



**GREATER  
MANCHESTER**  
**FIRE AND RESCUE SERVICE**

**GMCA** GREATER  
MANCHESTER  
COMBINED  
AUTHORITY

# Equality Impact Assessment

## Fire Cover Review 2023-24

**Date: June 2023**

**Version 1**

This document will be updated throughout Fire Cover Review engagement and non-statutory consultation. Additional mitigations will be put in place where any further potential equalities impacts are identified through this engagement.

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# 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](#). 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.

## Document Version Control

Assessment of potential equalities impacts of the Fire Cover Review is an ongoing process throughout the engagement and non-statutory consultation process. Additional mitigations will be put in place where any further potential equalities impacts are identified through this engagement.

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

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

Document Version	Date	Author
V1	09.06.2023	Sarah Scoales

## Approval Process

<b>Approval Agency</b> This is your directorate or Team.	<b>SLT</b>
<b>Owner</b>	<b>ACFO Carlos Meakin</b> 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.

<b>Involved</b>	Sarah Scoales – Head of Service Excellence SM Baz Scott SM Carl Mitchell Communications and engagement team
<b>Consulted</b>	Equality Impact Assessment (EIA) Working Group, Staff Networks, Representative Bodies & Senior Leadership Team (SLT). Participants in engagement on proposals (including colleagues based in stations featured in the review, local residents attending drop-in sessions, initial responses to online survey)

## Related Documents

### Policy & Procedure

- GMFRS Strategic Assessment of Risk
- GMFRS Fire Plan
- GMFRS Annual Delivery Plan
- Equality Diversity and Inclusion Strategy
- Community Risk Management Model
- GMFRS Station Profiles Model
- All People Related Policies – Change Management, Maternity, Paternity, Sickness etc.
- GMCA Engagement Toolkit

# Impact Assessment Form

## Section 1

<b>Name of policy / initiative / Service to be impact assessed</b>	Fire Cover Review 2023
<b>Corporate objective being addressed</b>	Fire Plan & Annual Delivery Plan Strategic Priorities:  Priority 1 – Provide a fast, safe and effective response.  Priority 2 – Help people reduce the risk of fires and other emergencies.  Priority 3 – Help protect the built environment.  Priority 4 – Use resources sustainably and deliver the most value.  Priority 5 – Develop a culture of excellence, equality, and inclusivity.

	Priority 6 – Integrate our Services in every locality with partner agencies.
<b>Department / function carrying out the assessment</b>	Service Excellence Service Delivery
<b>Who is responsible for the implementation of the policy / initiative / service? (Function head /department manager)</b>	ACFO Carlos Meakin
<b>Who is involved in the impact assessment?</b>	Sarah Scoales – Head of Service Excellence SM Baz Scott SM Carl Mitchell AM Paul Fearnhead Communications and engagement
<b>What are the aims / objectives of the policy / initiative / service?</b>	The aims of this Fire Cover Review are to ensure GMFRS resources are deployed in the most efficient and effective way, as part of our vision to provide a modern, flexible and resilient fire and rescue service. Informed by data and evidence, and subject to engagement and non-statutory consultation, we propose to do this by: <ul style="list-style-type: none"> <li>• introducing Enhanced Rescue Stations, which will see improvements implemented and efficiencies secured in our current Technical Rescue Units.</li> <li>• introducing two new fire engines at Manchester Central and Moss Side</li> </ul>

	<p>Fire Stations, responding to rapid development in the city centre, increasing our current fleet from 50 to 52.</p> <ul style="list-style-type: none"> <li>• enhancing our current fleet of special appliances, investing in new vehicles, training, and relocating to provide better coverage across Greater Manchester.</li> <li>• introducing day crewing arrangements at Offerton Fire Station and Sale Fire Station.</li> </ul>
<p><b>Who is intended to benefit from the policy?</b></p>	<p>All internal and external stakeholders.</p> <p>Stakeholders identified within the scope of these changes include:</p> <ul style="list-style-type: none"> <li>• GMFRS</li> <li>• 10 Local Authorities of Greater Manchester</li> <li>• Communities of Greater Manchester</li> <li>• Uniformed employees/staff network groups</li> <li>• Non-uniformed employees</li> <li>• Partner agencies</li> <li>• Residents and businesses of Greater Manchester – at whole population level</li> </ul>
<p><b>What are the main outcomes of the policy (this is key to being able to identify what monitoring is needed)?</b></p>	<p>The main outcomes will be the implemented of approved changes to the fire cover across Greater Manchester. These changes are</p>

	intended to ensure our resources and fire cover is better matched to evolving risk within Greater Manchester.
<b>Is the policy for external or internal purposes?</b>	The Fire Cover Review is for both internal and external purposes, with engagement and non-statutory consultation taking place on the proposals.
<b>Are other organisations involved in the delivery?</b> <b>If yes, please state who:</b>	None
<b>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)</b>	<p>Previous Fire Cover Reviews (in Greater Manchester and other conurbations).</p> <p>Previous GMFRS Corporate Plans / IRMPs; GMFRS Strategic Assessment of Risk; Fatal Fires reports, Measuring Progress performance reports.</p> <p>Previous GMCA / GMFRS non-statutory consultations</p> <p>Regular Greater Manchester residents' survey findings</p> <p>The findings from EIAs for a number of other policies have also been considered within this EIA.</p> <p>Given the lack of recent Fire Cover Review-specific equalities data and insight to draw on, this EIA is being completed after an initial period of internal and public engagement on the proposals, and regularly reviewed and</p>



	<p>updated throughout this engagement. This is allowing us to build up further evidence into potential impacts and ensure more robust assessment and mitigation plans. We have incorporated and responded to initial issues raised around impacts and approaches into this assessment, and plans for the subsequent main phase of non-statutory consultation / engagement</p> <p>A full DPIA is in place for this work including how we will store, use and analyse the data we receive.</p>
<p><b>How will information be collected regarding the impact of the policy /initiative /service/ employment policy etc?</b></p>	<p>Non-statutory consultation and engagement with GMFRS staff and with the public (including Elected Officials) prior to recommendations being agreed and – if taken forward – implemented.</p> <p>Outcomes framework – qualitative and quantities reporting through Corporate KPIs.</p> <p>Internal surveys – B-Heard, Culture pulse surveys and the independent reporting lines.</p> <p>Ongoing routine service incident and response data</p> <p>An evaluation will be carried out after a suitable period.</p>
<p><b>Has a search of the internet revealed an impact assessment conducted by other Fire and Rescue Services or</b></p>	<p>An Internet search has not identified any EIAs conducted by other FRSs for similar changes or policies. However,</p>

<p><b>local authorities of a similar policy/initiative?</b></p> <p><b>If yes – is it possible to adapt / incorporate findings</b></p>	<p>documents have been reviewed which have been published by Nottingham FRS (Fire cover report) and Norfolk FRS (IRMP).</p>
<p><b>Date of Policy Review</b></p>	<p>N/A – Fire Cover Reviews will be undertaken every four years in line with the development of the Fire Plan.</p>

## 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.

We recently launched our new Annual Delivery Plan 2023/24, and this includes our intention to consult with our people, partners, and the public on proposals to make changes to our fire cover – specifically how our fire stations and fire appliances are crewed and where they are located. These proposals will allow us to increase our capacity and capability and ensure we invest our resources in areas of the highest need.

Our Fire Cover Review sets out the changes we are proposing to make to ensure our resources are used in the most effective and efficient way. Based on extensive data and insight, we believe the package of measures proposed are the best way for us to build a stronger, more resilient fire and rescue service while maintaining the highest levels of safety and lowest levels of risk as we protect our communities, work together and save lives.

To enable us to create an accurate risk profile of our communities, each year we undertake a Strategic Assessment of Risk (SAoR) that helps us to consider the impact of external factors that may be a risk to our communities and how we respond, enabling us to create risk profiles for all 10 boroughs, which are used alongside the SAoR to determine where our resources should be located and underpin our decisions. This document can be found on the Corporate Document Centre and on our external website.

The Fire Cover Proposals we are consulting upon are detailed below:

- Introduction of day crewing arrangements at Offerton and Sale Fire Stations
- Introduction of Enhanced Rescue Stations
- Additional fire engines in Manchester Borough
- Enhanced Special Appliances

	<b>Impacts Identified</b>
<p><b>Age</b></p> <ul style="list-style-type: none"> <li>• Young</li> <li>• Middle age</li> <li>• Older age</li> </ul>	<p>Our figures show the proportion of GMFRS Staff by age group is as follows:</p> <p>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. Evidence suggests that ageing can potentially bring with it declines in aerobic and cardiovascular fitness, musculoskeletal strength, cognitive functioning (e.g., reaction times) and sensory acuity (e.g., sight and hearing).</p> <p>At GMFRS, the highest number of both incidents and total shifts lost to sickness amongst uniformed staff is usually caused by musculoskeletal problems. It will become increasingly critical for both GMFRS and individuals within the service to mitigate the risks associated with aging.</p> <p>GMFRS will have an increasing responsibility to consider the impact of aging on working patterns and the use of kit and equipment.</p> <p>Our new Culture First Board will provide a route and opportunity to highlight and discuss any cultural issues. This will strengthen the Service’s approach and continue to support our ambitions to better focus on cultural issues. This Board will enable the ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.</p> <p>Our Core Code of Ethics will guide 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.</p> <p><b>Positive Impact:</b></p> <p>The current system may impact more negatively on older employees. This is because working long periods of time can affect people’s concentration and sleep patterns. Allowing staff to work more flexibly for shorter shift duration will reduce the impact on staff health and wellbeing.</p> <p>The impact of the current system can negatively impact on family life and child-care and the day-crewing proposals support a more family friendly approach. The ability to work flexibly will reduce this impact by allowing staff more</p>

	<p>opportunities to plan their working patterns around childcare and family life.</p> <p>The new Enhanced Rescue Station model means that operational crews at these stations would operate a self-sufficient crewing model, managing any crewing shortfalls locally. This system provides also provides the ability to work flexibly and allowing staff more opportunities to plan their working patterns around childcare and family life.</p> <p>Operational crews at these stations would receive a 3% uplift in pay.</p> <p>The new model creates development opportunities and more clearly defined leadership, with on duty crews having one Watch Manager covering the overall response, rather than separate managers covering the firefighting response and TRU as at present.</p> <p><b>Negative Impact:</b></p> <p>The proposals will see a reduction in staff, specifically:</p> <ul style="list-style-type: none"> <li>• Day-crewing will reduce staff from 28 to 13 at each station.</li> <li>• Enhanced Rescue Stations will result in an overall reduction in staff from 112 to 88 across both stations.</li> </ul> <p>Significant changes to a firefighter’s working pattern, location or pay could result in increased anxiety in a financially challenging external environment.</p> <p><b>Mitigations</b></p> <p>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.</p> <p>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.</p> <p><b>Building further evidence</b></p> <p>Internal consultation and 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 a number of station visits, materials setting out proposals, dedicated intranet page with key messages and FAQs, online survey and will be</p>
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	<p>promoted using the intranet, newsletters, and whole service comms messaging. In addition, a number of community events will take place in Offerton, Sale and surrounding areas were requested or identified as priority areas for engagement, as well as online Teams drop-in sessions, providing a variety of opportunities to provide feedback and ask questions.</p>
<p><b>Disability</b></p> <p>Types of impairment can be categorised as physical, sensory, psychosocial, and intellectual.</p> <p>There are several types of barriers that cause exclusion including.</p> <ul style="list-style-type: none"> <li>•Physical</li> <li>•Social/attitudinal</li> <li>•Institutional</li> <li>•Communication</li> </ul> <p>Complete which barriers you will need to consider in your programme.</p>	<p>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.</p> <p>Our new Culture First Board will provide a route and opportunity to highlight and discuss any cultural issues. This will strengthen the Service’s approach and continue to support our ambitions to better focus on cultural issues. This Board will enable the ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.</p> <p>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.</p> <p><b>Positive Impact:</b></p> <p>There are very few operational staff who identify as living with a disability. Potentially, working flexibly will have a positive impact on individuals with long term health conditions – enabling them to work shift patterns around self-management of a condition.</p> <p>In addition, shorter shifts and reduced time away from home can positively impacting mental health and supports family friendly working.</p> <p><b>Negative Impact:</b></p> <p>The proposals will see a reduction in staff, specifically:</p> <ul style="list-style-type: none"> <li>• Day-crewing will reduce staff from 28 to 13 at each station.</li> <li>• Enhanced Rescue Stations will result in an overall reduction in staff from 112 to 88 across both stations.</li> </ul> <p>Significant changes to a firefighter’s working pattern, location or pay could result in increased anxiety in a financially challenging external environment.</p>

	<p><b>Mitigations</b></p> <p>To mitigate this risk, 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.</p> <p>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.</p> <p><b>Building Further Evidence</b></p> <p>Internal consultation and 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 several station visits, materials setting out proposals, dedicated intranet page with key messages and FAQs, online survey and will be promoted using the intranet, newsletters, and whole service comms messaging. In addition, several community events will take place in Offerton, Sale and surrounding areas where requested or identified as priority areas for engagement, as well as online Teams drop-in sessions, providing a variety of opportunities to provide feedback and ask questions.</p>
<p><b>Sex</b></p> <p>Identify any potential adverse impact to men or women.</p>	<p>The number of female firefighters at GMFRS is low, and the number of women in senior uniformed roles is very low. The Service is working hard to change the perception of the Service to encourage more female recruits.</p> <p>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.</p> <p>Across all staff, over half identify as a man (51.39%) and just over 1 in 10 (12.14%) as a woman. Fewer than 1% use another term, and none identify as non-binary. These figures are affected by approximately 1 in 3 (34.28%) not disclosing their gender identifier.</p> <p>Our new Culture First Board will provide a route and opportunity to highlight and discuss any cultural issues. This will strengthen the Service’s approach and continue to support our ambitions to better focus on cultural issues. This Board</p>

	<p>will enable the ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.</p> <p>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. This network is a key stakeholder to provide oversight and scrutiny of the Fire Cover proposals.</p> <p><b>Positive Impact:</b></p> <p>The impact of the current system can negatively impact on family life and child-care and the day-crewing proposals support a more family friendly approach. The ability to work flexibly will reduce this impact by allowing staff more opportunities to plan their working patterns around childcare and family life and has a positive benefit for women and men.</p> <p><b>Negative Impact:</b></p> <p>There is nothing to indicate that the proposals within the Fire Cover Review would have an adverse impact on people with this protected characteristic.</p> <p><b>Building Further Evidence</b></p> <p>Internal consultation and 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 several station visits, materials setting out proposals, dedicated intranet page with key messages and FAQs, online survey and will be promoted using the intranet, newsletters, and whole service comms messaging. In addition, several community events will take place in Offerton, Sale and surrounding areas were requested or identified as priority areas for engagement, as well as online Teams drop-in sessions, providing a variety of opportunities to provide feedback and ask questions.</p>
<p><b>Race</b></p> <p>Identify any adverse potential impact on different ethnic</p>	<p>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.</p>



<p>groups and identify which ethnic groups you may need to specifically consider.</p>	<p>Our new Culture First Board will provide a route and opportunity to highlight and discuss any cultural issues. This will strengthen the Service’s approach and continue to support our ambitions to better focus on cultural issues. This Board will enable the ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.</p> <p>Our Code of Ethics will guide 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.</p> <p>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 Cover proposals.</p> <p><b>Positive Impact / Negative Impact:</b></p> <p>There is nothing to indicate that the proposals within the Fire Cover Review disproportionately benefit or adversely impact on people with this protected characteristic.</p> <p><b>Building Further Evidence</b></p> <p>Internal consultation and 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 several station visits, materials setting out proposals, dedicated intranet page with key messages and FAQs, online survey and will be promoted using the intranet, newsletters, and whole service comms messaging. In addition, several community events will take place in Offerton, Sale and surrounding areas where requested or identified as priority areas for engagement, as well as online Teams drop-in sessions, providing a variety of opportunities to provide feedback and ask questions.</p>
<p><b>Religion and belief</b></p>	<p>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</p>

<p><b>(including no belief)</b></p> <p>Identify any adverse potential impact on different religious groups and identify which you may need to specifically consider.</p>	<p>Our new Culture First Board will provide a route and opportunity to highlight and discuss any cultural issues. This will strengthen the Service’s approach and continue to support our ambitions to better focus on cultural issues. This Board will enable the ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.</p> <p>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 Cover proposals.</p> <p>Our Code of Ethics will guide 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.</p> <p><b>Positive Impact:</b></p> <p>The introduction of day crewing arrangements provides more flexibility. A positive impact that working flexibly may bring is that staff will have more freedom to choose when they work, giving greater opportunity to meet religious observances and attend religious commitments, events, and festivals throughout the year.</p> <p><b>Negative Impact:</b></p> <p>There is nothing to indicate that the proposals within the Fire Cover Review would have an adverse impact on people with this protected characteristic.</p> <p><b>Building Further Evidence</b></p> <p>Internal consultation and 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 several station visits, materials setting out proposals, dedicated intranet page with key messages and FAQs, online survey and will be promoted using the intranet, newsletters, and whole service comms messaging. In addition, several community events will take</p>
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	<p>place in Offerton, Sale and surrounding areas where requested or identified as priority areas for engagement, as well as online Teams drop-in sessions, providing a variety of opportunities to provide feedback and ask questions.</p>
<p><b>Sexual Orientation</b></p> <p>Identify any adverse potential impact on different sexual orientations and identify which sexual orientations you may need to specifically consider.</p>	<p>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.</p> <p>Our new Culture First Board will provide a route and opportunity to highlight and discuss any cultural issues. This will strengthen the Service’s approach and continue to support our ambitions to better focus on cultural issues. This Board will enable the ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.</p> <p>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 Cover proposals.</p> <p><b>Positive Impact / Negative Impact:</b></p> <p>There is nothing to indicate that the proposals within the Fire Cover Review disproportionately benefit or adversely impact on people with this protected characteristic.</p> <p><b>Building further evidence</b></p> <p>Internal consultation and 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 a number of station visits, materials setting out proposals, dedicated intranet page with key messages and FAQs, online survey and will be promoted using the intranet, newsletters, and whole service comms messaging. In addition, a number of community events will take place in Offerton, Sale and surrounding areas were requested or identified as priority areas for engagement, as well as online Teams drop-in sessions, providing a variety of opportunities to provide feedback and ask questions.</p>

<p><b>Gender Reassignment</b></p> <p>Identify any adverse potential impact on transgender or non-binary people.</p>	<p>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.</p> <p>Our new Culture First Board will provide a route and opportunity to highlight and discuss any cultural issues. This will strengthen the Service’s approach and continue to support our ambitions to better focus on cultural issues. This Board will enable the ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.</p> <p>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 Cover proposals.</p> <p><b>Positive Impact / Negative Impact:</b></p> <p>There is nothing to indicate that the proposals within the Fire Cover Review disproportionately benefit or adversely impact on people with this protected characteristic.</p> <p><b>Building Further Evidence</b></p> <p>Internal consultation and 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 a number of station visits, materials setting out proposals, dedicated intranet page with key messages and FAQs, online survey and will be promoted using the intranet, newsletters, and whole service comms messaging. In addition, a number of community events will take place in Offerton, Sale and surrounding areas were requested or identified as priority areas for engagement, as well as online Teams drop-in sessions, providing a variety of opportunities to provide feedback and ask questions.</p>
<p><b>Pregnancy and Maternity</b></p> <p>Identify any adverse potential</p>	<p>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</p>

<p>impact because of pregnancy, maternity, or paternity.</p> <p>Pregnancy is the condition of being pregnant or expecting a baby.</p> <p>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.</p>	<p>appropriate, directly liaison is undertaken for any matter directly impacting on them.</p> <p>Our new Culture First Board will provide a route and opportunity to highlight and discuss any cultural issues. This will strengthen the Service’s approach and continue to support our ambitions to better focus on cultural issues. This Board will enable the ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.</p> <p><b>Positive / Negative Impact</b></p> <p>There is nothing to indicate that the proposals within the Fire Cover Review adversely impact on people with this protected characteristic.</p> <p><b>Building Further Evidence</b></p> <p>Any members of staff who are directly impacted by the proposals in the Fire Cover Review and are currently not in work due to pregnancy or on maternity / paternity leave, will be liaised with directly through line management to ensure the appropriate level of engagement is undertaken and feedback gathered.</p> <p>Internal consultation and 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 a number of station visits, materials setting out proposals, dedicated intranet page with key messages and FAQs, online survey and will be promoted using the intranet, newsletters, and whole service comms messaging. In addition, a number of community events will take place in Offerton, Sale and surrounding areas were requested or identified as priority areas for engagement, as well as online Teams drop-in sessions, providing a variety of opportunities to provide feedback and ask questions.</p>
<p><b>Marriage &amp; Civil Partnership</b></p>	<p>Our new Culture First Board will provide a route and opportunity to highlight and discuss any cultural issues. This will strengthen the Service’s approach and continue to support our ambitions to better focus on cultural issues. This Board</p>

<p>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.</p>	<p>will enable the ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.</p> <p><b>Positive Impact:</b></p> <p>The introduction of day crewing arrangements provides more flexibility. A positive impact that working flexibly may bring is that staff will have more freedom to choose when they work, giving greater opportunity to plan shifts in conjunction with their partners working arrangements.</p> <p><b>Negative Impact:</b></p> <p>There is nothing to indicate that the proposals within the Fire Cover Review would have an adverse impact on people with this protected characteristic.</p> <p><b>Building Further Evidence</b></p> <p>Internal consultation and 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 several station visits, materials setting out proposals, dedicated intranet page with key messages and FAQs, online survey and will be promoted using the intranet, newsletters, and whole service comms messaging. In addition, several community events will take place in Offerton, Sale and surrounding areas where requested or identified as priority areas for engagement, as well as online Teams drop-in sessions, providing a variety of opportunities to provide feedback and ask questions.</p>
<p><b>Social economic disadvantage</b></p> <p>Identify any adverse potential impact because of financial hardship.</p>	<p>Our new Culture First Board will provide a route and opportunity to highlight and discuss any cultural issues. This will strengthen the Service’s approach and continue to support our ambitions to better focus on cultural issues. This Board will enable the ‘staff voice’ to be heard and effectively support staff to feel that they can bring their whole selves to work.</p> <p>Our Core Code of Ethics will guide 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.</p>

	<p><b>Positive Impact:</b></p> <p>The introduction of day crewing arrangements provides more flexibility. The ability to work flexibly may enable greater support for individuals when arranging shifts and consider personal needs.</p> <p>For staff at Day Crewed stations who provide their own accommodation there is a monthly housing allowance which is index linked to annual inflation rises.</p> <p>Fuel and lighting allowances are paid to all Day Crewing colleagues and are index linked to annual inflation rises.</p> <p>A mileage payment will be made to staff where the travel to the new base is greater than the current travel to the current base.</p> <p><b>Negative Impact:</b></p> <p>There is nothing to indicate that the proposals within the Fire Cover Review would have an adverse impact on people with this protected characteristic.</p> <p><b>Building Further Evidence</b></p> <p>Internal consultation and 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 a number of station visits, materials setting out proposals, dedicated intranet page with key messages and FAQs, online survey and will be promoted using the intranet, newsletters, and whole service comms messaging. In addition, a number of community events will take place in Offerton, Sale and surrounding areas were requested or identified as priority areas for engagement, as well as online Teams drop-in sessions, providing a variety of opportunities to provide feedback and ask questions.</p>
<p><b>Other</b></p> <p>Are there other discriminations or disadvantages that you think you need to address?</p>	<p><b>Internal engagement approach</b></p> <p>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 a number of station visits with briefings and discussion sessions led by Senior Leadership Team members, materials setting out proposals, dedicated intranet page with key messages and FAQs, online survey and will be promoted using the intranet, newsletters, and whole service comms messaging. In addition, a number of community events will</p>

	<p>take place in Offerton, Sale and surrounding areas were requested or identified as priority areas for engagement, as well as online Teams drop-in sessions, providing a variety of opportunities to provide feedback and ask questions.</p> <p><b>Positive Impact / Negative Impact:</b></p> <p>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.</p>
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## 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																																																																								
<p><b>Age</b></p> <ul style="list-style-type: none"> <li>• Young</li> <li>• Middle age</li> <li>• Older Age</li> </ul>	<p>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.</p> <p>The ADP is intended to have a positive impact on people of all ages. Our annual Strategic Assessment of Risk (SAoR) helps us to determine risks to the communities of Greater Manchester and age is an important factor.</p> <table border="1"> <thead> <tr> <th>Borough</th> <th>Under 20</th> <th>20-34</th> <th>35-65</th> <th>Over 65</th> <th>All ages</th> </tr> </thead> <tbody> <tr> <td>Bolton</td> <td>-1.1%</td> <td>0.3%</td> <td>-0.7%</td> <td>27.4%</td> <td>4.3%</td> </tr> <tr> <td>Bury</td> <td>2.9%</td> <td>5.5%</td> <td>4.3%</td> <td>24.8%</td> <td>7.9%</td> </tr> <tr> <td>Manchester</td> <td>2.4%</td> <td>4.8%</td> <td>6.2%</td> <td>41.1%</td> <td>8.0%</td> </tr> <tr> <td>Oldham</td> <td>2.0%</td> <td>5.7%</td> <td>9.2%</td> <td>32.7%</td> <td>10.4%</td> </tr> <tr> <td>Rochdale</td> <td>3.7%</td> <td>6.1%</td> <td>11.4%</td> <td>35.3%</td> <td>12.3%</td> </tr> <tr> <td>Salford</td> <td>13.3%</td> <td>12.4%</td> <td>15.4%</td> <td>32.5%</td> <td>16.5%</td> </tr> <tr> <td>Stockport</td> <td>2.4%</td> <td>2.5%</td> <td>5.0%</td> <td>24.2%</td> <td>7.9%</td> </tr> <tr> <td>Tameside</td> <td>5.0%</td> <td>6.0%</td> <td>3.6%</td> <td>29.5%</td> <td>9.0%</td> </tr> <tr> <td>Trafford</td> <td>1.9%</td> <td>5.1%</td> <td>5.6%</td> <td>30.8%</td> <td>9.0%</td> </tr> <tr> <td>Wigan</td> <td>-3.5%</td> <td>0.6%</td> <td>0.9%</td> <td>33.8%</td> <td>6.2%</td> </tr> <tr> <td><b>Greater Manchester</b></td> <td><b>2.7%</b></td> <td><b>4.9%</b></td> <td><b>5.8%</b></td> <td><b>31.2%</b></td> <td><b>8.9%</b></td> </tr> </tbody> </table> <p>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</p>	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%	<b>Greater Manchester</b>	<b>2.7%</b>	<b>4.9%</b>	<b>5.8%</b>	<b>31.2%</b>	<b>8.9%</b>
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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
<b>Total</b>	<b>1,463</b>	<b>96</b>	<b>2,867,800</b>	

**Positive Impact:**

There will be no change to emergency cover during the daytime.

Introduction of additional resources into Manchester will improve response times and performance: - Manchester Central – response time improves by 17 seconds. - Moss Side – response time improves by 18 seconds.

Increased capacity for prevention and protection activities in areas of highest risk and demand.

The implementation of these proposals will ensure the investment can be provided without any additional funding, whilst provide efficiencies of £340k to be invested in other areas of the Service, such as Prevention and Protection.

The day crewing model better reflects the risk profile of the areas affected. As part of this process, we will review and update (as appropriate) Borough risk profiles and any associated plans and improve data and intelligence. We will work in conjunction with Prevention & Protection teams on focused activities and initiatives to mitigate any arising risks.

The new Enhanced Rescue Station model means that more staff will be trained and equipped to deal with complex rescue incidents. By having more firefighters who are trained for all types of response, their skills can be used more flexibly.

**Negative Impact:**

The changes proposed by the introduction of day-crewing arrangements will increase average response times by: - Offerton: 1 minute 26 seconds - Sale: 1 minute 10 seconds

Any changes to fire cover have the potential to impact certain areas increasing response time, resulting in a greater risk to life and serious injury. This could impact negatively on people with this protected characteristic, given that they are at an increased risk of fire.

In addition, younger people may have a greater appetite for risk and therefore be more inclined to 'have a go' at tackling a dwelling fire.

**Building our evidence**

We will work with external partners to ensure we reach as many people as possible to enable them to engage in our non-statutory consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release.

	<p>All insight gained from participation in the consultation process will follow our Data Protection policy</p> <p>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).</p> <p>Although these surveys show digital exclusion is lower in both Stockport and Trafford than across Greater Manchester as a whole (data is not available at a smaller level than local authority), age profiles mean it is important to offer some non-online opportunities to respond to the non-statutory consultation in those areas most directly affected.</p> <p>In-person community events will take place at Offerton and Sale Fire Stations, providing opportunities to discuss the proposals with GMFRS colleagues, provide verbal or written feedback and be supported to complete the full online survey using GMFRS equipment and data.</p> <p>These will be supported by online MS Teams drop-in sessions for those more digitally enabled.</p> <p>We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall non-statutory consultation for digitally enabled and excluded audiences.</p> <p>Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.</p> <p>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.</p>
<p><b>Disability</b></p> <p>Types of impairment can be categorised as</p>	<p>According to the Census 2021: Overall GM has higher rates of disability than the England and Wales averages.</p> <p>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</p>

<p>physical, sensory, psychosocial, and intellectual.</p> <p>There are several types of barriers that cause exclusion including.</p> <ul style="list-style-type: none"> <li>•Physical</li> <li>•Social/attitudinal</li> <li>•Institutional</li> <li>•Communication</li> </ul> <p>Complete which barriers you will need to consider in your programme.</p>	<p>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).</p> <p>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.</p> <table border="1" data-bbox="448 488 1386 1084"> <thead> <tr> <th>Fatality Factor</th> <th>Measure Description</th> <th>Greater Manchester</th> <th>England</th> </tr> </thead> <tbody> <tr> <td>Mobility Issues</td> <td>Physically inactive adults 2020/21 %</td> <td>26.3</td> <td>23.4</td> </tr> <tr> <td>Mental Health</td> <td>Estimated prevalence of common mental disorders: % of population aged 16 &amp; over (2017)</td> <td>18.9</td> <td>16.9</td> </tr> <tr> <td>Dementia/ Memory Impairment</td> <td>Dementia: Recorded prevalence (aged 65 years and over) 2020 %</td> <td>4.63</td> <td>5.34</td> </tr> </tbody> </table> <p>The ongoing cost of living crisis could impact people with this protected characteristic resulting in a range of issues:</p> <ul style="list-style-type: none"> <li>• 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.</li> <li>• 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.</li> <li>• Financial pressures creating additional stress impacting on mental health and substance related conditions.</li> </ul> <p>Disabled residents are potentially more likely to require help with evacuation, so speed of response is critical.</p> <p><b>Positive Impact:</b></p> <p>There will be no change to emergency cover during the daytime.</p> <p>Introduction of additional resources into Manchester will improve response times and performance: - Manchester</p>	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
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The implementation of these proposals will ensure the investment can be provided without any additional funding, whilst provide efficiencies of £340k to be invested in other areas of the Service, such as Prevention and Protection.

The day crewing model better reflects the risk profile of the areas affected. As part of this process, we will review and update (as appropriate) Borough risk profiles and any associated plans and improve data and intelligence. We will work in conjunction with Prevention & Protection teams on focused activities and initiatives to mitigate any arising risks.

#### **Negative Impact:**

The changes proposed by the introduction of day-crewing arrangements will increase average response times by: -  
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#### **Building Our Evidence**

We will work with external partners to ensure we reach as many people as possible to enable them to engage in our non-statutory consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release.

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).

Although these surveys show digital exclusion is lower in both Stockport and Trafford than across Greater Manchester as a whole (data is not available at a smaller level than local authority),

	<p>disability profiles mean it is important to offer some non-online opportunities to respond to the non-statutory consultation in those areas most directly affected. In-person community events will take place at Offerton and Sale Fire Stations, providing opportunities to discuss the proposals with GMFRS colleagues, provide verbal or written feedback and be supported to complete the full online survey using GMFRS equipment and data. These will be supported by online MS Teams drop-in sessions for those more digitally enabled.</p> <p>We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall non-statutory consultation for digitally enabled and excluded audiences.</p> <p>Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.</p> <p>In keeping with standard Greater Manchester practices, alternative format materials – including braille, audio, low literacy friendly, or tailored discussion sessions - will be produced according to need, upon request from individuals or partner organisations.</p>
<p><b>Sex</b></p> <p>Identify any potential adverse impact to men or women.</p>	<p>The Office for National Statistics shows the proportion of residents by gender in Greater Manchester is as follows:</p> <ul style="list-style-type: none"> <li>• Males = 49.7%</li> <li>• Females = 50.3%</li> </ul> <p>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.</p> <p>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.</p>

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	<p>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.</p> <p>Although these surveys show digital exclusion is lower in both Stockport and Trafford than across Greater Manchester as a whole (data is not available at a smaller level than local authority), we are committed to offering non-online opportunities to respond to the non-statutory consultation in those areas most directly affected. In-person community events will take place at Offerton and Sale Fire Stations, providing opportunities to discuss the proposals with GMFRS colleagues, provide verbal or written feedback and be supported to complete the full online survey using GMFRS equipment and data.</p> <p>These will be supported by online MS Teams drop-in sessions for those more digitally enabled.</p> <p>We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall non-statutory consultation for digitally enabled and excluded audiences.</p> <p>Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.</p> <p>In keeping with standard Greater Manchester practices, alternative format materials will be produced according to need, upon request from individuals or partner organisations.</p>
<p><b>Race</b></p> <p>Identify any adverse potential impact on different ethnic groups and identify which ethnic groups you</p>	<p>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.</p> <p>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</p>

may need to specifically consider.

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

Borough	White	Mixed/ multiple ethnic groups	Asian/ Asian British	Black/ African/ Caribbean/ Black British	Other ethnic group s
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%

**Positive Impact:**

There will be no change to emergency cover during the daytime.

The implementation of these proposals will ensure the investment can be provided without any additional funding, whilst provide efficiencies of £340k to be invested in other areas of the Service, such as Prevention and Protection.

The day crewing model better reflects the risk profile of the areas affected. As part of this process, we will review and update (as appropriate) Borough risk profiles and any associated plans and improve data and intelligence. We will work in conjunction with Prevention & Protection teams on focused activities and initiatives to mitigate any arising risks.

**Negative Impact:**

In 2021, 7.1% (4.1 million) of the overall population were proficient in English (English or Welsh in Wales) but did not speak it as their main language.

In addition, there is a growing migrant/refugee population in Greater Manchester which means that some people will have English as a second language. This could create a barrier to

engagement activities. Materials will be available in simple English, and alternative formats upon request (for further detail see narrative below). We will engage with community partnerships / groups to assist with mitigating this risk.

### **Building Our Evidence**

We will work with external partners to ensure we reach as many people as possible to enable them to engage in our non-statutory consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release.

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.

Although these surveys show digital exclusion is lower in both Stockport and Trafford than across Greater Manchester as a whole (data is not available at a smaller level than local authority), we are committed to offering non-online opportunities to respond to the non-statutory consultation in those areas most directly affected. In-person community events will take place at Offerton and Sale Fire Stations, providing opportunities to discuss the proposals with GMFRS colleagues, provide verbal or written feedback and be supported to complete the full online survey using GMFRS equipment and data.

These will be supported by online MS Teams drop-in sessions for those more digitally enabled.

We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall non-statutory consultation for digitally enabled and excluded audiences.

Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.

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.

<p><b>Religion and belief (including no belief)</b></p> <p>Identify any adverse potential impact on different religious groups and identify which you may need to specifically consider.</p>	<p>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).</p> <p>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%.</p> <p><b>Positive Impact / Negative Impact:</b></p> <p>There is nothing to indicate that the proposals within the Fire Cover Review disproportionately benefit or adversely impact people with this protected characteristic.</p> <p><b>Building Our Evidence</b></p> <p>We will work with external partners to ensure we reach as many people as possible to enable them to engage in our non-statutory consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release.</p> <p>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.</p> <p>Although these surveys show digital exclusion is lower in both Stockport and Trafford than across Greater Manchester as a whole (data is not available at a smaller level than local authority), we are committed to offering non-online opportunities to respond to the non-statutory consultation in those areas most directly affected. In-person community events will take place at Offerton and Sale Fire Stations, providing opportunities to discuss the proposals with GMFRS colleagues, provide verbal or written feedback and be supported to complete the full online survey using GMFRS equipment and data.</p> <p>These will be supported by online MS Teams drop-in sessions for those more digitally enabled.</p> <p>We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall</p>
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	<p>non-statutory consultation for digitally enabled and excluded audiences.</p> <p>Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.</p> <p>In keeping with standard Greater Manchester practices, alternative format materials will be produced according to need, upon request from individuals or partner organisations.</p>
<p><b>Sexual Orientation</b></p> <p>Identify any adverse potential impact on different sexual orientations and identify which sexual orientations you may need to specifically consider.</p>	<p>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.</p> <p>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.</p> <p><b>Positive Impact / Negative Impact:</b></p> <p>There is nothing to indicate that the proposals within the Fire Cover Review disproportionately benefit or adversely impact people with this protected characteristic.</p> <p><b>Building Our Evidence</b></p> <p>We will work with external partners to ensure we reach as many people as possible to enable them to engage in our non-statutory consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release.</p> <p>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.</p> <p>Although these surveys show digital exclusion is lower in both Stockport and Trafford than across Greater Manchester as a whole (data is not available at a smaller level than local authority), we are committed to offering non-online opportunities to respond to the non-statutory consultation in those areas most directly affected. In-person community events will take place at Offerton</p>

	<p>and Sale Fire Stations, providing opportunities to discuss the proposals with GMFRS colleagues, provide verbal or written feedback and be supported to complete the full online survey using GMFRS equipment and data.</p> <p>These will be supported by online MS Teams drop-in sessions for those more digitally enabled.</p> <p>We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall non-statutory consultation for digitally enabled and excluded audiences.</p> <p>Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.</p> <p>In keeping with standard Greater Manchester practices, alternative format materials will be produced according to need, upon request from individuals or partner organisations.</p>
<p><b>Gender Reassignment</b></p> <p>Identify any adverse potential impact on transgender or non-binary people.</p>	<p>According to the Census 202, 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.</p> <p><b>Positive Impact / Negative Impact:</b></p> <p>There is nothing to indicate that the proposals within the Fire Cover Review disproportionately benefit or adversely impact people with this protected characteristic.</p> <p><b>Building Our Evidence</b></p> <p>We will work with external partners to ensure we reach as many people as possible to enable them to engage in our non-statutory consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release.</p> <p>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 gender; this will become available as the number of surveys we undertake increases over the coming months.</p>

	<p>Although these surveys show digital exclusion is lower in both Stockport and Trafford than across Greater Manchester as a whole (data is not available at a smaller level than local authority), we are committed to offering non-online opportunities to respond to the non-statutory consultation in those areas most directly affected. In-person community events will take place at Offerton and Sale Fire Stations, providing opportunities to discuss the proposals with GMFRS colleagues, provide verbal or written feedback and be supported to complete the full online survey using GMFRS equipment and data.</p> <p>These will be supported by online MS Teams drop-in sessions for those more digitally enabled.</p> <p>We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall non-statutory consultation for digitally enabled and excluded audiences.</p> <p>Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.</p> <p>In keeping with standard Greater Manchester practices, alternative format materials will be produced according to need, upon request from individuals or partner organisations.</p>
<p><b>Pregnancy and Maternity</b></p> <p>Identify any adverse potential impact because of pregnancy, maternity, or paternity.</p>	<p>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.</p> <p>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.</p> <p><b>Positive Impact:</b></p> <p>There will be no change to emergency cover during the daytime.</p> <p>Introduction of additional resources into Manchester will improve response times and performance: - Manchester Central – response time improves by 17 seconds. – Moss Side – response time improves by 18 seconds.</p>

Increased specialist response capabilities to deal with more complex incidents and will assist in improving response times.

Increased capacity for prevention and protection activities in areas of highest risk and demand.

The implementation of these proposals will ensure the investment can be provided without any additional funding, whilst provide efficiencies of £340k to be invested in other areas of the Service, such as Prevention and Protection.

The day crewing model better reflects the risk profile of the areas affected. As part of this process, we will review and update (as appropriate) Borough risk profiles and any associated plans and improve data and intelligence. We will work in conjunction with Prevention & Protection teams on focused activities and initiatives to mitigate any arising risks.

#### **Negative Impact:**

The changes proposed by the introduction of day-crewing arrangements will increase average response times by: -  
Offerton: 1 minute 26 seconds - Sale: 1 minute 10 seconds

Any changes to fire cover have the potential to impact certain areas increasing response time, resulting in a greater risk to life and serious injury. This could impact negatively on people with this protected characteristic, given that they are at an increased risk of fire.

#### **Building Our Evidence**

We will work with external partners to ensure we reach as many people as possible to enable them to engage in our non-statutory consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release.

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 parental status (but not for expectant parents); this will become available as the number of surveys we undertake increases over the coming months.

Although these surveys show digital exclusion is lower in both Stockport and Trafford than across Greater Manchester as a



	<p>whole (data is not available at a smaller level than local authority), we are committed to offering non-online opportunities to respond to the non-statutory consultation in those areas most directly affected. In-person community events will take place at Offerton and Sale Fire Stations, providing opportunities to discuss the proposals with GMFRS colleagues, provide verbal or written feedback and be supported to complete the full online survey using GMFRS equipment and data.</p> <p>These will be supported by online MS Teams drop-in sessions for those more digitally enabled.</p> <p>We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall non-statutory consultation for digitally enabled and excluded audiences.</p> <p>Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.</p> <p>In keeping with standard Greater Manchester practices, alternative format materials will be produced according to need, upon request from individuals or partner organisations.</p>
<p><b>Marriage &amp; Civil Partnership</b></p> <p>Identify any adverse potential impact because of marriage and civil partnership means someone who is legally married or in a</p>	<p>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.</p> <p><b>Positive Impact:</b></p> <p>There will be no change to emergency cover during the daytime.</p> <p>The implementation of these proposals will ensure the investment can be provided without any additional funding, whilst provide efficiencies of £340k to be invested in other areas of the Service, such as Prevention and Protection.</p> <p>The day crewing model better reflects the risk profile of the areas affected. As part of this process, we will review and update (as appropriate) Borough risk profiles and any associated plans and improve data and intelligence. We will work in conjunction with Prevention &amp; Protection teams on focused activities and initiatives to mitigate any arising risks.</p>

civil  
partnership.

**Negative Impact:**

There is nothing to indicate that the proposals within the Fire Cover Review would have an adverse impact on people with this protected characteristic.

**Building Our Evidence**

We will work with external partners to ensure we reach as many people as possible to enable them to engage in our non-statutory consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release.

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 marital status; this will become available as the number of surveys we undertake increases over the coming months.

Although these surveys show digital exclusion is lower in both Stockport and Trafford than across Greater Manchester as a whole (data is not available at a smaller level than local authority), we are committed to offering non-online opportunities to respond to the non-statutory consultation in those areas most directly affected. In-person community events will take place at Offerton and Sale Fire Stations, providing opportunities to discuss the proposals with GMFRS colleagues, provide verbal or written feedback and be supported to complete the full online survey using GMFRS equipment and data.

These will be supported by online MS Teams drop-in sessions for those more digitally enabled.

We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall non-statutory consultation for digitally enabled and excluded audiences.

Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.

	<p>In keeping with standard Greater Manchester practices, alternative format materials will be produced according to need, upon request from individuals or partner organisations.</p>
<p><b>Social economic disadvantage</b></p> <p>Identify any adverse potential impact because of deprived communities and identify which communities you may need to specifically consider.</p>	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p><b>Positive Impact:</b></p> <p>There will be no change to emergency cover during the daytime.</p> <p>Introduction of additional resources into Manchester will improve response times and performance: - Manchester Central – response time improves by 17 seconds. – Moss Side – response time improves by 18 seconds.</p> <p>Increased specialist response capabilities to deal with more complex incidents and will assist in improving response times.</p> <p>Increased capacity for prevention and protection activities in areas of highest risk and demand.</p>

The implementation of these proposals will ensure the investment can be provided without any additional funding, whilst provide efficiencies of £340k to be invested in other areas of the Service, such as Prevention and Protection.

The day crewing model better reflects the risk profile of t areas affected. As part of this process, we will review and update (as appropriate) Borough risk profiles and any associated plans and improve data and intelligence. We will work in conjunction with Prevention & Protection teams on focused activities and initiatives to mitigate any arising risks.

#### **Negative Impact:**

The changes proposed by the introduction of day-crewing arrangements will increase average response times by: -  
Offerton: 1 minute 26 seconds - Sale: 1 minute 10 seconds

Any changes to fire cover have the potential to impact certain areas increasing response time, resulting in a greater risk to life and serious injury. This could impact negatively on people with this protected characteristic, given that they are at an increased risk of fire.

#### **Building Our Evidence**

We will work with external partners to ensure we reach as many people as possible to enable them to engage in our non-statutory consultation process. This will consist of an online survey and will be promoted using social media, newsletters, and news release.

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 economic status; this will become available as the number of surveys we undertake increases over the coming months. However, as affordability is one of the factors of digital exclusion, it should reasonably be expected that residents in lower income households or with other characteristics of social economic disadvantage should be more likely to experience one or more aspects of digital exclusion.

Although these surveys show digital exclusion is lower in both Stockport and Trafford than across Greater Manchester as a whole (data is not available at a smaller level than local authority),

	<p>we are committed to offering non-online opportunities to respond to the non-statutory consultation in those areas most directly affected. In-person community events will take place at Offerton and Sale Fire Stations, providing opportunities to discuss the proposals with GMFRS colleagues, provide verbal or written feedback and be supported to complete the full online survey using GMFRS equipment and data.</p> <p>These will be supported by online MS Teams drop-in sessions for those more digitally enabled.</p> <p>We will work with local councils, community partners and the media to ensure awareness of these sessions and the overall non-statutory consultation for digitally enabled and excluded audiences.</p> <p>Attendance and contributions received in initial activities will be used to identify any further events or engagement approaches needed.</p> <p>In keeping with standard Greater Manchester practices, alternative format materials will be produced according to need, upon request from individuals or partner organisations.</p>
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# 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: Fire Cover Review Equality Impact Assessment Report – June 2023**

Action/ Activity	Owner and Interested Stakeholders	Dependencies/ Risk/Constraints	Completion Date	Progress Update
<p>This should be a list of recommendations identified in the EIA report.</p> <p>A short description of the issue being taken forward.</p>	<p>Team/Department/Service</p> <p>Internal and external stakeholders</p> <p>How will you ensure your stakeholders continue to be involved/engaged in shaping the development/delivery of this policy?</p>	<p>There may be other projects /initiatives that will deliver the action, so refer to these.</p>	<p>The date by which the action is to be completed.</p>	<p>Progress to date. Any barriers. New stakeholders, etc. Give RAG (red/amber/green) rating if appropriate. Details of monitoring and review methods</p>
<p>Share the findings of the EIA with internal networks to provide additional scrutiny and feedback on proposals.</p>	<p>Service Delivery</p>		<p>Ongoing to 11 July</p>	<p>Initial meetings held; document updated following insight / feedback.</p>

Utilise Community Partners / Partnership Groups	Service Delivery			
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; Details added to cross Greater Manchester campaigns and consultations planner; Verbal briefing to monthly Heads of Communications network meeting; Additional discussion meetings with Trafford and Stockport Council communications leads to inform plans and support delivery
Internal briefing document to be produced to ensure messaging on proposals is consistent to ensure clarity and transparency	Service Excellence		Complete	
Review and update Borough risk profiles and any associated plans and improve data and intelligence. Link in with Prevention & Protection teams to align any changes to their delivery strategies specifically campaigns and / or initiatives.	Service Excellence / Service Delivery			

Staff engagement sessions – for those directly and indirectly impacted by the proposals. Follow-up actions include regularly updated FAQs on the intranet.	Service Delivery / Comms & Engagement Teams		Ongoing, ahead of and throughout non-statutory engagement period	
Review initial responses and event attendance to inform Fire Cover Review ongoing Equality Impact Assessment and subsequent non-statutory consultation and engagement plans	Service Delivery / Comms and Engagement Teams	Access to data and insight from initial events and responses	23 June	Regular SLT meetings throughout first weeks of non-statutory consultation to share insight and learnings; regular summary reports being shared of anonymised survey response data; Increased engagement in Partington area subsequently
Produce alternative format materials / information as required	Comms and Engagement Team	Lack of awareness from individuals / partners that these materials can be requested – creating impression that no alternative formats	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	Comms and Engagement Team	Reliance on non-owned partner and media channels	Ongoing through non-statutory consultation period	Information shared with community and Greater Manchester partners for cascade through non-digital channels; drop-in sessions held / further sessions organised; local and community media engaged and further releases planned: printable



# 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

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

This Equality Impact Assessment is complete to the best of our knowledge for the current stage of our engagement. A final version will be formally signed off as our staff network engagement completes, and any further considerations become apparent through our wider public engagement and non-statutory public consultation.

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

Name	Job Title	Date

Ensure your EIA is uploaded onto the [Corporate Document Centre](#) (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 \(Word, 195KB\)](#)
2. [External EIA Quality Assurance Provider \(PowerPoint, 158KB\)](#)
3. GMFRS: For further assistance please contact [inclusivity@manchesterfire.gov.uk](mailto:inclusivity@manchesterfire.gov.uk)