

Equality Impact Assessment (EIA) Form

The **purpose** of an EIA is to give **as much information as possible** about potential equality impacts, to demonstrate we meet our **legal duties** under the Equality Act 2010.

Please read the EIA Guidance [on Hotwire](#) before completing this form.

1. What is the name of the policy, project, decision or activity?

Marauding Terrorist Attack Project

Overall Equality Impact of this policy, project, decision or activity (*see instructions at end of EIA to complete*):

High	None identified	Medium	Disability Mental health Religion	Low	All other groups
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2. Contact details

Name of EIA author	Daniel Johnson
Department and Team	Operational Resilience
Date of EIA	22 July 2021

3. Aim and Purpose

What is the aim and purpose of the policy, project, decision or activity?	The project's aim is to deliver a new concept of operations which is based on a 'tiered' response, operating at three levels to an MTA incident, with every front-line appliance delivering an MCR capability covering firefighting, rescue and casualty management.
Who is affected by this work (all staff, specific department, wider communities?)	All operational and control staff and communities in London

4. Equality considerations: the EIA must be based on evidence and information.

What consultation has taken place to support you to predict the equality impacts of this work?	Equality Support Groups, Equality SMEs, Trade Unions.
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5. Assessing Equality Impacts

Use this section to record the impact this policy, project, decision or activity might have on people who have characteristics which are protected by the Equality Act.

Protected Characteristic	Impact: positive, neutral or adverse	Reason for the impact	What information have you used to come to this conclusion?
<i>Example: Age</i>	<i>Adverse</i>	<i>Moving this service online will adversely affect older people, who are least likely to have access to a computer or smart phone and may not be able to use the new service.</i>	<i>GLA Datastore: X% of the London community are aged 70 or over. GLA data shows that only 10% of those over the age of 70 have regular access to a computer or smart phone.</i>
Age (younger, older or particular age group)	Neutral	This project will affect all operational staff from potential joining age of 18 to normal retirement age of 60. The project will also affect Control Officers who are employed from 18 to state pension age however, they will not be required to carry out the practical aspect of the role. The practical side of the MTA role is a challenging and requires a high level of physical fitness. The current MCR recruitment process requires staff to pass the fireground fitness standard which is in line with current LFB policy for all operational staff. Taking into account the MCR role, this training will be applied equally to all employees regardless of their age and there will therefore be a neutral impact on this group	Staff: There have been studies on how VO2 max decreases with age by just over 1% per year. The national firefighter fitness standard is set at 42.3ml/kg min and needs to be met for all operational staff. (National firefighter fitness standards)
Disability (physical, sensory, mental health, learning disability, long term illness, hidden)	Adverse (Staff) Positive (Community)	There may be an adverse effect on those who suffer with learning disabilities and neuro diversities as the training is potentially in depth and a lot of abbreviations are used. All abbreviations will be written in full. Learning support is available for all staff employed by the LFB. The practical	Staff: As of 30 Jun 21 there are 299 (6.3%) operational staff and 10 (9.35%) control staff who have declared that they have a disability. (LFB basic equalities data)

		<p>element of the training may have an adverse effect on those with sensory issues due to the wearing of ballistic ear defenders and the operational environment however, all staff carrying out the practical aspect of the role will have been assessed as fit for full duties by OHS. Carrying out the role at an MTA incident will be traumatic and could cause longer term mental health effects. All individuals attending traumatic events are referred to Counselling and Trauma as per policy note 915 recognising and coping with potentially traumatic events.</p> <p>This project will have a positive effect on the community however staff will need to be aware of how our actions can impact on the community. All staff will have completed mandatory training on the LFB culture cards and watch officers/line managers will ensure that disability awareness training is incorporated at appropriate points within their training schedules and recorded using the correct LFB diary pathway.</p>	
<p>Gender reassignment (someone proposing to/undergoing/ undergone a transition from one gender to another)</p>	Neutral	<p>This is a gender-neutral project, gender neutral language is used in all communications and documentation.</p> <p>Training will only be delivered to personnel who are on full duties.</p> <p>All trainers to be aware of how to use correct and appropriate language (i.e pronouns etc) and to signpost for support where appropriate</p>	<p>Staff: No specific information is available regarding staff in this category. However, this project is based on normal working practices.</p>
<p>Marriage / Civil Partnership (married as well as same-sex couples)</p>	Neutral	<p>Training will be provided within normal working hours for operational staff.</p>	
<p>Pregnancy and Maternity</p>	Neutral	<p>MTA level, 1, 2 and 3 training does not apply to those who are affected from pregnancy as they should be on a light duties rota and therefore unable to attend this</p>	

		<p>training until they return to operational duties. Those on maternity leave will receive training on return to full duties.</p> <p>Control Officers will not be carrying out the practical training of this role and as such we anticipate a neutral impact.</p>	
Race (including nationality, colour, national and/or ethnic origins)	Positive	<p>This project will have a positive effect on the community however staff will need to be aware of how our actions can impact on the community. All staff will have completed mandatory training on the LFB culture cards and watch officers/line managers will ensure that religion or culture awareness training is incorporated at appropriate points within their training schedules and recorded using the correct LFB diary pathway.</p>	<p>Staff: Current staff numbers can be accessed via the following link Basic equalities data is available here</p>
Religion or Belief (people of any religion, or no religion, or people who follow a particular belief (not political))	Adverse (Staff) Positive (Communities)	<p>There may be some negative impact on those who desire to practise their belief at certain times of the day, due to the nature of the training it may be unpractical to adhere to strict timings and location. However, any negative impacts are mitigated by the brigade implementing Section 2 of the grey book which states that all fire and rescue services should respect and make time and space available for employees to practise their faith. Training, both theoretical and practical, may occur during religious festivals. Theoretical training will take place within LFB premises where suitable faith facilities will have been identified. For the practical element of the training, suitable space for staff to practise their faith will need to be identified.</p> <p>This project will have a positive effect on the community however staff will need to be aware of how our actions can impact on the community. All staff will have completed mandatory training on the LFB culture cards and watch officers/line managers will ensure that religion</p>	<p>Official statistics available on GOV.UK – Fire and Rescue Pension Statistics England April 2019 to March 2020. https://www.gov.uk/government/statistics/fire-and-rescue-workforce-and-pensions-statistics-england-april-2019-to-march-2020/fire-and-rescue-workforce-and-pensions-statistics-england-april-2019-to-march-2020</p>

		or belief awareness training is incorporated at appropriate points within their training schedules and recorded using the correct LFB diary pathway.	
Sex (men and women)	Neutral	This is a gender-neutral project and gender-neutral language will be used in all communications and documentation, where required.	Staff: The current figures for the LFB are: 4319 (91.04%) male operational staff and 425 (8.96%) female operational staff. Control staff number 24 (22.43%) male and 83 (77.57%) female. (Equalities Summary 30 Jun 21)
Sexual Orientation (straight, bi, gay and lesbian people)	Neutral (Staff) Positive (Community)	It is likely there is a neutral impact on this group – appropriate training relating to LGB for trainers will be provided This project will have a positive effect on the community however staff will need to be aware of how our actions can impact on the community. All staff will have completed mandatory training on the LFB culture cards and watch officers/line managers will ensure that sexual orientation awareness training is incorporated at appropriate points within their training schedules and recorded using the correct LFB diary pathway.	Staff: 266 (5.61%) operational staff and 6 (5.61%). Control staff identify as LGB. (Equalities summary 30 Jun 21).

6. Impacts outside the Equality Act 2010
What other groups might be affected by this policy, project, decision or activity?
Consider the impact on: carers, non-binary people, people with learning difficulties, neurodiverse people, people with dyslexia, autism, care leavers, ex-offenders, people living in areas of disadvantage, homeless people, people on low income / in poverty.
It is anticipated that this training may have an impact on staff with Dyslexia. The training team department, assisted by learning support will ensure that training presentations take this impact into account and make reasonable adjustments to address any additional assistance staff would require.

7. Legal duties under the Public Sector Equality Duty (s149 Equality Act 2010)	
How does this work help LFB to:	
Eliminate discrimination?	This project is being rolled out to all operational and control staff. Involvement from all stakeholders across the entire organisation including regulatory bodies. Every aspect of the work is checked from inception to delivery and implementation.
Advance equality of opportunity between different groups?	The MTA project proactively seeks involvement of all stakeholders including the regulatory bodies and external agencies to ensure that it delivers excellence and sets the standard nationally.
Foster good relations between different groups?	This project will be leading excellence in the national service for MTA response amongst all Cat 1 responders. This document will be sent to LFB -support groups for comment via the inclusion team .

8. Mitigating and justifying impacts		
Where an adverse impact has been identified, what steps are being taken to mitigate it? If you're unable to mitigate it, is it justified ?		
Characteristic with potential adverse impact (e.g. age, disability)	Action being taken to mitigate or justify	Lead person responsible for action
Religion & Belief	Section 2 of the Grey Book	SC D Johnson
Disability	Additional support by training provider for individuals requiring support	SC D Johnson
Long term mental health issues post traumatic event	PN 915 covers recognising and coping with potentially traumatic events	SC D Johnson
	Ensuring trainers have training -relating to protected characteristics	

Now complete the RAG rating at the top of page 1:

High: as a result of this EIA there is evidence of significant adverse impact. This activity should be stopped until further work is done to mitigate the impact.



LONDON FIRE BRIGADE

Medium: as a result of this EIA there is potential adverse impact against one or more groups. The risk of impact may be removed or reduced by implementing the actions identified in box 8 above.

Low: as a result of this EIA there are no adverse impacts predicted. No further actions are recommended at this stage.