

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	18 MAY 2023	REPORT NO:	CFO/012/23
PRESENTING OFFICER:	CHIEF FIRE OFFICER PHIL GARRIGAN		
RESPONSIBLE OFFICER:	DAVE MOTTRAM	REPORT AUTHOR:	PAUL KAY
OFFICERS CONSULTED:	SLT		
TITLE OF REPORT:	BRITISH FIREFIGHTER CHALLENGE 2024		

APPENDICES:	APPENDIX A:	BRITISH FIREFIGHTER CHALLENGE 2024 FLYER
	APPENDIX B:	EIA

Purpose of Report

1. To inform Members of the opportunity for Merseyside Fire and Rescue Authority ('the Authority') to host the 2024 British Firefighter Challenge in Liverpool City Centre.

Recommendation

2. It is recommended that Members that;
 - a) approve the proposal that the Authority hosts the British Firefighter Challenge in 2024 and;
 - b) approve the establishment of a £50k reserve as outlined in the report, to cover any costs not funded from sponsorship.

Introduction and Background

3. The British Firefighter Challenge ('BFC') is a competition organised by Firefighters, for Firefighters and hosted by a different Fire and Rescue Service each year.

It is an annual sporting event, with the aim to achieve the following:

- Inspire health and fitness across the UK Fire and Rescue Service
- Support the physical and mental rehabilitation of operational and retired colleagues by fundraising for the Firefighters Charity
- Provide a social platform that brings Firefighters and their families together from around the World
- Advocate for Mental Health - social events, participation, volunteering, camaraderie, a feeling of belonging

- Promote volunteering to enhance community development, community spirit, self-confidence, life skills
 - Equality and diversity - a unique Fire Service sporting event that can boast ages 18 to 60+ entering, with over 10% female entries
 - Economic opportunity - a mass audience event, the competition moves to new locations in the UK each year.
 - Engage with the younger generation – provide activities for the whole family, including community safety and fitness challenges
4. There is an opportunity for Merseyside Fire and Rescue Service to host the event in conjunction with Pride on the weekend of 27 and 28 July, 2024
 5. The proposal includes hosting the event at the iconic Pier Head on Water Street between The Liver Buildings and the Cunard Building.
 6. The Challenge will see a total of 250 Male and Female firefighters from around the world descend on Liverpool City Centre and go head-to-head competing across 8 physical challenges over the course of two days which includes:
 - Crofton Stair ascent
 - Harken haul lift
 - Crofton stair descent
 - Corhaven force
 - Angus fire hose drag
 - Angus fire hose makeup
 - Container carry
 - Ruth Lee casualty rescue
 7. Wearing breathing apparatus and full Personal Protective Equipment the challenges simulate real-life emergency situations, including the container carry and casualty rescue.
 8. The host Fire and Rescue Service would be required to nominate a Project Manager; the BFC team will arrange a site visit in spring 2023 to ensure the location meets all the requirements, with a follow-up meeting to speak through any early concerns.
 9. The host Fire and Rescue Service undertakes at least 50% of event costs (with the BFC Team attracting the other 50%), however if they fail to reach this amount through corporate sponsorship, the host Fire and Rescue Service will fund the difference. The costs from previous events have been in the region of £50,000. If Members approve to undertake the cost of hosting this event MFRS would seek to obtain sponsorship to help cover some or all of these costs.
 10. If approved MFRS will appoint a Senior Manager as project manager who will liaise with a project manager from the BFC overseeing the organisation and implementation of the event. Meetings will be held between MFRS and BFC monthly to manage the event accordingly.

11. As the proposal would include MFRS and BFC to host the BFC 2024 event in conjunction with Pride and although the BFC is primarily a fitness event, and the Pride event being more of a celebration/carnival event MFRS would seek to take the opportunity to create greater engagement with the community during the event.
12. Greater Manchester Fire and Rescue Service are hosting the 2023 event on 29-30th July, MFRS will be sending competitors and representatives to identify best practice.

Managing the Event

13. The BFC team will provide all the course equipment and all the required key roles needed to run the course over the two days of competition. MFRS will provide 50 volunteers each day and a volunteer co-ordinator to manage welfare/rotations.
14. The BFC team will co-ordinate registration and race briefing to competitors and volunteers each day. A volunteer co-ordinator must be assigned from MFRS to manage course volunteers, event marshals, charity collectors, staging area security checks and junior course roles. There must be enough volunteers to allow for rest periods as required.
15. The Project Manager of the BFC team will oversee exhibitor positioning and sponsorship opportunities. MFRS will be responsible for the onsite management of the vendors and exhibitors including all utilities required such as water, electric and WiFi. And will provide a liaison officer throughout the weekend to ensure there is no disruption.

Equality and Diversity Implications

16. An initial Equality Impact Assessment has been completed (Appendix B) and it is proposed that a more detailed EIA will be completed if approved to ensure that all aspects of volunteering, attendance and participation are considered.

Staff Implications

17. MFRS will seek to engage staff to assist with this event as volunteers. MFRS will undertake a recruitment drive of 50 volunteers.

Staffing the Event

18. Wednesday 24th July 2024 –Team to prepare a sterile working area using fencing for construction of the tower. MFRS Team will assist setting up the perimeter fencing.
19. **Thursday 25th July 2024** –MFRS to provide a minimum 4 persons to assist BFC team for Tower construction.
20. **Friday 26th July 2024** –MFRS Liaison volunteer required to help assist and oversee works with BFC Team.
21. **Saturday 27th and Sunday 28th July 2024** – MFRS will provide a minimum of 20 volunteers or staff to be onsite by 0800 to help set up the course. A full volunteer briefing will be followed at 0830 for course management
22. **Monday 29th July 2024** - A full pack down of the course including tower, fencing and barriers will be required with the BFC Team. A dedicated team of 4 persons from MFRS will provide assistance. Shorter day approx 0900-1500.
23. **Tuesday 30th** – Fencing of site will be removed. MFRS will provide 2 persons to ensure fencing is removed by contractors safely and site is returned to normal business.
24. MFRS Project Manager will require two assistants for each event day. One for inside the course, helping the co-ordination and welfare of volunteers/competitors and one for around the course, to liaise with exhibitors, media, and maintain safety/crowd management.
25. The BFC Project Manager will remain outside the course to liaise with the host organising team. MFRS to assign 4 people to assist co-ordinating any tasks required of the events team as a whole.

Legal Implications

26. The Authority will be tendering for its insurance services for 2024 this year therefore the current incumbent insurers may not be the successful bidders in the upcoming tender, Legal Services will ensure that the insurance of this event is a requirement of any successful bidder, and the Authority will therefore have the required insurances in place at the time of event. In terms of the Authority's own liabilities. This will be subject to appropriate risk management and risk assessments of the event.
27. Any external vendors and exhibitors around the perimeter of the course are required to provide a PLI certificate.
28. If approved MFRS would manage the event using appropriate measures including an Event Management Plan (EMP) and Crowd Management Plan (CMP).

Financial Implications & Value for Money

29. The BFC Team will provide all of the equipment for the course; the equipment has either been given to the BFC team, or is loaned annually in return for sponsorship (costs depending).
30. The BFC Tower constructed by Crofton Engineering is partly sponsored and covers costs of all maintenance, loan repayments, and team safety certification.
31. Registration fees cover the cost of administration for the website each year and are not given to the host. All sponsorship/income attracted for the event via the host Fire and Rescue Service (FRS) and the British Firefighter Challenge (BFC) team are to be paid into the BFC bank account. The BFC team will then pay all expenses relating directly to the event from this account.
32. The estimated total cost of the event is £50,000 based upon previous years costings, and the section below breaks this down over the expected cost areas. The event costs are usually shared between the BFC Team (£25,000) and host FRS, but BFC rely on generating sufficient sponsorship to meet its share. Although officers believe sponsorship income can be generated to fully fund the event, a £50k reserve has been established from the MFRS Community reserve and 2022/23 Community Prevention underspends if required. If the £50k reserve isn't needed it will be used to fund future additional community activity.

Itemised cost of Event

33. Running costs are variable for each event. Below is an example of cost, which now stand at approx. £50,000.
 - Website fees £2,000
 - Stationary, Merchandise - £1,500-£2,000
 - Hammers and other perishable equipment items - £2,000
 - T-shirts - £4,500
 - Security - £2,000 - £3,000
 - Streaming, videography, photography - £6,000
 - Events company (PA, Music) - £4,000
 - Hire of venue and any additional rooms/buildings - £1000
 - Accommodation for the BFC Team - £1,500
 - Hire of Ambulance Services (St Johns or other) Advisory Group requirement £3,000
 - Entertainment licenses - £150-200
 - Council licenses - £100
 - Banner printing for course perimeter - £1,200-£2,000
 - Marquee hire - £1,000
 - Hire of; Fencing, Cherry Picker, Manitou (£1,500)
 - Cost of tower transport/erecting and dismantle of tower (£8,000)
 - Cost of tower maintenance, loan repayment, certification £5,000-£8,000

Risk Management, Health & Safety, and Environmental Implications

34. Risk, Health and Safety and environmental matters will be considered in the planning process and be related to planning of event.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

35. MFRS hosting the BFC in 2024 will allow for more engagement with its community and demonstration of the attributes the Service holds.

BACKGROUND PAPERS

GLOSSARY OF TERMS









BRITISH FIREFIGHTER CHALLENGE

Saturday 27th – Sunday 28th July 2024

Merseyside Fire and Rescue Service – Host Information Pack



2019 stats;

-  186 competitors
-  23 relay teams
-  £7,000 raised for the Firefighters Charity
-  25,000 website views
-  30 endorsements and sponsors
-  800 app downloads
-  30,000 spectators
-  48,000 stream views



www.britishfirefighterchallenge.co.uk

hello@britishfirefighterchallenge.co.uk

Welcome to our vision

- **Inspire health and fitness** across the UK Fire and Rescue Service
- **Support the physical and mental rehabilitation** of our operational and retired colleagues by fundraising for the Firefighters Charity
 - **Provide a social platform** that brings Firefighters and their families together from around the World
 - **Advocate for Mental Health** - social events, participation, volunteering, camaraderie, a feeling of belonging
 - **Promote volunteering** to enhance community development, community spirit, self-confidence, life skills and more
- **Equality and diversity** - a unique Fire Service sporting event that can boast ages 18 to 60+ entering, with over 10% female entries
 - **Economic opportunity** - a mass audience event, the competition moves to new locations in the UK each year.
- **Engage with the younger generation** – provide activities for the whole family, including community safety and fitness challenges

Registered Community Interest Company - 13081311



A competition **organised by**
Firefighters, for Firefighters



**BRITISH
FIREFIGHTER
CHALLENGE**



Letter of support and booking agreement

Safer Communities, Safer Firefighters

Our Ref: CFO/KLD
Date: 24th July 2019



HUMBERSIDE
Fire & Rescue Service

John Gregory
23 Barr Close
Leicester
LE19 2AF

Service Headquarters
Summergroves Way
Kingston Upon Hull HU4 7BB
www.humbersidefire.gov.uk

The person dealing with this
matter is: Chris Blacksell

Tel: 01482 567417
Fax: 01482 567477
E-Mail: cblacksell@humbersidefire.gov.uk

Dear

BRITISH FIREFIGHTER CHALLENGE 2020

I am writing to confirm our offer to host the British Firefighter Challenge in 2020.

Humberside Fire and Rescue Service will undertake to cover at least 50% of the costs. We will endeavor to cover that through sponsorship. If we are unable to get sufficient sponsorship then the Service will fund the difference between the sponsorship and 50% of the costs. If we receive sponsorship in excess of the costs then we would donate any remaining funds, after expenditure to host the event, to the Firefighters Charity.

The Service will manage risks and liabilities through our own Public Liability Insurance (PLI) and through liaison with the owners of the site and their PLI.

An agreement has been made with Hull City Council with the areas of King Edward Square, King Edward Street and Queen Victoria Square, Hull booked for our exclusive use. Help and assistance from the Hull City Council Events Team and the Event Safety Advisory Group for Hull will also be available and the Council have stated that they are very excited about working alongside the Fire Service on this event

I hope the 2019 event goes well and I am really looking forward to hosting the event in 2020.

Yours sincerely



Chris Blacksell
Chief Fire Officer and Chief Executive



When a Fire and Rescue Service would like to host the BFC, what is required?

Please see letter of support from Humberside Fire and Rescue Service, Chief Fire Officer. This forms a template for what is required, in short we ask the host to underwrite all cost and risk for the event;

The host Fire and Rescue Service undertakes at least 50% of event costs (with the BFC Team attracting the other 50%), and if they fail to reach this amount through corporate sponsorship, the service will fund the difference. Funds need to be in the BFC accounts no later than June 1st, if excess funds are raised, these will be given as donation to the Firefighters Charity.

The Service will manage risks and liabilities through their Public Liability Insurance (PLI) and through the owners of the site and their PLI.

“

**UNDERWRITE
COST & RISK**

”

**BRITISH
FIREFIGHTER
CHALLENGE**

Cost

Running costs are variable for each event. Below is an example of costs over previous years, which now stand at approx. £50,000. However, some costs such as venue hire, security, ambulance services can be agreed locally in kind, or in return for sponsorship, thus not incurring a charge at all. We do not anticipate any event costing more £50,000, please see below.

Website fees £2,000

Stationary, Merchandise - £1,500-£2,000

Hammers and other perishable equipment items - £2,000

T-shirts - £4,5000

Security - £2,000 - £3,000

Streaming, videography, photography - £6,000

Events company (PA, Music) - £4,000

Hire of venue and any additional rooms/buildings - £1000

Accommodation for the BFC Team - £1,500

Hire of Ambulance Services (St Johns or other) Advisory Group requirement - £3,000

Entertainment licenses - £150-200

Council licenses - £100

Banner printing for course perimeter - £1,200-£2,000

Marquee hire - £1,000

Hire of; Fencing, Cherry Picker, Manitou (£1,500)

Cost of tower transport/erecting and dismantle of tower (£8,000)

Cost of tower maintenance, loan repayment, certification £5,000-£8,000

TOTAL – approx. £50,000

Competitor fees and corporate sponsorship

(based upon total costs approx. £50,000)

Do the registration fees of £8,500 come to the host, to offset against costs? If so, how are registration and payments managed?

Registration fees cover the cost of administration for the website each year and are not given to the host. All sponsorship/income attracted for the event both via the host Fire and Rescue Service (FRS) and the British Firefighter Challenge (BFC) team are to be paid into the BFC bank account. The BFC team will then pay all expenses relating directly to the event from this account. For example, if the host organising team negotiate the medical cover from a local company, the cost will be paid from the BFC account not from the host, bank details and up to date statements for this account will be given on request.

Is the remaining £41,500 worth of corporate sponsorship arranged by the BFC committee, or would it be the responsibility of the host Fire and Rescue Service to raise these funds?

The total costs of the event are shared between the BFC Team and host FRS. Based upon the above £50,000 total, we ask the host FRS attract a minimum £25,000 and the BFC team will endeavour to reach £25,000. Overall responsibility for costs is underwritten by the host FRS.

Please note that certain fees can be offset, i.e in Suffolk 2018 and Watford 2019 security services provided were either donated or part donated as sponsorship (as such was seen as sponsorship generated by the host FRS for that year) The Security company was given a level of branding that they were happy reflected their input/cost to the event in keeping with the Sponsors Pack which will be provided. **Please ensure any sponsorship negotiations are discussed with the BFC team before confirming any fees/branding opportunities.*

Corporate sponsorship

Are there any corporate sponsorship arrangements in place with the BFC committee, whereby sponsorship is provided by a particular business on an annual basis?

Yes, the BFC Team will provide all of the equipment for the course; the equipment has either been given to the BFC team, or is loaned to us annually in return for sponsorship (costs depending). These are as follows, Angus Fire hose, Delta Fire branches, Harken Industrial lines, Corhaven Forcible Entry Machines, Ruth Lee manikins and MSA Breathing Apparatus Sets.

The BFC Tower constructed by Crofton Engineering is partly sponsored and covers costs of all maintenance, loan repayments, and team safety certification. Transport of the Tower by PHD Access is also sponsored in part. We have quoted £8,000 however this transport fee could be reduced or covered in full.

We have good relations with many Fire Service equipment providers such as Ballyclare, Ruth Lee, Skills for Justice, Emergency One, MSA, Gore, Hainsworth, Delta Fire, Bosch, Rockwool, William Wood Watches and PBI Products, but each company negotiates their level of sponsorship each year. Our current sponsors are listed at the bottom of our website for your information. Please note that *any discussions with potential sponsors we ask for complete transparency. We don't want the BFC team and host Fire and Rescue Service approaching the same companies, a sponsorship plan should be made going forward with a list of sponsors to approach drafted by each team.*

If the sponsorship is the responsibility of the host Fire and Rescue Service, how would this be managed, and by whom?

As above, we advise that the host attract a minimum of 50% of costs for the event. We ask that the host FRS underwrite the costs and risk each year, this must be placed in a writing by the Chief Fire Officer or Deputy Chief Fire Officer to confirm a successful bid to host the BFC. In Suffolk 2018 this was achieved through local corporate sponsorship and a council grant of £10,000 from Bury Town Council. *NB - accounts are available on request.*

Risk

Are the host Fire and Rescue Service responsible for overall risk, how would this be managed and by whom?

Yes, the host FRS are required to provide their Public Liability Insurance. If the event takes place on Council property the Council will also provide Public Liability Insurance, or in the case of a private location such as the Fire Service College, the venue is expected to provide their PLI. Any external vendors and exhibitors around the perimeter of the course are required to provide a PLI certificate. And anyone competing or volunteering within the perimeter of the course do so at their own risk having signed a declaration upon registration and with the guidance of a pre-race safety briefing outlining our risk assessment.

The host organising team are responsible for the overall management/safety of all those who attend. Crowd management, security, emergencies etc are set out in the Event Management Plan (EMP) and Crowd Management Plan (CMP) for reference.

A risk assessment (RA) will be required from the host organising team along with the above event plans, see current RA and EMP for reference.

Management

Who will project manage on behalf of the host FRS and what are the requirements of the BFC committee around periodic update/site visits, etc.?

The host FRS would be required to nominate a Project Manager; the BFC team will arrange a site visit in spring 2023 to ensure the location meets all the requirements, with a follow-up meeting to speak through any early concerns. In previous years it has worked well having a Senior Manager as project manager on behalf of host FRS, and a project manager from the BFC overseeing the organisation and integration from the BFC team. Meetings will need to be held every other month from March 2023 and every month from January 2024 to ensure all tasks are completed. The Host FRS project manager will be required to attend Advisory Group meetings with the council, the project manager from the BFC team can also attend if required.

At the event, as hosts are ultimately liable for risk, we ask that the same host Project Manager works alongside the project manager from the BFC team in a command structure. Communications (via radios) provided by Breeze events, and spans of control will be discussed at a later stage, details must be reflected in the Event Management Plan.

Resources

What resources/staff are provided by the BFC to run the event?

The BFC team will provide all the course equipment and all the required key roles needed to run the course over the two days of competition. We ask that the host service provide 50 volunteers each day and a volunteer co-ordinator to manage welfare/rotations.

The BFC team will co-ordinate registration and race briefing to competitors and volunteers each day. A volunteer co-ordinator must be assigned from the host FRS team to manage course volunteers, event marshals, charity collectors, staging area security checks and junior course roles. There must be enough volunteers to allow for rest periods as required.

Leicestershire, Nottinghamshire and Hertfordshire kindly now loan us vehicles to transport the course equipment. Therefore, no vehicles are required to collect or return equipment. We simply ask for a Host FRS vehicle (large transit van or similar) to help with transporting equipment on site, with a nominated local station/secure location identifying and storing for all deliveries such as BA sets prior to the event.

Project Manager of the BFC team will oversee exhibitor positioning and sponsorship opportunities. The host FRS team will be responsible for the onsite management of the vendors and exhibitors including all utilities required such as water, electric and WiFi. Please provide one person to act as liaison officer who will be available all weekend to assist the BFC Team in this area. They will oversee the Exhibitor Village, including all community safety, recruitment stalls, the junior course, exhibitors, firefighters charity etc. Please also provide an electrical engineer to ensure the continued service of electrics and WiFi.

Staffing

How many staff are the host Fire and Rescue Service required to provide to resource the event?

Wednesday 24th July 2024 – host organising team to meet Speedy Hire (fencing, cherry picker, manitou delivery) onsite AM. to prepare a sterile working area using fencing for construction of the tower to begin. Ensure all cars/removable objects are clear of the venue. Setting out the perimeter fencing as per the EMP. We require a dedicated crew of 4 persons to complete this task and to work with the BFC Tower construction team. Tower construction team to arrive onsite PM to build the base of the tower.

Thursday 25th July 2024 – Tower Construction; Full day. Dedicated team of 4 persons from the host FRS team as a minimum for Tower construction.

Friday 26th July 2024 – Clear day for tower contingency. Electrics prepared and other vendors/exhibitors arriving on site. Liaison required to help assist, and oversee works with BFC Team. – final fixings of the BFC Tower if required. Any course testing will also be carried out.

Saturday 27th and Sunday 28th July 2024 - we ask for as many senior volunteers or staff to be onsite as possible by 0800 to help set up the course. Ideally at this point if 2 Fire crews (or 8 staff) could meet us for 60 mins to assist. A full volunteer briefing will be followed at 0830 for course management. We require assistance from staff, fire crews if available and volunteers to pack up the event at 1700 while the award ceremony is taking place. All equipment to be loaded onto and stored in the course vehicles.

Monday 29th July 2024 - A full pack down of the course including tower, fencing and barriers will be required with the BFC Team, We require a dedicated team of 4 persons from the host FRS team. Shorter day approx 0900-1500.

Staffing (cont.)

Fencing collection will be from 0700hrs on Tuesday 30th – the fencing is required all day Monday to fence off the construction area for the tower.

The host Project Manager will require two assistants on the day. One for inside the course, helping the co-ordination and welfare of volunteers/competitors and one for around the course, to liaise with exhibitors, media, and maintain safety/crowd management. The BFC Project Manager will also remain outside the course to liaise with the host organising team. Please also assign 2-4 people to help carry out/co-ordinate any tasks required of the events team as a whole. A dedicated Fire Engine for the event is recommended, both to interact with the community but also to assist with such tasks.

What would the wages/overtime commitment be for host FRS as they don't seem to be factored in to the outgoings below?

As a Community Interest Company we do not consider the cost of wages. These events work internationally on the spirit of people and fire services willing to volunteer their time/services.

Accommodation and transport

You mentioned accommodation. Is it the role of the host to simply signpost competitors to local hotels, or would the host FRS have to manage bookings with a chosen venue?

We advise the host signposts recommended hotels, and also asks local accommodation for any discount available. This information can be placed on our website and on our social media for competitors, volunteers, spectators to organise themselves. If the information can be forward to the BFC Team no later than 1st December 2022, it can be included in the competitor confirmation packs at point of registration which opens Jan 1st 2023.

Is the host responsible for the collection/transportation of international competitors when arriving and departing the country. E.g. minibuses from hotels to airports/ferries? This is the case for the World Rescue Challenge.

This is not a requirement, but it is very welcomed. Firefighters for Christ along with Stansted Airport crews helped with the transport in 2018 and it literally was a god send. Many International Competitors volunteer on and around the course, so it is beneficial to all parties if we can transport them to and from airports/accommodation.

Thank you for reading

If you have any other questions, please feel free to contact the British Firefighter Challenge Team;

John Gregory 07725585017

or email us hello@britishfirefighterchallenge.co.uk

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EQUALITY IMPACT ASSESSMENT

Overview Details

Function /Department	TDA	Date Of analysis	05/05/2023
Title and overview of what is being assessed / considered	British Firefighter Challenge 2024	Review Date	
Who will be affected by this activity? (Please tick)		Staff <input checked="" type="checkbox"/>	Public <input type="checkbox"/>
Author of Equality Impact Analysis	SM Jon Roscoe	Equality Analysis quality assured by (Member of the POD team)	

The purpose of undertaking an equality impact analysis and assessment is to understand the potential and/or actual impact that a service or policy may have on protected groups within the Equality Act (2010). The protected groups are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and / or belief
- Sex (gender)
- Sexual orientation
- Socio-economic disadvantage (Although not one of the 9 protected groups MFRA recognise that Socio-economic disadvantage affects many deprived communities within Merseyside.)

People who are protected from discrimination on the basis of any of these characteristics are described in this document as belonging to one or other “protected group”. In addition, equality analysis can be applied to groups of people not afforded protection by the Equality Act, but who often face disadvantage and stigma in life in general and when trying to access services & employment opportunities. Such groups include homeless people, sex workers, people who misuse drugs and other groups who experience socio economic disadvantage & others. This

template has been developed following consultation with staff and other external stakeholders including reference to the National Fire Chiefs Councils (NFCC) [equality impact assessment toolkit](#) as well as the [Maturity Models and Workforce Good Practice Frameworks](#) developed by the NFCC which MFRS will use to underpin EIAs as wider work on improvement.

MFRS have also created the [ED&I Assurance Checklist](#), which is a useful outline of ED&I factors that staff need to consider to help demonstrate minimum legal compliance, making the most of ED&O opportunities and minimising risk for the organisation. This checklist can be used when preparing plans, discussing new services and organisational change.

Impact Analysis

1	<p>What evidence have you used to think about any potential impact on particular groups? (Please highlight any evidence that you have considered to help you address what the potential impact may be)</p> <p>Also include an introduction here giving background the purpose of the Policy, SI etc. that is being assessed. (A good place to start is the introduction and purpose of the document)</p> <p>Example evidence:</p> <ul style="list-style-type: none"> • ONS Census data • Regional or local demographic information • MFRS reports & data • NFCC Reports/Guidance • Home office/Local government Reports • Risk Assessments • Staff survey results • Research / epidemiology studies • Updates to legislation • Engagement records or analysis <p>NFCC Equality of Access documents – We encourage you to click on the following link to</p>	<p>Merseyside Fire and Rescue Authority (MFRA) will host the 2024 British Firefighter Challenge.</p> <p>The British Firefighter Challenge is a competition organised by Firefighters, for Firefighters. It provides a day of entertainment for spectators, and raises important funds for the Firefighters Charity, who offer specialist, lifelong support for members of the UK fire services community, empowering individuals to live happier and healthier lives.</p> <p>This annual sporting event, aims to achieve the following</p> <ul style="list-style-type: none"> • Inspire health and fitness across the UK Fire and Rescue Service • Support the physical and mental rehabilitation of operational and retired colleagues by fundraising for the Firefighters Charity • Provide a social platform that brings Firefighters and their families together from around the World • Advocate for Mental Health - social events, participation, volunteering, camaraderie, a feeling of belonging • Promote volunteering to enhance community development, community spirit, self-confidence, life skills • Equality and diversity - a unique Fire Service sporting event that can boast ages 18 to 60+ entering, with over 10% female entries • Economic opportunity - a mass audience event, the competition moves to new locations in the UK each year.
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	<p>access a series of 'equality of access documents', developed by the National Fire Service Council (NFCC) & reference the data and information highlighted.</p> <p>Some aspects of these documents will help you provide information, awareness, and data to support:</p> <ul style="list-style-type: none"> • Integrated Risk Management Plans • Service delivery strategies • Positive action and recruitment plans • Workforce improvement plans • Community engagement activities • and, will prompt conversations within the workplace. <p>Each document provides a significant amount of data and information, including research undertaken and risk-based evidence, and then goes into some ideas for actions which Services can use based on the information and their individual circumstances</p>	<ul style="list-style-type: none"> • Engage with the younger generation – provide activities for the whole family, including community safety and fitness challenges <p>As a service MFRS are committed to the development of a healthy workforce that can meet the exigencies of the service and the operational and physical demands placed on its firefighters throughout their career.</p> <p>All operational employees are required to maintain a minimum level of fitness to ensure they can meet the physically demanding requirements of their role.</p> <ul style="list-style-type: none"> • All Operational Merseyside staff – POSITIVE • Merseyside Fire and Rescue Authority employees – POSITIVE • MFRS partners – POSITIVE • National partnerships - POSITIVE <p>The following Monitoring data has been drawn and considered from a variety of areas, including but not restricted to:</p> <ul style="list-style-type: none"> • E&D Manager/team, • Staff Networks 	
2	<p>Do you have all the evidence you need in order to make an informed decisions about the potential impact? (Please tick)</p>	<p>Yes <input type="checkbox"/></p> <p>If you feel that you have enough evidence, then you will not need to undertake any engagement activity</p>	<p>No <input type="checkbox"/></p> <p>If you feel that you do not have enough evidence to make an informed decision then you will need to undertake engagement activity with the staff or members of the public as applicable</p>

<p>3</p>	<p>What engagement is taking place or has already been undertaken to understand any potential impact on staff or members of the public?</p> <p>Examples include: <u>Public</u></p> <ul style="list-style-type: none"> • Interviews • Focus groups • Public Forums • Complaints, comments, compliments <p><u>Staff</u></p> <ul style="list-style-type: none"> • Staff events / workshop • Existing staff meetings / committees • Staff Networks • Representative Bodies • Annual Staff Survey questions 	<p>Public: N/A</p> <p>Staff: Operational staff have been engaged through email requests, adverts on the portal and through station manager engagement for the 2023 event and similar promotion of the event will be considered when looking for volunteers to support the event and a team to take part in 2024. All staff have had equal opportunity to be involved and participate.</p> <p>A further EIA will be completed as part of the project planning for the event to ensure that all aspects of volunteering, participation and attendance have been considered as part of the planning process.</p>	
<p>4</p>	<p>Will there be an impact against the protected groups as described in the Equality Act (2010)?</p> <p>Summarise what impact there may be against each of the protected groups. Embed or provide a hyperlink to any reports or electronic files to which you are referring.</p> <p>Please remember when considering any possible impacts, these may be positive or negative and that there may be different impacts for our own staff when compared to those possible impacts on members of the community. Please detail clearly if the impacts are for staff or the wider community.</p> <p>It is also important to note that there may not be an impact on some of the protected groups if this should be the case please tick the not applicable</p>	<p>What is the actual or potential impact on age?</p> <p>Positive – The events planned will be tailored to a variety of age groups including a veteran’s age group allowing for a variety of competitors. They do not impact disproportionately or negatively on the communities either. As proposals progress, they will continue to be monitored for any equality impact on this or the other protected characteristics.</p>	<p>Not applicable <input type="checkbox"/></p>
<p>Please remember when considering any possible impacts, these may be positive or negative and that there may be different impacts for our own staff when compared to those possible impacts on members of the community. Please detail clearly if the impacts are for staff or the wider community.</p> <p>It is also important to note that there may not be an impact on some of the protected groups if this should be the case please tick the not applicable</p>		<p>What is the actual or potential impact on disability?</p> <p>The proposals identified offer the same opportunity to all grey book fully fit for operational duties staff. As proposals progress, they will continue to be monitored for any equality impact on this or the other protected characteristics.</p> <p>MFRS is a Level 2 Disability Confident Employer and is process of progressing to Level 3, under the GOV.UK legislation, which reflects the achievements of the service in recruiting, developing and retaining members of our community to work for the service and may have a disability.</p>	<p>Not applicable <input type="checkbox"/></p>

box.

If there is **no impact**, please state that there is no impact.

Any colleague with a disability has access to support and assistive technology to ensure they can access the development required. This event is for grey book employees who are operationally fit for duty and are fit and well.

What is the **actual** or **potential** impact on **gender reassignment**?
There is no perceived negative impact on gender at this stage as there are no gender reassignment categories currently at any British Firefighter Challenge events. However, this is something that the BFC organising committee are reviewing for future events.

Not applicable

What is the **actual** or **potential** impact on **marriage and civil partnership**?

Not applicable

What is the **actual** or **potential** impact on **pregnancy and maternity**?

Not applicable

What is the **actual** or **potential** impact on **race**?
There is no perceived negative impact on race at this event. Assistance staff and volunteers required to run the event will be sought and recruited in line with recruitment and ED&I policies.

Not applicable

What is the **actual** or **potential** impact on **religion and / or belief**?
There is no perceived negative impact on religion and / or belief at this stage. The proposals identified offer the same opportunity to staff regardless of religion. As proposals progress, they will continue to be monitored for any equality impact on this or the other protected characteristics.

Not applicable

What is the **actual** or **potential** impact on **sex (gender)**?
Positive – Genders will compete within their own gender categories and within their own age groups ensuring equality throughout each event. As proposals progress, they will continue to be monitored for any equality impact on this or the other protected characteristics.

Not applicable

		<p>What is the actual or potential impact on sexual orientation? There is no perceived negative impact on sexual orientation at this stage. The proposals identified offer the same opportunity to staff regardless of sexual orientation. As proposals progress, they will continue to be monitored for any equality impact on this or the other protected characteristics.</p>	<p>Not applicable <input checked="" type="checkbox"/></p>
		<p>What is the actual or potential impact on Socio-economic disadvantage? Positive – The Merseyside Fire and Rescue Service Team as the host Service will have all their expenses paid for to ensure no socio-economic impact on any the individuals within the team.</p>	<p>Not applicable <input type="checkbox"/></p>

ACTION PLAN

What actions need to be taken in order to mitigate the impacts identified in sections 3, 4 and 5?

Impact	Action Required	Integrated existing work (yes/no) outline	Target Date
Age	N/A		
Disability -	N/A		
Pregnancy and Maternity -	N/A		
Race	N/A		
Gender reassignment	N/A		
Marriage and civil partnership	N/A		
Religion and / or belief	N/A		
Sex (gender)	N/A		
Sexual orientation	N/A		
Carers	N/A		
Other	N/A		
Deprived communities/socio economic	.	Yes	

How will these actions be monitored and where will the outcomes be reported?

(Please describe below)

Completed by (Please print name /Designation)		Signature Date	
Quality Assured by (Please print name /Designation)		Signature Date	

Bibliography and Guidance documents

Name of responsible SLT member (Please print name /Designation)		Signature Date	
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This bibliography provides details of all the documents and reports included within this EIA or the EIA guidance. The bibliography will also include Hyperlinks to other useful documents, reports, data, and webinars on our portal page or links direct to the websites which you may find helpful when completing your EIA. **Please note, that this is a live document, do not use an old copy of this form to complete a new EIA. Please ensure that you download a new copy from the portal, as the bibliography and links will be updated regularly to ensure you have access to the most recent data, articles and training.**

Documents referenced and hyperlinked within the form

National Fire Chiefs Councils (NFCC) [equality impact assessment template](#)

National Fire Chiefs Councils (NFCC) [Equality Impact Assessment Toolkit](#)

National Fire Chiefs Councils (NFCC) [Maturity Models and Workforce Good Practice Frameworks](#)

This document provides insight into the NFCC Maturity model and provides guidance on the following areas:

- Leadership Development
- Recruitment
- Learning Organisation
- Blended Learning
- Performance Management
- Employee Recognition
- Talent Management
- EDI
- Well Being
- HR Analytics

Equality Diversity & Inclusion Resource Library

The ED&I resources Library is located on the ED&I portal page and provides a suite of documents (detailed below) from a wide variety of sources, they may be internally produced reports or guidance, toolkits or data produced by the NFCC or partners. A list of the documents can be found below or you can access the complete library [here](#).

Disability related support including:

- [AFSA - Lets talk workplace disability](#)

Gender Related Resources including:

- [Fast Facts for patients – Menopause](#)



Pregnancy and Maternity Related Resources

Religion and Belief related resources including:

- [AFSA – 2021 Workforce Religion and belief Toolkit](#)

Sexual Orientation Related Resources

[AFSA Workforce Positive Action Toolkit](#)

[Dementia Friendly Emergency Services Guidance](#)

[NFCC Equality of Access to Services and Employment](#) which includes:

- NFCC Equality of Access to Services and Actions for the Vulnerable Rehoused Homeless
- NFCC Equality of Access to Services and Employment for Black Communities
- NFCC Equality of Access to Services and Employment for Neurodiversity
- NFCC Equality of Access to Services and Employment for LGBT Communities
- NFCC Equality of Access to Services and Employment for People from Asian Communities
- NFCC Equality of Access to Services and Employment for the Roma Communities
- NFCC Equality of Access to Services and Employment for People Living with Dementia
- NFCC Equality of Access to Services and Employment for People Living in Rural Communities
- NFCC Equality of Access to Services and Employment for Emerging Migrant Communities
- NFCC Community Risk – CRMP Equality Impact Assessment

These can also be found on the [NFCC website](#)

NFCC Toolkits

The NFCC have also created a number of toolkits to provide help and guidance these can be found here on the [NFCC website](#) or via the links below in the ED&I Resource Library

The toolkits currently available include:

- [Collecting and Disseminating of Equality, Diversity and Inclusion Data Toolkit](#)
- [Gender Diversity Toolkit](#)
- [Neurodiversity Toolkit](#)



- [Undertaking an Equality Impact Assessment Toolkit](#)
- [Staff Networks Toolkit](#)

Webinars

[NFCC Lunch and Learns](#) which include

- Neurodiversity
- Trans Visibility in FRS
- Racial Equality
- Bite Size techniques to avoid burnout
- Being part of the LGBT Community

Other useful Links and documents

[ED&I Annual Report](#) this report included our Staffing data, Gender and BAME Pay Gap analysis and recent reporting against our 5 Equality Objectives

[Diversity Events Calendar](#) the diversity calendar is helpful to understand what key dates are taking place throughout the year to assist with community engagement

[Knowing our Communities Data](#) this is a suite of documents, which provides data within each of the local Authorities, by different protected groups which include Age, Disability, Religion and Ethnicity.

Service Instruction 0877 Resources to support managers and staff to implement the Equality & Diversity Policy

- [Appendix 1 - Disability in the workplace information for staff and managers](#)
- [Appendix 2 - Reasonable Adjustments Support for staff & managers in the workplace](#)
- [Appendix 3 - Access to Work Support for staff and managers in the workplace](#)
- [Appendix 4 - Supporting people with Dyslexia in the workplace](#)
- [Appendix 5 - Supporting Staff during the Menopause](#)
- [Appendix 6 - Guidance for supporting employees returning from maternity; breastfeeding in the workplace Operational Firefighters](#)
- [Appendix 7 - Supporting Lesbian, Gay, Bisexual and Transgender \(LGBT\) staff in the Workplace](#)
- [Appendix 8 - Supporting Transgender staff in the Workplace](#)
- [Appendix 9 - Neurodiversity in the workplace](#)

[2021/22 Fire Statistics](#) this includes workforce data published by the government