

# 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	Groom, Andy
1.2) Responsible Officer	Keen, Guy
1.3) Function	<u>Prevention and Protection</u>
1.4) Department	<u>Legislative Fire Safety</u>
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.	<u>New</u>
1.6) Title of EIA	Community Fire Protection 2020 Proposals
1.7) Date of EIA	20/03/2015
1.8) What does the EIA relate to?	<u>SMG/Authority Report</u>
1.9) Title reference of SI/policy/report/event/project	Community Fire Protection 2020 Proposals
1.10) SI Policy Number of SI/policy/report/event/project	TBC

## Section 2: Initial Assessment

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

The aim of the report is to gain approval for the structural review of the Community Fire protection Department with full implementation of proposals by 2020. The new structure for the Function of community Fire Protection has been developed to meet the challenges going forward which includes the following drivers :

- 1) Legislation - placing responsibilities on the Authority
- 2) Government expectations (National Framework incorporating the IRMP and the Knight review)
- 3) To meet the MFRS Mission Statement ( contributes to safe effective Fire-fighters influencing fire safety)
- 4) CFOA Business Safety Strategy 2013-16

2.2) Who will be affected?

Other

Current and future members of the protection department (both grey and green book employees). Note that impacts may vary for grey (operational) and green (non-operational) personnel

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 checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability	<input type="radio"/>	<input type="radio"/>	<input checked="" 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 type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Sexual Orientation	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Socio-Economic Disadvantage	<input type="radio"/>	<input type="radio"/>	<input checked="" 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?**

The Re structure proposals incorporate opportunities to enhance the diversity of our workforce through the use of Positive action in the recruitment of new positions . The proposals will enable recruitment of Green book posts to take place and will enable the department to select people to represent the staff groups who are in the minority ( currently Younger staff, Female staff and Black, Minority Ethnic staff and staff from diverse cultures ) and will help to manage the business support aspects of the role when dealing with a diverse range of Businesses and their owners

## 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?**

Existing establishment profile in protection (grey & green book employees)

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

The previous recruitment of green book personnel had enabled 5 opportunities for female staff members and for persons (with appropriate skills profiles) but outside of the age & fitness requirements for operational firefighters.

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

Staff profiles female / BME / age.

**3.4) Supporting Document**

 **File Attachment**

## 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?**

Research has been conducted & considered through the CFOA Communities forum specifically in relation to green book roles in other FRS's.

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

That other FRS's have implemented or are considering Green book Inspecting officers which has or will improve representation from protected groups.

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

That a transition to green book roles can have a positive effect through making the department more representative of the community we serve.

#### 4.4) Supporting Document

 File Attachment

## 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?

**Internal consultation and briefings have taken place with departmental staff and personnel from other areas of the service.**

### 5.2) What did it say?

**That the 2020 plans for protection are positive for green book staff and provide opportunities for persons from under represented groups to join the service and importantly have a structured career path within it. The opportunities for grey book staff to enter protection under the 2020 plans will be limited however the new role for WM's will seek to improve organisational effectiveness by addressing the gap in protection knowledge of ops crews.**

### 5.3) Which Groups/persons?

**All members of the protection department.  
Ops Improvement Group.**

#### 5.4) Supporting Document

 File Attachment

## 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

Current age profiles of grey book personnel are that there is a predominance of persons over 45 years of age. The 2020 proposals will have positive impact with the potential to employ apprentices and to 'grow talent' with persons potentially being employed for long

time frames (20 years +) and becoming extremely technically proficient in role. The 2020 plans do not preclude persons from joining the service 'later in life'; although there will be limited opportunities for grey book personnel in the future.

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

Persons with a disability will have more opportunities to join the service under these proposals as there is no requirement for green book Community Fire Protection (CFP) officers to additionally fulfil an operational firefighting role (alongside protection duties).

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

Proposals will not impact persons due to race disproportionately, however it is a desire that CFP officers are reflective of the communities and business people that they will encounter and provide support too and this may be able to be achieved through positive action with recruitment.

**(d) Religion or Belief**

Proposals will be neutral in relation to religion or belief

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

A large proportion of our existing grey book staff are male. The 2020 proposals will positively impact on the gender profile of the organisation and will provide a more diverse workforce through the anticipated employment of additional female staff through positive action campaigns during the recruitment phase

**(f) Sexual Orientation**

The 2020 proposals will have a neutral effect in relation to sexual orientation.

**(g) Socio-economic disadvantage**

There will be no negative impacts on socio-economic disadvantage from the 2020 proposals. It is considered that the plans will have a positive effect in supporting businesses from an outbreak of fire and limiting the potential devastating impact of closure of a business / loss of jobs.

## 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

N/A

No Changes required in relation to the proposals as a result of this EIA , the use of Positive action will help to monitor the impact of the proposals over a period of time in relation to those staff groups we are underrepresenting currently to see if there is a positive impact on those groups through future recruitment campaigns

## Section 8: Actions (Admin Use Only)

8.1) Actioned Required

Yes  No

8.2) Details of Action Required

To discuss future Positive Action Campaigns with the Diversity and Consultation Manager in advance of any recruitment taking place once the proposals have been approved.

8.3) DAG Consultation Required

Yes  No

8.4) Approved

Yes  No

8.5) Responsibility Of

Groom, Andy

8.6) Completed By

8.7) Review Date

19/03/2016

## Section 9: Equality & Diversity Sign Off (Admin Use Only)

9.1) Signed off by Wendy Kenyon

07/04/2015

