of Action Required

Points raised in 8.1,2 and 3 should be progressed and reviewed with Diversity and Consultation Manager where adverse trends arise

#### 8.3) DAG Consultation Required

☐ Yes ☒ No

#### 8.4) Approved

☒ Yes ☐ No

#### 8.5) Responsibility Of

Johnson, Kevin

#### 8.6) Completed By

30/05/2017



#### 8.7) Review Date

30/05/2018



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