# Fire Plan 2025-29 Consultation Activities: Equality Impact Assessment

## Contents

[Equality Impact Assessment 0](#_Toc137710774)

[Contents 1](#_Toc137710775)

[Induction 2](#_Toc137710776)

[Document Version Control 2](#_Toc137710777)

[Impact Assessment Form 4](#_Toc137710778)

[Section 1 4](#_Toc137710779)

[Section 2 – Internal 6](#_Toc137710780)

[Section 2 – External 10](#_Toc137710781)

[Action Plan 0](#_Toc137710782)

[Sign-off 0](#_Toc137710783)

## Introduction

We aim to provide a working and training environment free from discrimination and unfair treatment.

Equality legislation requires public authorities to conduct Equality Analysis also known as Equality Impact Assessments on significant changes and reviews to policies and practices. This enables GMCA and GMFRS to meet part of their general duties on equality and forms part of our [EDI Strategy and Action Plan](http://insidegmca.gmfs.local/key-info/equality-diversity-and-inclusion/our-edi-strategy-and-action-plan-launched-in-2019/). We also have an ethical duty to tackle inequalities that affect marginalised and underrepresented groups that fall within the protected groups: e.g., our Gypsy and Traveller communities, class, deprivation, and intersectional inequalities.

**Considering the Code of Ethics**

What does the Core Code require? The Core Code should be adopted by every service in England. The principles should be embedded within everything that fire and rescue services and their employees do. This includes those working within, or on behalf of the FRS. FRSs will ensure that the principles of this Core Code are represented within policies and processes to ensure they are embedded and at the heart of day-to-day activity. The five principles in the Core Code apply to every action we take, as individuals or as a FRS. The principles will help all of us do our jobs in the right way. Consider the five principles which can be found on the UKFRS website <https://www.ukfrs.com/core-code-ethics>

## Document Version Control

If this Equality Impact Assessment requires updating or editing, please contact the Author.

As an organisation we need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

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| --- | --- | --- |
| Document Version | Date | Author |
| V0.1 | 01/07/2024 | Rachel Harley / Shabnam Kauser |

#### Approval Process

|  |  |
| --- | --- |
| Approval Agency  This is your directorate or Team. | Martin Sainsbury  Assistant Director – Corporate Communications, Campaigns and Participation  Greater Manchester Combined Authority |
| Owner | Jax Effiong (For approval on CDC)  The EDI manager above is owner to ensure final approval has a consistent approach. |

#### Consultation & Engagement

We must have stakeholder involvement & engagement.

Outline any previous involvement or consultation with the appropriate target groups of people who are most likely to be affected or interested with this policy, strategy, function, or service.

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| --- | --- |
| Involved | Sarah Scoales – Head of Service Excellence  Communications and engagement team |
| Consulted | Internal staff and stakeholders of GM |

#### Related Documents

|  |
| --- |
| Policy & Procedure   * GMFRS Strategic Assessment of Risk * GMFRS Fire Plan 2021 - 2025 * GMFRS Annual Delivery Plan * Equality Diversity and Inclusion Strategy * GMCA Engagement Toolkit |

## Impact Assessment Form

### Section 1

|  |  |
| --- | --- |
| **Name of policy / initiative / Service to be impact assessed** | Fire Plan 2025-29 Consultation Activities |
| **Corporate objective being addressed** | Development of the GMFRS Fire Plan 2025-29 as set out in the requirements of the National Framework Document. |
| **Department / function carrying out the assessment** | Communications & Engagement |
| **Who is responsible for the implementation of the policy / initiative / service? (function head /department manager)** | Communications & Engagement |
| **Who is involved in the impact assessment?** | Staff, Residents, Partners and other blue light services. |
| **What are the aims / objectives of the policy / initiative / service?** | The aim is to consult and engage the public, staff and stakeholders on the proposed priorities for the service between 2025-2029 as part of the development of the next Fire Plan.  Outcomes of Fire Plan *(may be subject to change*):  1. Reduce deaths, injuries and damage caused by fire and other threats to our communities.  2. Deliver the best value to the public with the least impact on the environment.  3. Develop and maintain a diverse, high-performing, and healthy workforce.  NB this EIA covers the consultation and engagement processes only; it is not a consideration of the equalities implications of the proposed Fire Plan itself or any specific proposals within it |
| **Who is intended to benefit from the policy?** | All internal and external stakeholders.  Stakeholders identified within the scope of these changes include:   * GMFRS * 10 Local Authorities of Greater Manchester * Communities of Greater Manchester * Uniformed employees/staff network groups * Non-uniformed employees * Partner agencies * Residents and businesses of Greater Manchester – at whole population level |
| **What are the main outcomes of the policy (this is key to being able to identify what monitoring is needed)?** | Production of an effective four-year Fire Plan, informed by the experiences and expectations of our residents, staff and stakeholders |
| **Is the policy for external or internal purposes?** | The Fire Plan consultation is for both internal and external purposes |
| **Are other organisations involved in the delivery?**  **If yes, please state who:** | BMG Research for quantitative polling; Bluegrass research for qualitative insight |
| **What information/ experience do we have i.e., a similar initiative and what did this information tell us? (info can be demographic data i.e., census findings, research findings, comparisons between similar policies in our Service and other Services, survey data, equality monitoring data, ad hoc data gathering exercises)** | Previous Fire Plan 2021-2025 and Annual Deliver Plans  Previous GMCA / GMFRS non-statutory consultations  Regular Greater Manchester residents’ survey findings  Conclusions and recommendations from EIAs into consultation / engagement on other policies |
| **How will information be collected regarding the impact of the policy /initiative /service/ employment policy etc?** | Consultation and engagement with GMFRS staff and with the public including polling, workshops and consultation. |
| **Has a search of the internet revealed an impact assessment conducted by other Fire and Rescue Services or local authorities of a similar policy/initiative?**  **If yes – is it possible to adapt / incorporate findings** | n/a |
| **Date of Policy Review** | 10 January 2025 |

### Section 2 – Internal

Remember that equality analysis is not simply about identifying and removing negative effects or discrimination, but it is also an opportunity to identify ways to advance equality of opportunity and to foster good relations.

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|  | **Impacts Identified** |
| **Age**   * Young * Middle age * Older age | Our figures show the proportion of GMFRS Staff by age group is as follows:  More than 1 in 3 (35%) of our total workforce is over the age of 45, including 31% of our uniformed firefighters. A raise in the pension age of firefighters will further contribute to an ageing workforce.  Our Culture First Board and Cultural Sounding Panel provide a route and opportunity to highlight and discuss any cultural issues – including those associated with ageing. Working closely with our staff networks, they enable ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.  Our Core Code of Ethics guides the service in providing an environment where people of all ages are treated with dignity and respect, ensuring that age is not a barrier to success and that we have appropriate policies in place that are non-discriminatory and support all people.  **Mitigations**  The consultation and engagement activities undertaken for the Fire Plan 2025-29 will allow staff to feedback their perspectives through various processes. Consideration will be made to how affected individuals are supported through the process.  This risk could also be mitigated through support put in place via appropriate Occupational Health channels. Engagement through the Disability Network will support this activity and the implementation of any final agreed proposals.  **Building further evidence**  Internal consultation and engagement activities are being undertaken across the Service ahead of / and during the external consultation period to gather feedback on proposals. The activities consist of watch visits, workshops with existing staff networks. This ensures anyone experiencing barriers to digital inclusion – which are more common among older ages – will have opportunities to contribute to the consultation.  With potential impacts considered and mitigated, age is not seen as a barrier for participation in the Fire Plan consultation. |
| **Disability**  Types of impairment can be categorised as physical, sensory, psychosocial, and intellectual. There are several types of barriers that cause exclusion including.  •Physical  •Social/attitudinal  •Institutional  •Communication  Complete which barriers you will need to consider in your programme. | Around 1 in 20 (5.19%) GMFRS staff have a disability, and a similar proportion (4.81%) preferring not to disclose. This includes physical disability, hidden disability or other disability. 9 in 10 staff (89.99%) say they have no disability.  Our Culture First Board and Cultural Sounding Panel provide a route and opportunity to highlight and discuss any cultural issues – including those associated with disability. Working closely with our staff networks, they enable ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.  We have an established Enable staff network, to ensure staff have a voice to support the organisation considers improvements that benefit the workforce related to Disability, inclusive of hidden disabilities e.g., neurodivergences.  **Mitigations**  The consultation and engagement activities undertaken for the Fire Plan 2025-29 will allow staff to feedback their perspectives through a variety of processes. Consideration will be made to how affected individuals are supported through the process, particularly those who have indicated that they are already living with stress, depression, and anxiety.  This risk could also be mitigated through support put in place via appropriate Occupational Health channels. Engagement through the Disability Network will support this activity and the implementation of any final agreed proposals.  **Building further evidence**  Internal consultation and engagement activities are being undertaken across the Service ahead of / and during the external consultation period to gather feedback on proposals. The activities consist of watch visits and workshops with existing staff networks.  With potential impacts considered and mitigated, disability is not seen as a barrier for participation in the Fire Plan consultation. |
| **Sex**  Identify any potential adverse impact to men or women. | More than 8 in 10 (83.96%) of GMFRS staff are male, with 16.04% female. Among uniformed firefighters, 92.76% are male and 7.24% female.  2 in 3 (65.72%) GMFRS staff have disclosed their gender identifier. Through this, over half of all staff identify as a man (51.39%) and just over 1 in 10 (12.14%) as a woman. Fewer than 1% use another term. None identify as non-binary.  Our Culture First Board and Cultural Sounding Panel provide a route and opportunity to highlight and discuss any cultural issues – including those associated with sex and gender. Working closely with our staff networks, they enable ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.  We have an established Women’s staff network, to ensure staff have a voice to support the organisation consider improvements that benefit the workforce related to all Women, and a Rainbow network for LGBTQI+ (Lesbian, Gay, Bisexual, Queer & Questioning, Intersex, Plus) staff and volunteers. These networks are key stakeholders to provide oversight and scrutiny of the Fire Plan proposals.  **Building further evidence**  Internal consultation and engagement activities are being undertaken across the Service ahead of / and during the external consultation period to gather feedback on proposals. The activities consist of watch visits and workshops with existing staff networks.  With potential impacts considered and mitigated, sex is not seen as a barrier for participation in the Fire Plan consultation. |
| **Race**  Identify any adverse potential impact on different ethnic groups and identify which ethnic groups you may need to specifically consider. | Our workforce data shows that almost 85% of the GMFRS workforce are White British and therefore we will take that into account when provisions are being made. Around 4% identify and Mixed, and 1% as Asian or Asian British, or Black or Black British. Fewer than 1% say they come from another ethnic group.  Our Culture First Board and Cultural Sounding Panel provide a route and opportunity to highlight and discuss any cultural issues – including those associated with race. Working closely with our staff networks, they enable ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.  Our Code of Ethics guides the service in providing an environment where race and race equality is both valued and appreciated, where unconscious bias is acknowledged and discussed, and where everyone has an equal voice. This is brought to life through a number of routes including specific code of ethics training, inclusive culture training, staff networks, and the newly formed cultural sounding panel.  We have an established Race and Faith staff network, to ensure staff have a voice to support the organisation consider improvements that benefit the workforce related to Race and Faith. This network is a key stakeholder to provide oversight and scrutiny of the Fire Plan proposals.  **Building further evidence**  Internal consultation and engagement activities are being undertaken across the Service ahead of / and during the external consultation period to gather feedback on proposals. The activities consist of watch visits and workshops with existing staff networks.  With potential impacts considered and mitigated, race is not seen as a barrier for participation in the Fire Plan consultation. |
| **Religion and belief (including no belief)**  Identify any adverse potential impact on different religious groups and identify which you may need to specifically consider. | Over 4 in 10 GMFRS staff identify as Christian (45.9%), and slightly fewer (39.67%) as having no religion. Around 1% or fewer are Muslim, Buddhist, Hindu, Jewish or Sikh. 3.75% say they have an other religion, and 8.49% prefer not to disclose  Our Culture First Board and Cultural Sounding Panel provide a route and opportunity to highlight and discuss any cultural issues – including those associated with religion and belief. Working closely with our staff networks, they enable ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.  We have an established Race and Faith staff network, to ensure staff have a voice to support the organisation consider improvements that benefit the workforce related to Race and Faith. e.g., Multi Faith Spaces co-designed to ensure they are fit for purpose. This network is a key stakeholder to provide oversight and scrutiny of the Fire Plan proposals.  Our Code of Ethic guides the service in providing an environment where people of all faiths, and those of no faith can flourish in the knowledge that their beliefs will be respected and that they will be supported in practicing their faith without judgement or bias. This is brought to life through a number of routes including the physical environment and the education of our staff and leaders.  **Building further evidence**  Internal consultation and engagement activities are being undertaken across the Service ahead of / and during the external consultation period to gather feedback on proposals. The activities consist of watch visits and workshops with existing staff networks.  With potential impacts considered and mitigated, religion and belief is not seen as a barrier for participation in the Fire Plan consultation. |
| **Sexual Orientation**  Identify any adverse potential impact on different sexual orientations and identify which sexual orientations you may need to specifically consider. | 7 in 10 (70.68%) of GMFRS staff identify as heterosexual, with fewer than 1% each saying they are Bi, Gay, Lesbian or Other. 18.36% have not disclosed sexual orientation, and 8.12% preferring not to do so.  Our Culture First Board and Cultural Sounding Panel provide a route and opportunity to highlight and discuss any cultural issues – including those associated with sexual orientation. Working closely with our staff networks, they enable ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.  We have an established LGBTQ+ staff network, to ensure staff have a voice to support the organisation consider improvements that benefit the workforce related to LGBTQ+ needs across the service. This network is a key stakeholder to provide oversight and scrutiny of the Fire Plan proposals.  **Building further evidence**  Internal consultation and engagement activities are being undertaken across the Service ahead of / and during the external consultation period to gather feedback on proposals. The activities consist of watch visits and workshops with existing staff networks.  With potential impacts considered and mitigated, sexual orientation is not seen as a barrier for participation in the Fire Plan consultation. |
| **Gender Reassignment**  Identify any adverse potential impact on transgender or non-binary people. | Data on the profile of the organisation according to trans and non-binary employees is limited and means it is not possible to fully assess whether individuals of this protected characteristic are impacted positively or negatively.  Our Culture First Board and Cultural Sounding Panel provide a route and opportunity to highlight and discuss any cultural issues – including those associated with gender reassignment. Working closely with our staff networks, they enable ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.  We have an established LGBTQ+ staff network, to ensure staff have a voice to support the organisation consider improvements that benefit the workforce related to LGBTQ+ needs. E.g. The network codesigned our Trans and Non-binary Policy, which supports staff and managers across the service. This network is a key stakeholder to provide oversight and scrutiny of the Fire Plan proposals.  **Building further evidence**  Internal consultation and engagement activities are being undertaken across the Service ahead of / and during the external consultation period to gather feedback on proposals. The activities consist of watch visits and workshops with existing staff networks.  With potential impacts considered and mitigated, gender reassignment is not seen as a barrier for participation in the Fire Plan consultation. |
| **Pregnancy and Maternity**  Identify any adverse potential impact because of pregnancy, maternity, or paternity.  Pregnancy is the condition of being pregnant or expecting a baby.  Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding. | As part of our people policies and procedures, we collect data on staff who are pregnant or on maternity / paternity leave. These members of staff are supported in a variety of ways, and engage directly with line managers to ensure that, where appropriate, directly liaison is undertaken for any matter directly impacting on them.  Our Culture First Board and Cultural Sounding Panel provide a route and opportunity to highlight and discuss any cultural issues – including those associated with pregnancy and maternity. Working closely with our staff networks, they enable ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.  **Building further evidence**  Internal consultation and engagement activities are being undertaken across the Service ahead of / and during the external consultation period to gather feedback on proposals. The activities consist of watch visits and workshops with existing staff networks. By promoting consultation opportunities through internal and external channels, we have provision for any colleagues not in the workplace due to parental leave to be able to contribute.  With potential impacts considered and mitigated, pregnancy and maternity is not seen as a barrier for participation in the Fire Plan consultation. |
| **Marriage & Civil Partnership**  Identify any adverse potential impact because of marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage and civil partnership can either be between a man and a woman, or between partners of the same sex. | Our Culture First Board and Cultural Sounding Panel provide a route and opportunity to highlight and discuss any cultural issues – including those associated with marriage and civil partnership. Working closely with our staff networks, they enable ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.  **Building further evidence**  Internal consultation and engagement activities are being undertaken across the Service ahead of / and during the external consultation period to gather feedback on proposals. The activities consist of watch visits and workshops with existing staff networks.  With potential impacts considered and mitigated, marriage and civil partnership is not seen as a barrier for participation in the Fire Plan consultation. |
| **Social economic disadvantage**  Identify any adverse potential impact because of financial hardship. | Our Culture First Board and Cultural Sounding Panel provide a route and opportunity to highlight and discuss any cultural issues – including those associated with social economic disadvantage. Working closely with our staff networks, they enable ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.  Our Core Code of Ethics guides the service to create an environment where all perspectives are considered in our decision making and where leaders are alive to the differing needs of their teams and empowered to act, ensuring that support is available to those that may need it. We ensure this through our governance frameworks and through the education and development of our staff and leaders.  **Building further evidence**  Internal consultation and engagement activities are being undertaken across the Service ahead of / and during the external consultation period to gather feedback on proposals. The activities consist of watch visits and workshops with existing staff networks.  With potential impacts considered and mitigated, social economic disadvantage is not seen as a barrier for participation in the Fire Plan consultation. |
| **Other**  Are there other discriminations or disadvantages that you think you need to address? | **Internal engagement approach**  Internal engagement activities are being undertaken across the Service ahead of / and during the external non-statutory consultation period to gather feedback on proposals. The activities consist of watch visits and workshops with existing staff networks. Opportunities to contribute to the plans will be promoted using whole service comms messaging (eg intranet, newsletters) and more localised approaches (eg through line manager and network conversations).  **Positive Impact / Negative Impact:**  This is ensuring that operational and non-operational colleagues in all roles, locations and working patterns have multiple opportunities to hear about and help shape proposals before they are discussed publicly and continue to have these opportunities as the wider external discussion takes place. |

### Section 2 – External

We put the interest of the public, the community, and the service users first.

Remember that equality analysis is not simply about identifying and removing negative effects or discrimination, but it is also an opportunity to identify ways to advance equality of opportunity and to foster good relations.

|  |  |
| --- | --- |
|  | **Impacts Identified** |
| **Age**   * Young * Middle age * Older Age | According to the Census 2021, there are 428,068 residents in GM of pension age (66 or more) or 14.9% of the population. This consists of 232,535 females and 195,533 males. There are 760,924 residents in GM that are under 21. They represent 26.5% of the population with 371,348 females and slightly more males 389,576.  Our annual Strategic Assessment of Risk (SAoR) helps us to determine risks to the communities of Greater Manchester and age is an important factor.     |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Borough | Under 20 | 20-34 | 35-65 | Over 65 | All ages | | Bolton | -1.1% | 0.3% | -0.7% | 27.4% | 4.3% | | Bury | 2.9% | 5.5% | 4.3% | 24.8% | 7.9% | | Manchester | 2.4% | 4.8% | 6.2% | 41.1% | 8.0% | | Oldham | 2.0% | 5.7% | 9.2% | 32.7% | 10.4% | | Rochdale | 3.7% | 6.1% | 11.4% | 35.3% | 12.3% | | Salford | 13.3% | 12.4% | 15.4% | 32.5% | 16.5% | | Stockport | 2.4% | 2.5% | 5.0% | 24.2% | 7.9% | | Tameside | 5.0% | 6.0% | 3.6% | 29.5% | 9.0% | | Trafford | 1.9% | 5.1% | 5.6% | 30.8% | 9.0% | | Wigan | -3.5% | 0.6% | 0.9% | 33.8% | 6.2% | | **Greater Manchester** | **2.7%** | **4.9%** | **5.8%** | **31.2%** | **8.9%** |     Age is an important factor in the likelihood of people having a fire and becoming a casualty or fatality in a fire. GMFRS collects age information where there is a victim (casualty, rescue, or fatality) in any incident. The data we collect demonstrates that the likelihood of having a fatal fire increases with age.   * People in this group are likely to fall into a vulnerable category. * Young people are more likely to be involved in fires relating to anti-social behaviour. * People over 50 represent 75% of people who died and 43% of people who sustained serious injuries. * People over 65 are more likely to have a fire and become a casualty or fatality in a fire. The number of people aged over 65 is increasing - people are living longer but live with poor health for longer. * Different age groups are exposed to different types of risks, so it is important to ensure that safety initiatives are tailored and targeted appropriately.   The below table shows the proportion of people who have been a casualty in the last three years, or a fatality in accidental dwelling fires in the past ten years, with a comparison to the overall population of Greater Manchester.   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Age Group | Casualties | | Fatalities | GM Pop | Fatality Index | | 0-9 | | 5% | <5% | 13% | 0.08 | | 10-19 | | 6% | <5% | 12% | 0.16 | | 20-29 | | 11% | <5% | 14% | 0.23 | | 30-39 | | 12% | 6% | 14% | 0.4 | | 40-49 | | 11% | 13% | 12% | 0.99 | | 50-59 | | 12% | 19% | 13% | 1.46 | | 60-69 | | 8% | 13% | 10% | 1.30 | | 70-79 | | 7% | 17% | 7% | 2.24 | | 80-89 | | 9% | <5% | 3% | 6.17 | | 90+ | | 4% | 6% | 1% | 9.69 | | Unknown | | 15% | 0% | 0% | 0 | | **Total** | | **1,463** | **96** | **2,867,800** |  |   **Building our evidence**  We will work with external partners to ensure we reach as many people as possible and to enable them to engage in our consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release. All insight gained from participation in the consultation process will follow our Data Protection policy.  Greater Manchester residents’ surveys show that 37% of Greater Manchester residents experience one or more aspect of digital exclusion (e.g., access, affordability, skills), and 4% totally digitally excluded. This is higher among residents aged 75+ (63% one or more aspects / 24% totally digitally excluded), and lower among residents aged 16-24 (36% one or more aspects / 3% totally).  Age profiles mean it is important to offer some non-online opportunities to respond to the consultation. We will commission focus groups to ensure we hear from both digitally enabled and excluded audiences. We will also work with our GM Equality Panels, including our Older People’s panel, and GM Equality Alliance on the development of the fire plan. This network is a key stakeholder to provide oversight and scrutiny of the Fire Plan proposals.  We will also commission sample polling through an external agency to reach a representative sample of the population of Greater Manchester, ensuring our reach across different demographics and areas of the city region.  In keeping with standard Greater Manchester practices, alternative format materials – including large print, or tailored discussion sessions - will be produced according to need, upon request from individuals or partner organisations.  Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.  With potential impacts considered and mitigated, age is not seen as a barrier for participation in the Fire Plan consultation. |
| **Disability**  Types of impairment can be categorised as physical, sensory, psychosocial, and intellectual. There are several types of barriers that cause exclusion including.  •Physical  •Social/attitudinal  •Institutional  •Communication  Complete which barriers you will need to consider in your programme. | According to the Census 2021: Overall GM has higher rates of disability than the England and Wales averages.  24.7% of GM Population: Disabled under the Equality Act with Day-to-day activities limited a little or limited a lot and or not disabled under the Equality Act: Has long term physical or mental health condition but day-to-day activities are not limited. (For consideration: The census descriptors do not meet the social model of disability.  If disability is defined too narrowly it may impact on how resources are invested by local authorities in services delivered to disabled people).  Those people living with a disability may increase the chances of experiencing poor health and social isolation and are also at an increased risk of fire.   |  |  |  |  | | --- | --- | --- | --- | | Fatality Factor | Measure Description | Greater Manchester | England | | Mobility Issues | Physically inactive adults 2020/21 % | 26.3 | 23.4 | | Mental Health | Estimated prevalence of common mental disorders: % of population aged 16 & over (2017) | 18.9 | 16.9 | | Dementia/ Memory Impairment | Dementia: Recorded prevalence (aged 65 years and over) 2020 % | 4.63 | 5.34 |   The ongoing cost of living crisis could impact people with this protected characteristic resulting in a range of issues:   * Panic buying leading to food shortages creating particular problems for people with disabilities who cannot make repeated trips to the shops or travel long distances to find shops that still stock the food and other essential items they need. * Ongoing strike action resulting in hospitals and other health services cancelling or postponing non-urgent cases older and disabled people will face longer waits for treatment, exacerbating existing health problems. * Financial pressures creating additional stress impacting on mental health and substance related conditions.   **Building our evidence**  We will work with external partners to ensure we reach as many people as possible and to enable them to engage in our consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release. All insight gained from participation in the consultation process will follow our Data Protection policy.  Greater Manchester residents’ surveys show that 37% of Greater Manchester residents experience one or more aspect of digital exclusion (e.g., access, affordability, skills), and 4% totally digitally excluded. This is higher among disabled residents (55% one or more aspects / 8% totally digitally excluded).  Accessibility needs mean it is important to offer some non-online opportunities to respond to the consultation. We will commission focus groups to ensure we hear from both digitally enabled and excluded audiences. We will also work with our GM Equality Panels, including our Disabled people’s panel, and GM Equality Alliance on the development of the fire plan. This network is a key stakeholder to provide oversight and scrutiny of the Fire Plan proposals.  We will also commission sample polling through an external agency to reach a representative sample of the population of Greater Manchester, ensuring our reach across different demographics and areas of the city region.  In keeping with standard Greater Manchester practices, alternative format materials – including large print, or tailored discussion sessions - will be produced according to need, upon request from individuals or partner organisations.  Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.  With potential impacts considered and mitigated, disability is not seen as a barrier for participation in the Fire Plan consultation. |
| **Sex**  Identify any potential adverse impact to men or women. | The Office for National Statistics shows the proportion of residents by gender in Greater Manchester is as follows:   * Males = 49.7% * Females = 50.3%   The analysis within our Fatal Fires report shows that men are more likely to die in a house fire than women. Of the fire fatalities analysed in this report, 61% were male, which is higher than the proportion of men in the population of Greater Manchester. Men were also more likely to be injured in fires although the difference is less significant.  According to the Census 2021: GM males outnumber females in each age of year from 0-20 years of age. Females (471,636) outnumber males (448,982) in each age of year from 21-43 years of age. Females increasingly outnumber males in the years 59 and over. For those 90 or more 69.3% are females.  **Building our evidence**  We will work with external partners to ensure we reach as many people as possible and to enable them to engage in our consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release. All insight gained from participation in the consultation process will follow our Data Protection policy.  Greater Manchester residents’ surveys show that 37% of Greater Manchester residents experience one or more aspect of digital exclusion (e.g., access, affordability, skills), and 4% totally digitally excluded. There is currently insufficient data available to show within acceptable confidence levels how this varies according to sex; this will become available as the number of surveys we undertake increases over the coming months.  We will work with our GM Equality Panels, including our Women and Girl’s Equality Panel, and Greater Manchester Equality Alliance on the development of the fire plan. This network is a key stakeholder to provide oversight and scrutiny of the Fire Plan proposals.  We will also commission sample polling through an external agency to reach a representative sample of the population of Greater Manchester, ensuring our reach across different demographics and areas of the city region.  In keeping with standard Greater Manchester practices, alternative format materials will be produced according to need, upon request from individuals or partner organisations.  Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.  With potential impacts considered and mitigated, sex is not seen as a barrier for participation in the Fire Plan consultation. |
| **Race**  Identify any adverse potential impact on different ethnic groups and identify which ethnic groups you may need to specifically consider. | According to the Census 2021, 83.3% of GM residents were born in the UK. 90% give their national identity as ‘United Kingdom’. The majority of the population in the city of Manchester now has an ethnic identity other than: White: English, Welsh, Scottish, Northern Irish, or British. There are 90+ languages spoken in GM as a main language. Other than English, the most common are Urdu, Polish, and Arabic and Panjabi, each of which now have more than 15,000+ speakers in GM.  The work the Service undertakes within our communities enables us to better understand and serve them better. Through this work we know that some races have lower trust levels than others and as such may be less likely to engage. This can have an adverse impact on safety for these groups. As such by using this information and integrating effectively with our partners to improve engagement and tailoring our approach with our diverse communities, we can improve outcomes for this group.  The Service is working hard to ensure the Service reflects the community it serves  The Service is working hard to ensure the Service reflects the community it serves   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | Borough | White | Mixed/ multiple ethnic groups | Asian/ Asian British | Black/ African/ Caribbean/ Black British | Other ethnic groups | | Bolton | 71.9% | 2.2% | 20.1% | 3.8% | 1.9% | | Bury | 82.9% | 2.6% | 10.6% | 1.9% | 1.9% | | Manchester | 56.8% | 5.3% | 20.9% | 11.9% | 5.1% | | Oldham | 68.1% | 2.5% | 24.6% | 3.4% | 1.4% | | Rochdale | 74.0% | 2.4% | 18.5% | 3.5% | 1.6% | | Salford | 82.3% | 3.1% | 5.5% | 6.1% | 2.9% | | Stockport | 87.4% | 2.6% | 7.3% | 1.2% | 1.6% | | Tameside | 85.5% | 2.1% | 9.2% | 2.3% | 0.8% | | Trafford | 77.8% | 3.8% | 12.6% | 3.4% | 2.5% | | Wigan | 95.0% | 1.3% | 1.8% | 1.2% | 0.7% | | Total | 76.4% | 3.0% | 13.6% | 4.7% | 2.3% |   **Building our evidence**  We will work with external partners to ensure we reach as many people as possible and to enable them to engage in our consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release. All insight gained from participation in the consultation process will follow our Data Protection policy.  Greater Manchester residents’ surveys show that 37% of Greater Manchester residents experience one or more aspect of digital exclusion (eg access, affordability, skills), and 4% totally digitally excluded. There is currently insufficient data available to show within acceptable confidence levels how this varies according to race; this will become available as the number of surveys we undertake increases over the coming months.  We will work with our GM Equality Panels, including our Race Equality Panel, and GM Equality Alliance on the development of the fire plan. This network is a key stakeholder to provide oversight and scrutiny of the Fire Plan proposals.  We will also commission sample polling through an external agency to reach a representative sample of the population of Greater Manchester, ensuring our reach across different demographics and areas of the city region.  In keeping with standard Greater Manchester practices, alternative format materials – including languages other than English, or tailored discussion sessions - will be produced according to need, upon request from individuals or partner organisations.  Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.  With potential impacts considered and mitigated, race is not seen as a barrier for participation in the Fire Plan consultation. |
| **Religion and belief (including no belief)**  Identify any adverse potential impact on different religious groups and identify which you may need to specifically consider. | According to the Census 2021, there has been a rise (+11%) in the number of people reporting no religion, and a decline  (-15%) in the number reporting their religion as Christianity. GM is no longer a majority Christian city region (47% of the total population self-report as Christian).  Christian 47.0%, No religion 31.9%, Muslim 13.0%, Religion not stated 5.1%, Hindu 1.0%, Jewish 1.0%, Buddhist 0.3%, Other 0.4% and Sikh 0.3%.  **Building our evidence**  We will work with external partners to ensure we reach as many people as possible and to enable them to engage in our consultation process. This will consist of an online survey and will be promoted using social media, stakeholder newsletters, and news release. All insight gained from participation in the consultation process will follow our Data Protection policy.  Greater Manchester residents’ surveys show that 37% of Greater Manchester residents experience one or more aspect of digital exclusion (eg access, affordability, skills), and 4% totally digitally excluded. There is currently insufficient data available to show within acceptable confidence levels how this varies according to faith; this will become available as the number of surveys we undertake increases over the coming months.  We will work with our GM Equality Panels, including our Faith and Belief Advisory Pane, and GM Equality Alliance on the development of the fire plan. This network is a key stakeholder to provide oversight and scrutiny of the Fire Plan proposals.  We will also commission sample polling through an external agency to reach a representative sample of the population of Greater Manchester, ensuring our reach across different demographics and areas of the city region.  In keeping with standard Greater Manchester practices, alternative format materials will be produced according to need, upon request from individuals or partner organisations.  Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.  With potential impacts considered and mitigated, religion and belief is not seen as a barrier for participation in the Fire Plan consultation. |
| **Sexual Orientation**  Identify any adverse potential impact on different sexual orientations and identify which sexual orientations you may need to specifically consider. | The number of lesbian, gay, bisexual, trans and non-binary people in England and Wales has been counted in the Census 2021 for the very first time.  84,983 of GM’s population were recorded in the Census as either gay, lesbian, bisexual or other sexual orientations. (Approx.) 6.7% of Manchester’s 16s and over and 5.6% of Salford’s population are either gay, lesbian, bisexual or other sexual orientations –amongst the highest local authority rates in England and Wales.  **Building our evidence**  We will work with external partners to ensure we reach as many people as possible and to enable them to engage in our consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release. All insight gained from participation in the consultation process will follow our Data Protection policy.  Greater Manchester residents’ surveys show that 37% of Greater Manchester residents experience one or more aspect of digital exclusion (e.g., access, affordability, skills), and 4% totally digitally excluded. There is currently insufficient data available to show within acceptable confidence levels how this varies according to sexual orientation; this will become available as the number of surveys we undertake increases over the coming months.  We will work with our GM Equality Panels, including our LGBTQ+ Equality Panel, and GM Equality Alliance on the development of the fire plan. This network is a key stakeholder to provide oversight and scrutiny of the Fire Plan proposals.  We will also commission sample polling through an external agency to reach a representative sample of the population of Greater Manchester, ensuring our reach across different demographics and areas of the city region.  In keeping with standard Greater Manchester practices, alternative format materials – including languages other than English, or tailored discussion sessions - will be produced according to need, upon request from individuals or partner organisations.  Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.  With potential impacts considered and mitigated, sexual orientation is not seen as a barrier for participation in the Fire Plan consultation. |
| **Gender Reassignment**  Identify any adverse potential impact on transgender or non-binary people. | According to the Census 2021, an estimated 13,218 of the Greater Manchester Population have changed their gender identity. These could be considered as “minimum” figures as nearly 6% of the population aged 16 and over did not answer this question. 1,594 people over 16 are non-binary in Greater Manchester.  **Building our evidence**  We will work with external partners to ensure we reach as many people as possible and to enable them to engage in our consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release. All insight gained from participation in the consultation process will follow our Data Protection policy.  Greater Manchester residents’ surveys show that 37% of Greater Manchester residents experience one or more aspect of digital exclusion (e.g., access, affordability, skills), and 4% totally digitally excluded. There is currently insufficient data available to show within acceptable confidence levels how this varies according to Gender reassignment; this will become available as the number of surveys we undertake increases over the coming months.  We will work with our GM Equality Panels, including our LGBTQ+ Equality Panel, and GM Equality Alliance on the development of the fire plan. This network is a key stakeholder to provide oversight and scrutiny of the Fire Plan proposals.  We will also commission sample polling through an external agency to reach a representative sample of the population of Greater Manchester, ensuring our reach across different demographics and areas of the city region.  In keeping with standard Greater Manchester practices, alternative format materials – including languages other than English, or tailored discussion sessions - will be produced according to need, upon request from individuals or partner organisations.  Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed  With potential impacts considered and mitigated, gender reassignment is not seen as a barrier for participation in the Fire Plan consultation. |
| **Pregnancy and Maternity**  Identify any adverse potential impact because of pregnancy, maternity, or paternity. | New and expectant mothers could potentially be at a higher risk when escaping from a fire, as emergency evacuation may be difficult due to their reduced mobility, coordination, speed, agility, and balance.  There is also a potential difficulty in evacuating babies and/or young children. This area would need to be explored further to understand the potential links between pregnancy/maternity and risk from fire and other emergencies.  **Building our evidence**  We will work with external partners to ensure we reach as many people as possible and to enable them to engage in our consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release. All insight gained from participation in the consultation process will follow our Data Protection policy.  Greater Manchester residents’ surveys show that 37% of Greater Manchester residents experience one or more aspect of digital exclusion (e.g., access, affordability, skills), and 4% totally digitally excluded. There is currently insufficient data available to show within acceptable confidence levels how this varies according to pregnancy and maternity; this will become available as the number of surveys we undertake increases over the coming months.  We will work with our GM Equality Panels, including our Women and Girls’ Panel, and GM Equality Alliance on the development of the fire plan. This network is a key stakeholder to provide oversight and scrutiny of the Fire Plan proposals.  We will also commission sample polling through an external agency to reach a representative sample of the population of Greater Manchester, ensuring our reach across different demographics and areas of the city region.  In keeping with standard Greater Manchester practices, alternative format materials will be produced according to need, upon request from individuals or partner organisations.  Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.  With potential impacts considered and mitigated, pregnancy and maternity is not seen as a barrier for participation in the Fire Plan consultation. |
| **Marriage & Civil Partnership**  Identify any adverse potential impact because of marriage and civil partnership means someone who is legally married or in a civil partnership. | Overall, there is no indication that any of the proposals will have a significant or disproportionate impact on people with this protected characteristic. However, people who live alone, rather than those who live with partners, are at higher risk of accidental fires and deaths in those fires with a higher proportion of accidental dwelling fire deaths being someone who lived alone.  **Building our evidence**  We will work with external partners to ensure we reach as many people as possible and to enable them to engage in our consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release. All insight gained from participation in the consultation process will follow our Data Protection policy.  Greater Manchester residents’ surveys show that 37% of Greater Manchester residents experience one or more aspect of digital exclusion (e.g., access, affordability, skills), and 4% totally digitally excluded. There is currently insufficient data available to show within acceptable confidence levels how this varies according to marital status; this will become available as the number of surveys we undertake increases over the coming months.  We will work with our GM Equality Panels and GM Equality Alliance on the development of the fire plan. These networks are a key stakeholder to provide oversight and scrutiny of the Fire Plan proposals.  We will also commission sample polling through an external agency to reach a representative sample of the population of Greater Manchester, ensuring our reach across different demographics and areas of the city region.  In keeping with standard Greater Manchester practices, alternative format materials will be produced according to need, upon request from individuals or partner organisations.  Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.  With potential impacts considered and mitigated, marriage and civil partnership is not seen as a barrier for participation in the Fire Plan consultation. |
| **Social economic disadvantage**  Identify any adverse potential impact because of deprived communities and identify which communities you may need to specifically consider. | People who live in areas with poor housing conditions, inadequate heating, or faulty electrical systems may be at a higher risk of fire incidents. Such conditions are more likely to be found in areas of social and economic disadvantage, which means that people living in these areas may be more vulnerable to fire incidents.   People who have a social economic disadvantage may have limited access to information about fire safety. This may be due to limited internet access, poor education, or language barriers. This lack of information may make it difficult for them to take the necessary precautions to prevent fires.   People who have a social economic disadvantage may not be able to afford fire safety equipment such as smoke detectors or fire extinguishers. This may put them at a higher risk of fire incidents as they may not have the necessary resources to prevent or contain fires.   People who live in areas of social and economic disadvantage may have limited access to fire and rescue services. This may be due to a lack of fire stations in the area and/or a lack of transportation to get to the fire station. This may delay the response time of fire and rescue services, which could have serious consequences.  **Building our evidence**  We will work with external partners to ensure we reach as many people as possible and to enable them to engage in our consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release. All insight gained from participation in the consultation process will follow our Data Protection policy.  We will work with our GM Equality Panels and GM Equality Alliance on the development of the fire plan. These networks are a key stakeholder to provide oversight and scrutiny of the Fire Plan proposals.  We will also commission sample polling through an external agency to reach a representative sample of the population of Greater Manchester, ensuring our reach across different demographics and areas of the city region.  In keeping with standard Greater Manchester practices, alternative format materials will be produced according to need, upon request from individuals or partner organisations.  Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.  With potential impacts considered and mitigated, social economic disadvantage is not seen as a barrier for participation in the Fire Plan consultation. |

## Action Plan

Any actions identified as an outcome of the EIA should be mapped against the headings within the Action Plan.

NB: summaries/evidence actions taken to mitigate against adverse impact.

**Title: (**Equality Impact Assessment Report – MM/YYYY**)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Action/ Activity | Owner and Interested Stakeholders | Dependencies/ Risk/Constraints | Completion Date | Progress Update |
| This should be a list of recommendations identified in the EIA report.  A short description of the issue being taken forward. | Team/Department/Service  Internal and external stakeholders  How will you ensure your stakeholders continue to be involved/engaged in shaping the development/delivery of this policy? | There may be other projects/initiatives that will deliver the action, so refer to these. | The date by which the action is to be completed. | Progress to date. Any barriers. New stakeholders, etc. Give RAG (red/amber/green) rating if appropriate. Details of monitoring and review methods |
| Share the findings of the EIA with internal networks to provide additional scrutiny and feedback on proposals. | Communications and Engagement team |  | Prior to final sign-off (mid Jan 2025) | Initial engagement undertaken via EIA working group; deeper consideration at February 2025 meeting – EIA to be updated and re-published with any significant changes highlighted |
| Utilise communications and engagement networks of Greater Manchester system – including local councils and partners | Communications and Engagement | Rely on partners to share information / materials (and tailor for their audiences as appropriate); through Greater Manchester agreed ways of working, this is requested not mandated | Ongoing throughout non-statutory consultation and engagement period | Information, materials and ask to cascade shared with Greater Manchester Heads of Communications network via email; verbal briefing to monthly Heads of Communications network meeting; |
| Produce alternative format materials / information as required | Communications and Engagement team | Lack of awareness from individuals / partners that these materials can be requested – creating impression that no alternative formats are available; limited project budget and tight timescales for production of additional materials | Ongoing through non-statutory consultation period | Availability of alternative information to be highlighted at drop in sessions |
| Raise awareness of non-statutory consultation among digitally excluded audiences | Communications and Engagement team | Reliance on non-owned partner and media channels | Ongoing through non-statutory consultation period | Information to be shared with community and GM partners for cascade through non-digital channels; drop-in sessions will be held if needed. Local / community media engaged and further release planned. |
|  |  |  |  |  |

## Sign-off

The final stage of the Equality Impact process is to formally sign off the document as being a complete, rigorous, and robust analysis.

The policy, strategy or function has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.

#### Quality Check and Review by the Directorate Contact Officer

|  |  |  |
| --- | --- | --- |
| **Name** | **Directorate Team** | **Review Date** |
| Shabnam Kauser | Communications and Engagement | 10 January 2025 |

#### Summary of strengths and area(s) for improvement

|  |
| --- |
| This is a comprehensive and evidence-led equalities impact assessment for public, staff and stakeholder consultation on the next Fire Plan. It is worth highlighting it does not consider the potential implications of the proposed plan itself or any specific proposals within it – rather the activities for securing public / staff / stakeholder feedback and insight on these proposals. Further EIAs will be expected on each specific programme / initiative set out in the plan as part of their planning.  We will continue to seek input from staff networks, equality panels and other networks throughout the consultation period, and respond to interim analysis of consultation responses that highlights any significant under-representation.  Members of the GMFRS Equality Impact Assessment working group have been engaged in this assessment; the full group is expected to formally consider the document at its meeting in February – after the consultation activities are underway. Any major changes from this consideration will be included and highlighted in an updated EIA document published alongside consultation documentation, prior to the close of the consultation period. |

#### Service Director or Senior Officer (sign-off)

|  |  |  |
| --- | --- | --- |
| **Name** | **Job Title** | **Date** |
| Martin Sainsbury | Assistant Director – Corporate Communications, Campaigns and Participation | 10 Jan 2025 |

Ensure your EIA is uploaded onto the [Corporate Document Centre](http://insidegmca.gmfs.local/media/389677/the-cdc-process-eia-gudiance.docx) (CDC) as a draft for the EDI Managers final approval.

Please select ‘Equality impact assessment’ as the document type when uploading.

**Further guidance**

1. [EIA guidance (Word, 195KB)](http://insidegmca.gmfs.local/media/389674/eia-guidance_.docx)
2. [External EIA Quality Assurance Provider (PowerPoint, 158KB)](http://insidegmca.gmfs.local/media/389675/external-eia-quality-assurance-provider.pptx)
3. GMFRS: For further assistance please contact [inclusivity@manchesterfire.gov.uk](mailto:inclusivity@manchesterfire.gov.uk)