EQUALITY IMPACT ASSESSMENT

Overview Details			
Function /Department	**Operational Response**	**Date Of analysis**	10/01/2024
Title and overview of what is being assessed / considered	Wildfire Specialism within Operational Response	**Review Date**	10/01/2027
Who will be affected by this activity? (Please tick)		Staff ☒	Public ☒
Author of Equality Impact Analysis	John Kellaway	**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

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	Aim The decision to create a wildlife specialism within MFRS was documented in the IRMP 2021/24 . The action was placed on the Operational Response Directorate. The aim is: "where there is more likelihood of a particular type of risk occurring and as well as the appliances being based at these locations, the firefighters working there will have extra training to give them a higher level of knowledge about these risks and how to deal with them. Whilst these specialisms aren't new to us, we already plan and train for these types of incident. What is different is that we plan to locate these specialisms at specific stations and enhance the skills of the staff at those locations to deal more effectively with such incidents" A document has been created in conjunction with staff and stakeholders which details exactly what the wildfire specialism is. It defines the role in 4 areas; • Prepare • Prevent • Respond • Recover A range of evidence has been used to establish potential impacts on groups, these include; • EIA for the IRMP 2021/24 • Incident data relating to wildfires on Merseyside

	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	• Indices of Multiple Deprivation in relation to the interface between wildland and the urban environment. • Stakeholder engagement with landowners, UK and international wildfire professional community. • NFCC National Occupational Guidance for Wildfires. • Existing Service Plans; Site Specific Operational Plans. • Staff engagement The role is not a departure from the current role of the firefighter, it is an expansion of the knowledge, skills and equipment of a selected group of firefighters from MFRS. MFRS is committed to being the best Fire and Rescue Service in the UK this enhancement supports our Vision. The impact of this upskilling will be positive on our operational firefighters. The role includes a proactive approach to planning for wildfires and engaging withy those in the community which may be affected by wildfires. The result of this proactive approach, is that external stakeholders; such as land owners, Local Authorities, charitable organisations have support when mitigating the likelihood of wildfires occurring and limiting the potential severity of any wildfires which do occur. The impact on this group is twofold; they can manage their exposure to risk and the reputation of MFRS is enhanced. This is a positive impact. As a result of this engagement with stakeholders, members of the community whose homes are at risk from wildfire will be identified. The impact on these individuals in entirely positive as the team will provide advice on keeping homes safe from wildfire. In Merseyside there is a strong positive correlation between risk from wildfire and affluence. This ensures the impact is positive on all members of our community. The impact on the public is positive for the following reasons: • Fewer wildfires occurring • Less risk to life and property

		• Less disruption caused by responding appliances on the road and at the scene • Less environmental impact on the wild areas • More availability of wild areas for recreation and commerce • Maintaining carbon stores in the ground and vegetation, not releasing them into the atmosphere • Better protection of Sites of Special Scientific Interest • Improving seasonal air quality	
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

<table>
<tr><td>3</td><td>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</td><td colspan="2">Engagement with the public has been limited to that which was undertaken in the preparation of the IRMP, where the public is directly engaged for their opinions on each action and the public have been offered the opportunity to respond with their opinions on the actions contained within the IRMP.

Stakeholder engagement with landowners and a local authority has given them the opportunity to describe how the Service can support them managing their risk. A series of meetings have been able to capture these needs which has been included in the documentation of the role.

Staff at the identified locations have been engaged via, in person meetings, online poll and emails around;
• Defining what the role should be
• What training and development is required
• Identifying appropriate tools and equipment
• Establishing the specification of the appliances.
• Establishing the impact

The Representative bodies were consulted with directly over the actions contained within the IRMP.</td></tr>
<tr><td rowspan="2">4</td><td rowspan="2">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.</td><td>What is the actual or potential impact on age?
The capability does not impact negatively on members of the community or members of staff.
The EIA for the IRMP identified positive impacts on all of the groups within the communities of Merseyside.</td><td>Not applicable
☒</td></tr>
<tr><td>What is the actual or potential impact on disability?
The capability does not impact negatively on members of the community or members of staff.
The EIA for the IRMP identified positive impacts on all of the groups within the communities of Merseyside.</td><td>Not applicable
☒</td></tr>
</table>

	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 **gender reassignment?** The capability does not impact negatively on members of the community or members of staff. The EIA for the IRMP identified positive impacts on all of the groups within the communities of Merseyside.	**Not applicable** ☒
		What is the **actual** or **potential** impact on **marriage and civil partnership?** . The capability does not impact negatively on members of the community or members of staff. The EIA for the IRMP identified positive impacts on all of the groups within the communities of Merseyside.	**Not applicable** ☒
		What is the **actual** or **potential** impact on **pregnancy and maternity?** . The capability does not impact negatively on members of the community or members of staff. The EIA for the IRMP identified positive impacts on all of the groups within the communities of Merseyside.	**Not applicable** ☒
		What is the **actual** or **potential** impact on **race?** The capability does not impact negatively on members of the community or members of staff. The EIA for the IRMP identified positive impacts on all of the groups within the communities of Merseyside.	**Not applicable** ☒
		What is the **actual** or **potential** impact on **religion and / or belief?** The capability does not impact negatively on members of the community or members of staff. The EIA for the IRMP identified positive impacts on all of the groups within the communities of Merseyside.	**Not applicable** ☒
		What is the **actual** or **potential** impact on **sex (gender)?** The capability does not impact negatively on members of the community or members of staff. The EIA for the IRMP identified positive impacts on all of the groups within the communities of Merseyside.	**Not applicable** ☒

		What is the **actual** or **potential** impact on **sexual orientation?** The capability does not impact negatively on members of the community or members of staff. The EIA for the IRMP identified positive impacts on all of the groups within the communities of Merseyside.	**Not applicable** ☒
		What is the **actual** or **potential** impact on **Socio-economic disadvantage?** The predicted impact will be positive allowing increased access to local recreational amenities and to enhance the safety of those utilising these facilities. The EIA for the IRMP identified positive impacts on all of the groups within the communities of Merseyside.	**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	N/A			
Disability -	N/A			
Pregnancy and Maternity -	N/A			
Race	N/A			
Gender reassignment	N/A			
Marriage and civil partnership	N/A			
Religion and / or belief	N/A			
Sex (gender)	N/A			
Sexual orientation	N/A			
Carers	N/A			
Other	N/A			
Deprived communities/socio economic	N/A			
How will these actions be monitored and where will the outcomes be reported? (Please describe below)				

Completed by (Please print name /Designation)	SM John Kellaway	**Signature** **Date**	10/01/2024
Quality Assured by (Please print name /Designation)		**Signature** **Date**	

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

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 date published by the government