



**GREATER
MANCHESTER**
FIRE AND RESCUE SERVICE

GMCA GREATER
MANCHESTER
COMBINED
AUTHORITY

Equality Impact Assessment

Title: Fire Plan 2025-2029

Date: 01/05/2025

Contents

Induction.....	2
Document Version Control.....	3
Impact Assessment Form.....	4
Section 1	9
Section 2 – Internal	12
Section 2 – External.....	25
Action Plan.....	37
Sign-off.....	41

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. 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, policies, functions and services, current and proposed have given due regard to equality and diversity.

Document Version	Date	Author
V5	14/05/2025	Sarah Scoales / Jim Cessford

Approval Process

Approval Agency This is your directorate or Team.	DCFO Carlos Meakin Greater Manchester Fire and Rescue Service 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.

Involved	Clare Nolan - Service Excellence team Jax Effiong – Diversity and Inclusion Manager Communications and engagement team
Consulted	EIA Working Group 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**

Fire Plan Overview

Fire Plan 2025–2029 sets out GMFRS’s vision to be a modern, flexible, and resilient fire and rescue service. It is structured around four strategic pillars:

- **Pillar 1: Prevent & Protect** – Prevent emergencies by protecting people and places.
- **Pillar 2: Respond** – Deliver an outstanding emergency response.
- **Pillar 3: People & Culture** – Look after our people and foster a culture of equality, inclusivity, and excellent leadership.
- **Pillar 4: Excellence & Value** – Maximise public value through continuous improvement and sustainable use of resources.

The below sets out the commitments to our communities, partners and staff:

Pillar 1: Prevent & Protect: GMFRS will expand and improve its outreach, youth engagement, targeting, and property safety programmes, and play a leading role in building safety reforms, including cladding remediation and enforcement.

Prevent emergencies by protecting people and places

- Collaborate with partners and communities to reduce the risks from fire, water, roads and serious violence.
- Help deliver Greater Manchester’s ‘Live Well’ and Housing First ambitions.

- Collect and analyse information, including from partner agencies and communities, to effectively deliver targeted campaigns, education, and interventions to those most at risk.
- Play a key role in accelerating the remediation of blocks of flats with unsafe cladding.
- Collaborate with partners to ensure the new building safety regime delivers improvements and we are able to identify and respond to emerging risks.
- Provide advice and support to the premises we inspect and regulate, to help ensure our communities are safe in the buildings they live, work in, and visit.
- Robustly enforce fire safety, building safety, and petroleum and explosive regulations to ensure those responsible for protecting the public are complying with their duties.
- Work hard to understand and overcome any limitations to the effectiveness of our engagement with communities.
- Enhance our programmes for young people to help them develop their skills and achieve their aspirations, while supporting the reduction of offending and exposure to risk.
- Harness new digital solutions to drive innovation and efficiency and improve access to advice and information

Pillar 2: Respond: The Service will enhance its operational readiness through risk analysis, new equipment, training, and multi-agency collaboration, including a potential expansion into emergency medical response.

Deliver an outstanding emergency response

- Provide a response to emergencies that is fast, effective, and as safe as possible.
- Analyse current and emerging threats, and implement approaches to reduce the risks to our communities.
- Review our frontline vehicles and equipment to ensure we have the right resources, in the right place, at the right time.
- Ensure our operational training programme is delivered to the highest quality, adapting to new and emerging risks.
- Plan and deliver multi-agency training and exercising to ensure an effective and integrated response to threats.
- Research and invest in state-of-the-art equipment, vehicles, and technology to help keep our firefighters and communities safe.
- Ensure we are resilient and prepared to respond to the increasing threat of incidents caused by the climate emergency.
- Continually improve our operational policies and procedures, ensuring they build on lessons learned, public inquiries, and best practice.
- Enhance the health, fitness and safety of our operational workforce.

- Explore opportunities to provide a wider response to medical emergencies.
- Enhance our 999 Control function to ensure optimal performance and mobilisation of resources.

Pillar 3: People & Culture: A continued focus on cultural transformation, leadership development, and workforce diversity will underpin efforts to create an inclusive and *high-performing organisation*.

Look after our people and foster a culture of equality, inclusivity, and excellent leadership.

- Look after our people and foster a culture of equality, inclusivity, and excellent leadership
- Work to attract, recruit, and retain a workforce that is more representative of the people of Greater Manchester.
- Develop fair and effective pathways into the Service through the MBacc, apprenticeships, T-levels, and our own youth engagement programmes.
- Expand our volunteering offer to provide the maximum value for communities and participants.
- Improve development opportunities for all staff, removing barriers to provide pathways that are inclusive and progressive.
- Drive consistent, inclusive, and inspiring leadership to promote excellence and cultural improvement.
- Enhance our culture of respect, inclusivity, and empowerment, so staff feel supported and valued for the work they do.
- Maximise engagement with staff and representative bodies, with a focus on honesty and ensuring everyone has a voice.
- Strengthen processes to enhance and manage the health and wellbeing of our workforce.

Pillar 4: Excellence & Value: GMFRS will invest in digital transformation, estate modernisation, and environmental sustainability, while driving efficiencies and exploring income generation opportunities.

Maximise public value through continuous improvement and sustainable use of resources

- Provide transparency and public value for our communities, ensuring people understand and benefit from how we are spending their money.
- Strengthen sustainable and innovative practices that will help reduce our impact on the environment.

- Review our role in helping to prevent the escalation and impacts of the climate emergency.
- Modernise our estate to ensure it is fit for purpose and reflects the needs of our workforce and the public.
- Undertake research and incorporate new technologies, including AI applications, to enhance the way we work and provide greater value.
- Work with building managers to reduce the burden of false alarms and implement robust attendance policies to safely reduce the threat to fire cover.
- Drive excellence and professionalism through organisational learning, research and public participation; develop and implement best practice.
- Evaluate the quality and impact of our services to ensure public value and effectiveness.
- Explore opportunities for income generation to enhance our financial sustainability and invest in the growth of the Service.
- Share our expertise with Government and others to influence decision-making and ensure we have the right resources and legislation to keep our communities safe.

The Plan is designed to make all our communities safer and improve outcomes for everyone, focussing on:

- effective emergency planning, training and response
- continuous learning and improvement
- reduced impact on the environment
- ensuring public value
- ensuring effective engagement with staff, networks and representative bodies
- ensuring stations are fit for purpose and meet the needs of staff and communities
- adapting home fire safety checks to help ensure homes meet decent homes standards
- ensuring an integrated approach to help ensure our built environment is safe
- maintaining a Culture First approach to ensure excellent culture is at the forefront of all our policies and initiatives
- developing fair and effective routes into the Service, and removing barriers to development
- exploring emergency medical response initiatives
- continued support and growth of youth engagement schemes increasing skill sets and employability, including through the MBacc

- targeted Prevention campaigns to mitigate specific risks and barriers in different communities
- support for the wider delivery of Live Well

The Fire Plan has four intended outcomes and a series of associated key performance indicators (KPIs). The KPIs can be found on page 78 of the Plan. The intended outcomes are:

- Reduce deaths, injuries and damage caused by fire and other threats, and help build stronger communities.
- Ensure people are safer in the buildings they live in, work and visit, and help make businesses more resilient to fire.
- Develop and maintain a diverse, high-performing, and healthy workforce.
- Deliver the best value to the public with the least impact on the environment.

Impact Assessment Form

Section 1

Name of policy / initiative / Service to be impact assessed	Fire Plan 2025-29 – Final Published Plan
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	Police, Fire, Crime & Criminal Justice Service Excellence
Who is responsible for the implementation of the policy / initiative / service? (function head /department manager)	Service Excellence
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?	<p>The Fire Plan sets the strategic direction for GMFRS, outlining the key commitments to communities, partners and staff.</p> <p>Outcomes of Fire Plan:</p> <ul style="list-style-type: none"> • Reduce deaths, injuries and damage caused by fire and other threats, and help build stronger communities. • Ensure people are safer in the buildings they live in, work and visit, and help make businesses more resilient to fire. • Develop and maintain a diverse, high-performing, and healthy workforce.

	<ul style="list-style-type: none"> • Deliver the best value to the public with the least impact on the environment.
<p>Who is intended to benefit from the policy?</p>	<p>All internal and external stakeholders.</p> <p>Stakeholders identified within the scope of these changes include:</p> <ol style="list-style-type: none"> 1. GMFRS 2. 10 Local Authorities of Greater Manchester 3. Communities of Greater Manchester 4. Uniformed employees/staff network groups 5. Non-uniformed employees 6. Partner agencies 7. Residents and businesses of Greater Manchester – at whole population level
<p>What are the main outcomes of the policy (this is key to being able to identify what monitoring is needed)?</p>	<p>Production of an effective four-year Fire Plan, informed by the experiences and expectations of our residents, staff and stakeholders</p>
<p>Is the policy for external or internal purposes?</p>	<p>The Fire Plan consultation is for both internal and external purposes</p>
<p>Are other organisations involved in the delivery?</p> <p>If yes, please state who:</p>	<p>The successful implementation of the Fire Plan will require effective partnership and integrated working with a number of other organisations including local blue light responders; other fire and rescue services; local authorities; Health services; national government; government departments; community safety partnerships; and the</p>

	voluntary sector. (This is not intended to be an exhaustive list).
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 Delivery Plans, Corporate Plans / IRMPs etc.
How will information be collected regarding the impact of the policy /initiative /service/ employment policy etc?	Through internal governance arrangements – Improvement Board (Portfolio) SLT (BaU), with performance published in each Annual Delivery Report covering the period of the Fire Plan.
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	31st March 2028

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.

	Impacts Identified
<p>Age</p> <ul style="list-style-type: none"> • Young • Middle age • Older age 	<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.</p> <p>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.</p> <p>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.</p> <p>Potential Impacts:</p> <ul style="list-style-type: none"> • Older Workforce: A significant proportion of GMFRS staff are over the age of 45, including uniformed firefighters, and may face challenges with physical demands and adapting to new technologies. Raising the pension age may contribute to an aging workforce. • Young Workforce: Ensuring young staff are supported and integrated into the workforce, as younger employees may require additional support and mentorship <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Deliver an outstanding emergency response • Look after our people and foster a culture of equality, inclusivity, and excellent leadership • Maximise public value through continuous improvement and sustainable use of resources

	<p>Mitigation:</p> <ul style="list-style-type: none"> • Policies: We have a range of non-discriminatory policies that support staff of all ages. • Support Networks: We utilise the Culture First Board and Cultural Sounding Panel / Delivery Group to address age-related issues. • Training: We provide training and development opportunities tailored to different age groups. We have mentorship and coaching programmes to support development and knowledge transfer. • Health & Wellbeing: Fitness programmes and health assessments are place. Gym equipment is provided on all fire stations. • Job Role: Where appropriate alternative roles or duties for older employees can be considered.
<p>Disability</p> <p>Types of impairment can be categorised as physical, sensory, psychosocial, and intellectual. There are several types of barriers that cause exclusion including.</p> <ul style="list-style-type: none"> •Physical 	<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 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.</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>Potential Impacts:</p> <ul style="list-style-type: none"> • Employees with disabilities may face barriers in accessing training and career development opportunities, particularly in relation to operational roles. • Accessibility: Ensuring physical, sensory, psychosocial, and intellectual impairments are accommodated. • Disclosure: Encouraging staff to disclose disabilities to provide appropriate support.

<ul style="list-style-type: none"> •Social/attitudinal •Institutional •Communication <p>Complete which barriers you will need to consider in your programme.</p>	<p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Deliver an outstanding emergency response • Look after our people and foster a culture of equality, inclusivity, and excellent leadership • Maximise public value through continuous improvement and sustainable use of resources <p>Mitigation:</p> <ul style="list-style-type: none"> • Support Networks: We utilise the Enable staff network to support disabled staff. • Policies: We have a range of internal policies that support addressing physical, social, institutional, and communication barriers. • Training: We provide training on disability awareness and inclusion. All materials are accessible to ensure they meet individual needs. • Adjustments: We provide reasonable adjustments and support for employees with disabilities.
<p>Sex</p> <p>Identify any potential adverse impact to men or women.</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>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.</p> <p>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.</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, 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.</p>

	<p>Potential Impacts:</p> <ul style="list-style-type: none"> • Gender Disparity: Addressing the gender imbalance, with a higher proportion of male staff, especially among uniformed firefighters. Women may face barriers to career progression and leadership opportunities, and barriers in physically demanding operational roles. <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Deliver an outstanding emergency response • Look after our people and foster a culture of equality, inclusivity, and excellent leadership • Maximise public value through continuous improvement and sustainable use of resources <p>Mitigation:</p> <ul style="list-style-type: none"> • Support Networks: We utilise the Women’s staff network and Rainbow network for LGBTQI+ staff. • Recruitment: We undertake targeted recruitment and development programmes for women. Support programmes are also available to support women. • Policies: We have a range of internal policies that promote gender equality and support female staff. • Training: We provide gender sensitivity training. Support is also given to female staff to assist with the physical and demanding nature of operational roles.
<p>Race</p> <p>Identify any adverse potential impact on different ethnic groups and identify which ethnic groups you may need to</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 as 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>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.</p> <p>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</p>

<p>specifically consider.</p>	<p>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 Plan proposals.</p> <p>Potential Impacts:</p> <ul style="list-style-type: none"> • Ethnic Diversity: Addressing the underrepresentation of ethnically diverse individuals within the workforce. Employees may experience racial inequalities, discrimination and lack of representation. <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Deliver an outstanding emergency response • Look after our people and foster a culture of equality, inclusivity, and excellent leadership • Maximise public value through continuous improvement and sustainable use of resources <p>Mitigation:</p> <ul style="list-style-type: none"> • Support Networks: We utilise the Race and Faith staff network. • Recruitment: We undertake targeted recruitment campaigns and have embedded development programmes for minority ethnic groups. • Policies: We have a range of internal policies that promote race equality and address unconscious bias. • Training: We provide training on race equality, cultural competence, unconscious bias and inclusion.
<p>Religion and belief (including no belief)</p> <p>Identify any adverse potential</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 another religion, and 8.49% prefer not to disclose</p> <p>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</p>

<p>impact on different religious groups and identify which you may need to specifically consider.</p>	<p>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 Plan proposals.</p> <p>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.</p> <p>Potential Impacts:</p> <ul style="list-style-type: none"> • Religious Diversity: Supporting staff of various religious beliefs and those with no religion. Employees may face challenges practicing their religion or believes. • Religious Diversity: We have received feedback from our Race and Faith Network that some members of the Islamic faith may be sensitive to the use of the word ‘pillars’ in the Fire Plan. <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Deliver an outstanding emergency response • Look after our people and foster a culture of equality, inclusivity, and excellent leadership • Maximise public value through continuous improvement and sustainable use of resources <p>Mitigation:</p> <ul style="list-style-type: none"> • Support Networks: We utilise the Race and Faith staff network and promote this internally. • Policies: We have a range of internal policies and guidance documents that respect religious practices and beliefs. • Facilities: We provide multi-faith spaces at all our stations and main office building i.e. FSHQ, Bury TASC. • Research and communication: The use of ‘pillars’ was explored regarding general usage in strategies in the public and private sector. It is not uncommon for it to be used. It is used in
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	<p>the Greater than Violence strategy and in London Fire Brigade’s plan. Neither GMCA or LFB have received objections to its use. GMFRS have considered the use of other terms do not convey the fundamental nature of the pillars or their equal importance. We are grateful for the feedback given and we will be mindful of how we communicate why we have used this imagery to support the ambitions of the Fire Plan</p>
<p>Sexual Orientation</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 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.</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 Plan proposals.</p> <p>Potential Impacts:</p> <ul style="list-style-type: none"> • LGBTQ+ Inclusion: Supporting LGBTQ+ staff and addressing any potential discrimination. <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Deliver an outstanding emergency response • Look after our people and foster a culture of equality, inclusivity, and excellent leadership • Maximise public value through continuous improvement and sustainable use of resources <p>Mitigation:</p> <ul style="list-style-type: none"> • Support Networks: We utilise the LGBTQ+ staff network and promote this internally. • Policies: We have a range of internal policies that support LGBTQ+ inclusion.

	<ul style="list-style-type: none"> Training: We provide training on LGBTQ+ inclusion and awareness. 			
Gender Reassignment	Trans Status - Are You Trans?	Yes	No	Prefer not say & Not Disclosed
Identify any adverse potential impact on transgender or non-binary people.	GMCA Headcount	9	1767	751
	GMCA % Representation	0.36%	69.92%	29.72%
	<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.</p> <p>The Estates & Facilities Department take gender neutral welfare arrangements into consideration when planning refresh & new build projects within GMFRS.</p> <p>We will ensure all staff are valued and have a positive experience away from discrimination on the grounds of being Trans. An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, their sex assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, non-binary, gender queer.</p> <p>We will ensure all service users are valued and have a positive experience away from discrimination on the grounds of being Trans. An umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, their sex assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, non-binary, gender queer.</p> <p>Our Trans Policy states: We have a Zero Tolerance approach towards bullying or discrimination towards employees undergoing a transition process because of their gender identity, including name change. As stated within the tackling bullying, harassment, victimisation and discrimination policy. All allegations of inappropriate behaviour or language will be investigated and, if appropriate, disciplinary action will be taken.</p>			

	<p>Potential Impacts:</p> <ul style="list-style-type: none"> • Transgender and Non-Binary Inclusion: Supporting transgender and non-binary staff. Employees may face discrimination or lack of support. <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Deliver an outstanding emergency response • Look after our people and foster a culture of equality, inclusivity, and excellent leadership • Maximise public value through continuous improvement and sustainable use of resources <p>Mitigation:</p> <ul style="list-style-type: none"> • Support Networks: We utilise the LGBTQ+ staff network and promote this internally. • Policies: We have a range of internal policies that support gender reassignment and non-binary individuals. • Training: We provide training on LGBTQ+ inclusion and awareness.
<p>Pregnancy and Maternity</p> <p>Identify any adverse potential impact because of pregnancy, maternity, or paternity.</p> <p>Pregnancy is the condition of being pregnant or</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 appropriate, directly liaison is undertaken for any matter directly impacting on them.</p> <p>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.</p> <p>Potential Impacts:</p> <ul style="list-style-type: none"> • Support for Pregnant Staff: Ensuring pregnant individuals and those on maternity/paternity leave are supported. They may face challenges in performing physically demanding tasks. <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Deliver an outstanding emergency response

<p>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>	<ul style="list-style-type: none"> • Look after our people and foster a culture of equality, inclusivity, and excellent leadership • Maximise public value through continuous improvement and sustainable use of resources <p>Mitigation:</p> <ul style="list-style-type: none"> • Support Networks: We utilise the Culture First Board and Cultural Sounding Panel / Delivery Group. • Policies: We have a range of internal policies that support pregnant staff and those on maternity/paternity leave. • Modified Duties / Redeployment: We provide appropriate adjustments and support for pregnant employees
<p>Marriage & Civil Partnership</p>	<p>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</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>be heard and effectively support staff to feel that they can bring their whole selves to work.</p> <p>Potential Impacts:</p> <ul style="list-style-type: none"> • Support for Married Staff: Addressing issues related to marital status. Employees may face challenges in balancing work and personal life. <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Deliver an outstanding emergency response • Look after our people and foster a culture of equality, inclusivity, and excellent leadership • Maximise public value through continuous improvement and sustainable use of resources <p>Mitigation:</p> <ul style="list-style-type: none"> • Policies: We have policies that support staff in marriage and civil partnerships – i.e. flexible working arrangements, hybrid working and family-friendly policies. • Support Networks: We utilise the Culture First Board and Cultural Sounding Panel / Delivery Group.
<p>Social economic disadvantage</p> <p>Identify any adverse potential</p>	<p>The socio-economic duty is part of Section 1 of the Equality Act 2010 that requires public bodies to consider how their strategic decisions might reduce inequality's resulting from social economic disadvantage. The key aspect of the duty is to reduce inequalities of outcome that result from social economic disadvantage.</p> <p>The implementation of the duty will commence shortly in England as it is a part of the labour party's commitment to enacting this in the 2024 manifesto.</p>

<p>impact because of financial hardship.</p>	<p>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.</p> <p>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.</p> <p>Potential Impacts:</p> <ul style="list-style-type: none"> • Financial Hardship: Addressing issues related to financial hardship among staff. Employees facing this may experience additional stress and barriers to career progression. <p>Relevant Priority:</p> <ul style="list-style-type: none"> • Deliver an outstanding emergency response • Look after our people and foster a culture of equality, inclusivity, and excellent leadership • Maximise public value through continuous improvement and sustainable use of resources <p>Mitigation:</p> <ul style="list-style-type: none"> • Policies: We will look to implement policies that support staff facing financial hardship. Do we offer any other support / guidance? • Support Networks: We will utilise the Culture First Board and Cultural Sounding Panel / Delivery Group. • Initiatives: We will look to promote initiatives to support employees from disadvantaged backgrounds.
<p>Other</p> <p>Are there other discriminatio</p>	<p>No others identified.</p>

ns or disadvantages that you think you need to address?	
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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>Age</p> <ul style="list-style-type: none"> • Young • Middle age • Older Age 	<p>The table identifies the age of GM population by broad age category (census 2021).</p> <table border="1"> <thead> <tr> <th>Age</th> <th>Population</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Under 20</td> <td>584,829</td> <td>20.4%</td> </tr> <tr> <td>20-49</td> <td>1,168,790</td> <td>40.8%</td> </tr> <tr> <td>50-64</td> <td>520,099</td> <td>18.1%</td> </tr> <tr> <td>65-84</td> <td>400,826</td> <td>14.0%</td> </tr> <tr> <td>85+</td> <td>53,601</td> <td>1.9%</td> </tr> <tr> <td>Total</td> <td>2867761</td> <td></td> </tr> </tbody> </table> <p>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> <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 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.</p> <p>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.</p>	Age	Population	%	Under 20	584,829	20.4%	20-49	1,168,790	40.8%	50-64	520,099	18.1%	65-84	400,826	14.0%	85+	53,601	1.9%	Total	2867761	
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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	

Age is also a factor in other incident types such as RTCs and water incidents e.g. A high proportion of water incidents involve youths jumping into open water to 'cool off' in the warmer weather.

8. People in this group are likely to fall into a vulnerable category.
9. People over 50 represent 75% of people who died and 43% of people who sustained serious injuries.
10. 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.
11. Different age groups are exposed to different types of risks, so it is important to ensure that safety initiatives are tailored and targeted appropriately.

	<p>Potential Impacts:</p> <ul style="list-style-type: none"> • Older adults may be more vulnerable to fire risks and be more vulnerable during emergencies. • Young people may be at higher risk of being involved in RTC incidents, and also at higher risk of becoming a victim at water incidents. They may also require additional support during emergencies. <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Prevent emergencies by protecting people and places • Deliver an outstanding emergency response <p>Mitigation:</p> <ul style="list-style-type: none"> • Targeted Initiatives: We will tailor safety initiatives to different age groups, ensuring those most at risk are known to us. We will continue to improve our partnership referrals to provide additional support. • Community Engagement: We will engage with communities to address age-specific risks. • Youth Engagement: We will continue to deliver targeted interventions, campaigns and initiatives to reduce anti-social behaviour, educate children and young people and promote safety.
<p>Disability</p> <p>Types of impairment can be categorised as physical, sensory, psychosocial, and intellectual. There are several types of barriers that cause exclusion including.</p> <ul style="list-style-type: none"> •Physical •Social/attitudinal •Institutional •Communication 	<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 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>

Complete which barriers you will need to consider in your programme.	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:

12. 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.
13. 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.
14. Financial pressures creating additional stress impacting on mental health and substance related conditions.

Potential Impacts:

- Disabled residents may face barriers in accessing fire safety information and services. They may also have difficulty evacuating in the event of emergency.

Relevant Pillar:

- Prevent emergencies by protecting people and places
- Deliver an outstanding emergency response

	<p>Mitigation:</p> <ul style="list-style-type: none"> • Accessibility: We will ensure fire safety information and services are accessible to disabled residents. • Community Engagement: We engage with disabled communities to address specific risks. • Targeted Interventions: We will provide targeted interventions and support for disabled residents. Provide information regarding evacuation, response plans and relevant equipment.
<p>Sex</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> <p>15. Males = 49.7%</p> <p>16. Females = 50.3%</p> <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> <p>Potential Impacts:</p> <ul style="list-style-type: none"> • Women may face specific risks and challenges in fire safety. <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Prevent emergencies by protecting people and places • Deliver an outstanding emergency response <p>Mitigation:</p> <ul style="list-style-type: none"> • Targeted Initiatives: We tailor safety initiatives to address gender-specific risks.

	<ul style="list-style-type: none"> • Community Engagement: We engage with communities to address gender-specific risks, and ensure fire safety activities and support are inclusive. 																																																																								
<p>Race</p> <p>Identify any adverse potential impact on different ethnic groups and identify which ethnic groups you may need to specifically consider.</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 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</p> <table border="1" data-bbox="547 1238 1383 2047"> <thead> <tr> <th>Borough</th> <th>White</th> <th>Mixed/ multiple ethnic groups</th> <th>Asian/ Asian British</th> <th>Black/ African/ Caribbean/ Black British</th> <th>Other ethnic groups</th> </tr> </thead> <tbody> <tr> <td>Bolton</td> <td>71.9%</td> <td>2.2%</td> <td>20.1%</td> <td>3.8%</td> <td>1.9%</td> </tr> <tr> <td>Bury</td> <td>82.9%</td> <td>2.6%</td> <td>10.6%</td> <td>1.9%</td> <td>1.9%</td> </tr> <tr> <td>Manchester</td> <td>56.8%</td> <td>5.3%</td> <td>20.9%</td> <td>11.9%</td> <td>5.1%</td> </tr> <tr> <td>Oldham</td> <td>68.1%</td> <td>2.5%</td> <td>24.6%</td> <td>3.4%</td> <td>1.4%</td> </tr> <tr> <td>Rochdale</td> <td>74.0%</td> <td>2.4%</td> <td>18.5%</td> <td>3.5%</td> <td>1.6%</td> </tr> <tr> <td>Salford</td> <td>82.3%</td> <td>3.1%</td> <td>5.5%</td> <td>6.1%</td> <td>2.9%</td> </tr> <tr> <td>Stockport</td> <td>87.4%</td> <td>2.6%</td> <td>7.3%</td> <td>1.2%</td> <td>1.6%</td> </tr> <tr> <td>Tameside</td> <td>85.5%</td> <td>2.1%</td> <td>9.2%</td> <td>2.3%</td> <td>0.8%</td> </tr> <tr> <td>Trafford</td> <td>77.8%</td> <td>3.8%</td> <td>12.6%</td> <td>3.4%</td> <td>2.5%</td> </tr> <tr> <td>Wigan</td> <td>95.0%</td> <td>1.3%</td> <td>1.8%</td> <td>1.2%</td> <td>0.7%</td> </tr> <tr> <td>Total</td> <td>76.4%</td> <td>3.0%</td> <td>13.6%</td> <td>4.7%</td> <td>2.3%</td> </tr> </tbody> </table>	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%
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	<p>Potential Impacts:</p> <ul style="list-style-type: none"> • Minority ethnic communities may face barriers in accessing fire safety information and services. <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Prevent emergencies by protecting people and places • Deliver an outstanding emergency response <p>Mitigation:</p> <ul style="list-style-type: none"> • Community Engagement: We will identify opportunities to continue to engage with diverse communities, ensure this is accessible and identify opportunities to improve / enhance. • Targeted Initiatives: We tailor safety initiatives to address race-specific risks and support minority ethnic communities.
<p>Religion and belief (including no belief)</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>Potential Impact:</p> <ul style="list-style-type: none"> • Residents may face challenges in practicing their religion or belief during fire safety interventions. • Religious Diversity: We have received feedback from our Race and Faith Network that some members of the Islamic faith may be sensitive to the use of the word ‘pillars’ in the Fire Plan. <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Prevent emergencies by protecting people and places • Deliver an outstanding emergency response

	<p>Mitigation:</p> <ul style="list-style-type: none"> • Community Engagement: We engage with religious communities to address specific risks. • Targeted Initiatives: We tailor safety initiatives to address religion-specific risks. • Responding: We will ensure, where appropriate and possible, that multi-faith spaces and support is provided during emergencies. • Research and communication: The use of ‘pillars’ was explored regarding general usage in strategies in the public and private sector. It is not uncommon for it to be used. It is used in the Greater than Violence strategy and in London Fire Brigade’s plan. Neither GMCA or LFB have received objections to its use. GMFRS have considered the use of other terms do not convey the fundamental nature of the pillars or their equal importance. We are grateful for the feedback given and we will be mindful of how we communicate why we have used this imagery to support the ambitions of the Fire Plan
<p>Sexual Orientation</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>Potential Impact:</p> <p>17.LGBTQ+ residents may face discrimination or lack of support.</p> <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Prevent emergencies by protecting people and places • Deliver an outstanding emergency response

	<p>Mitigation:</p> <ul style="list-style-type: none"> • Community Engagement: We engage with LGBTQ+ communities to address specific risks and ensure these are inclusive and supportive of the individual’s needs. • Targeted Initiatives: We tailor safety initiatives to address LGBTQ+ specific risks. • Training: We provide training on LGBTQ+ inclusion and awareness for all staff.
<p>Gender Reassignment</p> <p>Identify any adverse potential impact on transgender or non-binary people.</p>	<p>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.</p> <p>Potential Impact:</p> <ul style="list-style-type: none"> • Transgender and non-binary residents may face discrimination or lack of support. <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Prevent emergencies by protecting people and places • Deliver an outstanding emergency response <p>Mitigation:</p> <ul style="list-style-type: none"> • Community Engagement: We engage with transgender and non-binary communities to address specific risks. • Targeted Initiatives: We tailor safety initiatives to address gender reassignment-specific risks. • Training: We provide training on gender reassignment inclusion and awareness for all staff.
<p>Pregnancy and Maternity</p> <p>Identify any adverse potential impact because of pregnancy, maternity, or paternity.</p>	<p>New and expectant parents 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>Potential Impact:</p> <p>18. Pregnant individuals and birth parents may face challenges in fire safety and evacuation.</p> <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Prevent emergencies by protecting people and places • Deliver an outstanding emergency response <p>Mitigation:</p> <ul style="list-style-type: none"> • Targeted Initiatives: We tailor safety initiatives to address risks for new and expectant parents, ensuring that fire safety interventions and evacuations consider their needs. • Community Engagement: We engage with communities to address pregnancy and maternity-specific risks. • Responding: We ensure that our emergency response plans consider the needs of pregnant women and new mothers.
<p>Marriage & Civil Partnership</p> <p>Identify any adverse potential impact because of marriage and civil partnership means someone who is legally married or in a civil partnership.</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>Potential Impact:</p> <p>Breakdown of relationships leading to instability and wellbeing concerns. Example: Domestic abuse, arson threat to life.</p> <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Prevent emergencies by protecting people and places • Deliver an outstanding emergency response <p>Mitigation:</p> <ul style="list-style-type: none"> • Targeted Initiatives: We tailor safety initiatives to address risks for people living alone.

	<ul style="list-style-type: none"> • Community Engagement: We engage with communities to address marriage and civil partnership-specific risks.
<p>Social economic disadvantage</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>Potential Impact:</p> <ul style="list-style-type: none"> • Residents facing financial hardship may be more at risk of fires, if they look for alternative ways to heat their homes / cook food. <p>Relevant Pillar:</p> <ul style="list-style-type: none"> • Prevent emergencies by protecting people and places • Deliver an outstanding emergency response

	<p>Mitigation:</p> <ul style="list-style-type: none">• Targeted Initiatives: We tailor safety initiatives to address risks in deprived communities, focusing on fire safety in the home.• Community Engagement: We will utilise community partnership groups to engage and share fire safety information to educate families about fire safety in the home.
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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: Equality Impact Assessment Report – 05/2025

Action/ Activity	Owner and Interested Stakeholders	Dependencies/ Risk/Constraints	Completion Date	Progress Monitor
The Service will effectively deliver the ADP Improvement Portfolio that supports the delivery of the Fire Plan’s strategic priorities.	All	Budget implications and external risks could impact on delivery, monitored through governance arrangements	31.03.2026	Reported through IB and ADR
The Service will continue to target those most at risk and measure the number of Home Fire Safety Assessments (HFSAs) to help drive down fires in the home.	Prevention Community Safety Teams Performance Improvement Team	The introduction of a new P&P Digital Solution and a new Performance Platform will support this activity.	Reported quarterly and annually. BAU activities	Monitored through PB and KPIs
The Service will continue to work with partners to improve the quality of partnership referrals.	Prevention Partners	Support required from partners to identify areas for improvement.	Reported quarterly and annually.	Monitored through PB and KPIs

The Evaluation Framework will continue to be utilised to assess the impact of prevention initiatives and interventions.	Prevention Service Excellence	Organisational commitment required to action recommendations.	31.03.2025 Reported annually	Monitored through PB and annual report.
Performance against our Corporate Key Performance Indicators will be reported and monitored in line with our governance arrangements, allowing for any issues to be identified and addressed.	Service Excellence Directorates	Performance Management Framework to be utilised effectively to ensure implementation of key strategies to improve performance.	31.03.2025 Reported quarterly and annually. BAU activities	Monitored through PB and ADR.
Campaigns will be delivered through the Comms and Engagement Team, these will include targeted campaigns and link in with any regional / national strategies.	Comms & Engagement Prevention Protection People Services	Inability to engage with hard to reach groups.	Ad-Hoc activities throughout year.	Monitored through SLT and quarterly
The Talent, Attraction & Recruitment Team will continue to implement strategies to increase the Service's diversity.	People Services	Challenges increasing diversity and work ongoing to improve figures.	31.03.2026 Reported quarterly and annually. BAU activities	Monitored through the ADR / CFB and CFDG

<p>Embed GM People Inclusion standards across the service to transform and develop our organisational practices, modernising our approaches and building inclusivity throughout.</p>	<p>People Services</p>	<p>Organisational commitment required to action recommendations.</p>	<p>31.12.2025 Reported quarterly and annually. BAU activities</p>	<p>Monitored through PB and KPIs</p>
<p>Continue to monitor completion rates of Inclusive Culture Training, identifying gaps for a targeted approach and reach, to increase engagement and understanding of our Public Sector Equality Duty to: Eliminate discrimination, Advance equality of opportunity and Foster good relations.</p>	<p>People Services</p>	<p>Challenges in engaging all staff in completing Inclusive Culture Training.</p>	<p>31.03.2026 Reported quarterly and annually. BAU activities</p>	<p>Monitored through CFB and CFDG</p>
<p>Improvements to the Service's pathway programmes for Leadership and Development will support retention of knowledge and experience in the Service.</p>	<p>People Services</p>		<p>31.03.2026</p>	<p>Monitored through CFB and CFDG</p>

<p>The Service will utilise the Bury Training and Safety Centre to promote fire safety and education to children and young people.</p>	<p>Service Support</p>	<p>Schools struggle with transport which may impact on the ability to book in certain schools.</p>	<p>31.03.2026</p>	<p>Monitored through PB and KPIs</p>
<p>The Service will continue to evolve training methods to ensure the operational workforce can effectively respond to risks on the incident ground.</p>	<p>Service Support Service Delivery</p>	<p>Utilise learnings from internal and external to inform approaches.</p>	<p>31.12.2025 Reported quarterly and annually. BAU activities</p>	<p>Monitored through new Ops Training Strategy, PB and</p>
<p>The Service will continue to extend its interventions and initiatives to support individuals and reduce fires and other incidents / emergencies.</p>	<p>Prevention Protection</p>	<p>Support from partners required to assist with delivering targeted interventions</p>	<p>31.03.2025 Ad-Hoc activities throughout year.</p>	<p>Monitored through PB and KPIs</p>

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
Sarah Scoales	Service Excellence	
Jim Cessford	Police, Fire, Crime & Criminal Justice	

Summary of strengths and area(s) for improvement

Strengths:

1. The document thoroughly addresses various aspects of the Fire Plan, including strategic priorities, commitments to communities, partners, and staff, and detailed impact assessments.
2. The EIA covers each of the protected characteristics such as age, disability, sex, race, religion, sexual orientation, gender reassignment, pregnancy and maternity, plus socio-economic disadvantage.
3. The document outlines clear objectives and expected outcomes, such as reducing deaths, injuries, and damage caused by fire, delivering the best value to the public, and developing a diverse, high-performing workforce.
4. The document highlights the importance of stakeholder involvement and consultation, ensuring that the views and needs of various groups are considered.
5. There is a well-structured action plan that maps out specific activities, owners, dependencies, risks, and completion dates, ensuring accountability and progress tracking.

Areas for Improvement:

1. There could be more consistency in the presentation of data and tables for each of the sections. Consider using charts to add a visual element to the data.
2. The EIA explains the use of the word 'pillars' – it would have been beneficial for the introduction of this term to have been done earlier on in the development of the plan so that a broader section of the community could have fed back on its use.

Service Director or Senior Officer (sign-off)

Name	Job Title	Date
Carlos Meakin	Deputy Chief Fire Officer	May 2025

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