

# Equality Impact Assessment (EIA) Reporting Form

For any advice, support or guidance about completing this form please contact the [DiversityTeam@merseyfire.gov.uk](mailto:DiversityTeam@merseyfire.gov.uk) or on 0151 296 4236

## Section 1: EIA Details

<b>1.1) Author</b>	<input type="text" value="Kay, Paul"/>
<b>1.2) Responsible Officer</b>	<input type="text"/>
<b>1.3) Function</b>	<u>Strategy and Performance</u>
<b>1.4) Department</b>	<u>Operational Assurance</u>
<b>1.5) What is the status of this EIA?</b> <b>If "Revision" is selected, please ensure "1.7) Date of EIA" is revised and "1.5.1) Which sections have been revised?" is completed.</b>	<u>New</u>
<b>1.6) Title of EIA</b>	<input type="text" value="Liverpool Community Safety Plan"/>
<b>1.7) Date of EIA</b>	<input type="text" value="30/01/2015"/>
<b>1.8) What does the EIA relate to?</b>	<u>Policy</u>
<b>1.9) Title reference of SI/policy/report/event/project</b>	<input type="text"/>
<b>1.10) SI Policy Number of SI/policy/report/event/project</b>	<input type="text"/>

## Section 2: Initial Assessment

**2.1) What are the legitimate aims or purposes of the SI/policy/report/event/project?**

MFRS Liverpool District has developed a Community Safety Plan that underpins and actions the aims and objectives of MFRS IRMP 2013-16.

Liverpool District will engage with its workforce, partners, stakeholders and local communities to deliver the district plan with the aim of reducing risk as determined by MFRS specific priorities to every person who resides, works or visits Liverpool district.

Liverpool District will consistently monitor and evaluate the plan and the districts performance to ensure all objectives are met and work with partners to build safer stronger communities

**2.2) Who will be affected?** MF&RS Staff & Members of the Public

**2.3) Which of the protected groups below does this impact on for an initial assessment?**

Protected Characteristics	Positive Impact	Negative Impact	Neutral
Age	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

Sex	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Disability	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion & Belief	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender Reassignment	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marriage & Civil Partnership	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Pregnancy and Maternity	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual Orientation	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Socio-Economic Disadvantage	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

**2.4) Has there been any positive or negative impact identified as part of the Initial Assessment for this SI/Policy/report/event/project?**  Yes  No

**2.5) Please supply supporting comments as to why you feel there is no positive/negative impact caused as part of the Initial Assessment for this SI/Policy/report/event/project?**

## Section 3: Monitoring

Summarise the findings of any monitoring data you have considered regarding this SI/policy/report/event/project. This could include data which shows whether it is having the desired outcomes and also its impact on members of different equality groups.

### 3.1) What monitoring data have you considered?

Plus Dane Housing  
 Housing Association  
 Properties owned by the housing association  
 Liverpool Direct (Revs and Bens)  
 Benefits  
 Individuals known to revenue and benefits filtered by over 60  
 Liverpool Direct (Revs and Bens)  
 Benefits  
 Individuals known to revenue and benefits filtered by disability  
 Liverpool Direct (Revs and Bens)  
 Benefits  
 Individuals known to revenue and benefits filtered by lone parents  
 Liverpool Direct (Revs and Bens)  
 Benefits  
 Individuals known to revenue and benefits filtered by lone occupants  
 Liverpool Direct (Revs and Bens)  
 Benefits  
 Individuals known to revenue and benefits filtered by employment support allowance claimants

Liverpool DASS  
Adult Social Services  
Residents known to Adult Social Service  
Liverpool Community Health  
Health  
Residents known to LCH

HFSC Data provided by FSD

Liverpool District sourced information provided by MFRS Knowledge and Information relating to Accidental Dwelling Fires, ASB fires, Non domestic property fire, Other property fire, AFA's and RTC's  
Troubled families  
Local resilience Forum  
Hate Crime JAG

### **3.2) What did it show in relation to Equality Impacts?**

Home Fire safety checks remain the primary focus within Prevention activities for all operational and prevention staff. Liverpool have completed 10414 HFSC's to date, of which 2927 were high risk, 4705 were medium risk and 2782 low risk.

Targeted campaigns across the district focussing on the most vulnerable people in the most vulnerable areas have resulted in a dramatic decrease in Accidental dwelling Fires across the district. Liverpool will continue to adapt and improve the campaigns to deliver the positive outcomes.

Liverpool have consistently sought to reduce ASB fires and have worked with partners and the local communities to ensure the lowest recorded figures in 5 years.

we work with the ASB strategy partnership which focusses resources to protect vulnerable victims as per changes in ASB statute

### **3.3) What future monitoring of effects/outcomes will be recorded?**

Liverpool will work with partners and record and monitor all data relating to community activity. All information recorded will assist in tailoring campaigns within the district and station boundaries.

Liverpool district Management team will meet with Merseyside Police monthly to discuss community threat assessment and act upon all shared information.

Liverpool have worked with the strategic families group to embed the Early Help Assessment Tool, (EHAT) in order to protect children, young people and families through pro active help and support.

## **Section 4: Research**

Summarise the findings of any research you have considered regarding this SI/policy/report/event/project. This could include quantitative data and qualitative information; anything you have obtained from other sources e.g. CFOA/CLG guidance, other FRSs, etc.

### **4.1) What research have you considered?**

Full review of Service incident statistics and Local performance indicators. Full consultation with partners and community groups collating both qualitative and quantitative data. See appendix for minutes and actions of consultation.

#### **4.2) What did it show in relation to Equality Impact?**

MFRS have targeted the most vulnerable people and BME groups in the most vulnerable areas utilising service assets efficiently and effectively which has seen ADF' and secondary class fires reduce.

The engagement with partners (citysafe safer stronger team) highlighted the changes in community demographics due to the transient nature of ethnic groups within the EU.

#### **4.3) What did the exercise tell in relation to Equality Impact?**

the equality impact assessment must be continually reviewed and kept as a live document/ the Liverpool district management team will take an organic approach to the EIA based upon the information provided by internal and external sources.

## **Section 5: Consultation**

Summarise the opinions of any consultation. Who was consulted and how? (This should include reference to people and organisations identified in 3.2). Outline any plans to inform consultees of the results of the consultation.

#### **5.1) What Consultation have you undertaken to help identify any further equality issues?**

**Liverpool District has built up a strong network of partners and has sought consultation with each group on a strategic, tactical and operational level. we believe it is vitally important that to achieve our outcomes all parties are given the opportunity to share, inform and educate Liverpool's district plan. Liverpool held several meetings that provided statistical evidence (Qualitative and quantitative sources) relating to 2014/15 performance and set out the district priorities and objectives for 2015/16 plan. All partners were encouraged to comment and provide feedback to ensure best practice can be achieved. this is evidenced by the comments provided by key individuals/stakeholders.**

#### **5.2) What did it say?**

**The consultation process underlined the commitment from partners, the third sector and community groups to collaborative working. This is evidenced in the Liverpool Community Safety Plan via local actions and ongoing communication and partnership working. See appendix**

#### **5.3) Which Groups/persons?**

**The Liverpool City Council  
Merseyside Police  
Liverpool Health improvement and better lifestyles  
Local Resilience Forum  
Liverpool Safer Stronger communities  
Liverpool ASB Strategy Group  
Liverpool Community Cohesion and Hate Crime (Chair Emily Spurrell)**

**Merseyside PCC Office.**  
**Liverpool Clinical Commission Group**  
**Youth Offending Service**  
**Liverpool Mutual Homes**  
**SLH**  
**LCC Neighbourhood Management Team**  
**Liverpool Healthy Homes**  
**Other RP's**  
**Strategic Families Group (EHAT)**  
**Liverpool Safeguarding Adults Board and performance sub group**  
**Internal Staff consultation with operational crews, Prevention/Protection teams and other duties staff.**

## Section 6: Conclusions

Taking into account the results of the monitoring, research and consultation, set out how the SI/policy/report/event/project could impact on people from the following protected groups? (Include positive and/or negative impacts)

### **(a) Age**

Young people

Young people aged between 10-19 account for 13% of Liverpool's population, (58,895) ASB fires can often be attributed to this age range, therefore Liverpool will engage with its local partners and deliver initiatives utilising the Fire Fit brand to reduce ASB within the district targeting key times of the day and school holidays. Operational Crews will also undertake intelligence led patrols working with local Neighbourhood Police to identify hotspot areas and have a presence in those area and engage with young people in a positive way who may be at risk of engaging in anti-social behaviour.

Liverpool's Prevention Team will continue to deliver the FACE Programme (Fire Awareness Child Education) to engage with young people who are partaking in fire setting behaviour, whether this be a fascination within the home, or fire setting within the local community.

In 2015, Prevention Liverpool will take on four young Apprentice Community Safety Advisors from the Liverpool area which will assist us to understand and provide effective services to young people as well as provide experience and development opportunities for young people. The apprentices will work with the Liverpool Prevention Team for a period of 12 months.

Middle aged People

Liverpool will deliver monthly campaigns in line with the Fire Kills calendar and the diversity calendar which will aim to target the most vulnerable people at key times of the year.

Older people

Liverpool District has an older person population of 65,000 accounting for 14% of the population. Liverpool Prevention and Operational Fire Crews will undertake seasonal campaigns delivering key messages at key times of the year to ensure Accidental Dwelling Fires remain low across the district. Age is a key determinant of risk in the district vulnerable persons index

In addition, we will continue to develop our work around data sharing with partner agencies in the Liverpool District to identify vulnerable people and targeting HFSC's to those most at risk of dying in fires.

Campaigns will focus specifically on elderly people and share relevant information with partners

The overall aim of Liverpool's district plan is to ensure that all age groups within the

family and community are aware of the message MFRS delivers and thus ensure safer stronger communities

MFRS are embedded within the Liverpool safeguarding boards. examples of joint working being data sharing with vulnerable adults board for VPI and EHAT being embedded for children, young people and families.

### **(b) Disability (including mental, physical and sensory conditions)**

At 9.7%, Liverpool has significantly more people claiming Employment support Allowance than the north west average. Of these 7.5% have been claiming for over 5 years.

22.5% of Liverpool's population is classed as having a Disability or long term illness that affects their day to day activities to some extent according to the ONS census 2011. This is higher than the Northwest benchmark at 20.3%.

Liverpool's Community Safety Plan will have a positive impact on those with disabilities and poor health. These problems are often linked closely with fire risk and data shows that people with disabilities are more at risk of suffering an Accidental Dwelling Fire and associated injury . We will continue to target our resources and provide services to those at higher risk of fire. The Liverpool Prevention Team will continue to develop partnerships and receive high risk referrals from key health and social care agencies in Liverpool.

Working with partners we will continue to further refine our data sharing to develop a Vulnerability Profile for the city which will allow us to deliver appropriate interventions and support to those affected by Disability . This will be managed through seasonal campaigns and thematic initiatives guided by the diversity calendar.

The Liverpool Prevention team will continue to provide and install special smoke detectors consisting of a vibrating pad for under a pillow and a strobe light to alert those who cannot hear a standard smoke detector.

Liverpool district will utilise Fire Fit to integrate able and non able bodied members of the community to come together and participate in physical activity and sport.

Liverpool District will continue to work with Daisy UK and promote Blue Light games, promoting an understanding of disabled sports to the public sector organisations.

MFRS sits on the Hate crime JAG, which takes a multi agency approach to protecting vulnerable people.

### **(c) Race (include: nationality, national or ethnic origin and/or colour)**

At 11%, Liverpool has double the number of residents with black, minority ethnic background. The figures show Black African , Chinese and Indian as the 3 most popular ethnic minority groups in the district . There is a significant Black African population in the Toxteth station area, and there are also significant numbers of foreign students attending university within the city representing many different diverse ethnicities and cultures

In Toxteth we will work with the Fire Fit Hub Manager to engage with all sectors of the community and all age groups to maximise the benefit of the Hub and promote community cohesion.

Elsewhere we will work with Registered Providers, university managers and other partner groups to deliver timely interventions and supporting informational material in a range of languages. The employment of advocates from different ethnic backgrounds assists MFRS in achieving this objective.

The provision of Safe Havens at all our Liverpool stations will have a positive impact on all BME groups who may feel threatened or at risk of violence and can seek safe refuge at a local Fire Station until further assistance arrives.

Liverpool district will seek to build strong relationships with all groups through initiatives linked to the diversity calendar. All activity will be driven predominantly by campaigns. We continuously engage with under represented groups via the Liverpool Community Cohesion Forum. MFRS sits on the Hate crime JAG, which takes a multi agency approach to protecting vulnerable people.

#### **(d) Religion or Belief**

MFRS data does not indicate religious belief as increasing individual risk and there were no issues raised by our partners to suggest that religious faith identified individuals as vulnerable to accidental dwelling fires. Our home fire safety strategy reflects a non-discriminatory approach to proactive community fire safety. Should any issues be identified during a visit we will take appropriate action, including working with partner agencies to resolve any issue. HFSC campaigns directed by the Diversity calendar will target specific groups to inform and educate around fire safety. There has been evidence that religious belief and faith can make an individual more likely to be the victim of a hate crime. As such, we will further strength our partnership working to ensure referral pathways are effective.

Liverpool will look to work with the Equality and Diversity Department to build strong links with Faith groups within Communities and seek guidance on how best to engage with the different faith groups.

We will continue to provide arson risk assessments and target hardening where appropriate to those who may be targeted due to hate crime as a result of their religion or belief.

The provision of Safe Havens at all our Liverpool stations will have a positive impact on all faiths and religions who may feel threatened or at risk of violence and can seek safe refuge at a local Fire Station until further assistance arrives.

All Liverpool Operational Fire Crew will continue to receive Hate Crime Training delivered by Prevention Staff to enable them to gain a better understanding into how members of the public are affected by hate crime and the role that MFRS plays in tackling hate crime. We continuously engage with under represented groups via the Liverpool Community Cohesion Forum.

MFRS sits on the Hate crime JAG, which takes a multi agency approach to protecting vulnerable people.

#### **(e) Sex (include gender reassignment, marriage or civil partnership and pregnancy or maternity)**

MFRS data does not indicate that sex, pregnancy etc. is increasing in terms of individual risk, and there were no issues raised by our partners to suggest that sex identified individuals as vulnerable.

Our home fire safety strategy reflects a non-discriminatory approach to proactive community fire safety. Should any issues be identified during a visit we will take appropriate action, including working with partner agencies to resolve same.

There has been evidence that sex (gender reassignment) can make an individual more likely to be the victim of a hate crime. As such, we will further strength our partnership working to ensure referral pathways are effective. Further, our crews and prevention teams will develop relationships with community groups to raise awareness of fire safety.

All Liverpool Operational Fire Crew will continue to receive Hate Crime Training delivered by Prevention Staff to enable them to gain a better understanding into how members of the public are affected by hate crime and the role that MFRS plays in tackling hate crime.

Liverpool District plays an active role in the Domestic Violence MARAC (Multi-Agency Risk Assessment Conference) and will continue to support this process.

Liverpool Operational crews and Prevention/Protection staff will also continue to promote the Men against Violence campaign

The provision of Safe Havens at all our Liverpool stations will have a positive impact on women and those who feel at risk who may be at risk of violence who can seek safe refuge at a local Fire Station until further assistance arrives.

The Liverpool Prevention Team will continue to strengthen its partnership and work closer with Children's Family Service Team who look after teenage mums from 12 weeks into their pregnancy to 2 years old.

MFRS sit on the violence against women and girls strategic group.

#### **(f) Sexual Orientation**

Sexual orientation was a factor in one percent of hate crimes involving the fire service. There has been evidence that sexual orientation can make an individual more likely to be the victim of a hate crime. As such, we will further strength our partnership working to ensure referral pathways are effective. Further, our crews and prevention teams will develop relationships with community groups to raise awareness of fire safety.

All Liverpool Operational Fire Crew will continue to receive Hate Crime Training delivered by Prevention Staff to enable them to gain a better understanding into how members of the public are affected by hate crime and the role that MFRS plays in tackling hate crime. The provision of Safe Havens at all our Liverpool stations will have a positive impact on all LGBT Groups who may feel threatened or at risk of violence and can seek safe refuge at a local Fire Station until further assistance arrives.

Liverpool District will also continue to work and promote Pride and all LGBT events We continuously engage with under represented groups via the Liverpool Community Cohesion Forum.

MFRS sits on the Hate crime JAG, which takes a multi agency approach to protecting vulnerable people.

#### **(g) Socio-economic disadvantage**

Liverpool remains the most deprived borough in England and has high levels of deprivation, poor health and high unemployment. At 20.6% Liverpool has double the north west average of population reliant on benefits. It also has a higher proportion of single parent families who are unemployed.

Liverpool has a significantly higher proportion of its small areas, known as Lower Super Output Areas (LSOAs), in the higher deprivation areas than any other core city (22 out of 100 nationally). MFRS data shows that on their own, each of these factors increases an individual's risk of suffering an ADF and associated injury and collectively they increase that risk significantly. Working with partners we will further develop the vulnerable person's index to target the most vulnerable to fire. We will also use our location based customer insight analysis to identify areas of highest risk.

## **Section 7: Decisions**

If the SI/policy/report/event/project will have a negative impact on members of one or more of the protected groups, explain how it will change or why it is to continue in the same way. If no changes are proposed, the SI/policy/report/event/project needs to be objectively justified as being an appropriate and necessary means of achieving the legitimate aim set out in 3.1

It is not necessary to change the Liverpool community safety plan as it will have a positive impact on a number of groups, who are identified as being at a higher risk of being involved in incidents. For 2015-16, Liverpool stations will adopt a SMART approach

and respond to the needs of their local communities. The Liverpool CS delivery plan has outlined key priorities as follows:

We will continue to deliver MFRS's Organisational Aims and promote and understand the strategic priorities of key partners through contact at a strategic, tactical and operational level. As a district collectively we will monitor and review to ensure outcomes are achieved

We will continue to mutually share information with partners at a local level assisting in the identification of vulnerable persons within Liverpools communities and deliver bespoke Home Fire Safety campaigns to reduce accidental dwelling fires. we will work with local partners, schools and the local community to reduce road traffic collisions through information, education and nationally promoted campaigns. we will also deliver bespoke campaigns targeting specific areas at specific times of the year to reduce anti-social behaviour and secondary class fires.

We aim to enhance our contribution to collaborative working through the promotion and delivery of local, national and seasonal safety campaigns, linked to recent and historical data. we will utilise the Fire Kills calendar, Diversity calendar and work with local communities on the matters that affect them most.

We will continue to support and deliver both fire related and community engagement activities within the community to promote joint initiatives. we will utilise the Fire Fit brand to reach out and engage with young people in the community

We will continue to deliver educational workshops to our partner organisations and within the community to identified vulnerable groups.

We will work with the public, private, voluntary and faith sectors to build relationships at a local level to identify joint training, familiarisation and SSRi opportunities to ensure our own staff are provided with the a high level of training, information, and equipment to ensure they can safely and effectively resolve all emergency incidents.

We will identify void properties and build-up of combustibles through Fly Tipping Reports and refer through to the appropriate partner organisation for action.

We will continue to support the Liverpool business community in reducing the impact of fires on commercial premises by integrating MFRS protection department. Liverpool will continually assess the work being carried out by all departments and encourage peer review from fellow districts within Merseyside to share good practice.

Liverpool will take a key role in using intelligence across the partnership to reduce ASB and the impact that it has on the most vulnerable.

Liverpool District Management team will act as leaders and positively influence the wider determines framework via strategic partnership networks.

## Section 8: Actions (Admin Use Only)

### 8.1) Actioned Required

Yes  No

### 8.2) Details of Action Required

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8.3) DAG Consultation Required  Yes  No

8.4) Approved  Yes  No

8.5) Responsibility Of

8.6) Completed By

8.7) Review Date

### Section 9: Equality & Diversity Sign Off (Admin Use Only)

9.1) Signed off by Wendy Kenyon

ID

File Name