

**Merseyside Fire and Rescue Service
Equality Impact Assessment**

Title of policy:	MACC Shift Pattern
Department:	Diversity
Date:	1st June 2011

You identified this policy as needing a full Equality Impact Assessment (EIA). You should complete sections 1 – 5 below (where appropriate) before sending to DiversityTeam@merseyfire.gov.uk for inclusion on the next DAG meeting agenda.

<p>1: Identify the aims and purpose of the policy</p> <p><i>This should identify “the legitimate aim” of the policy (there may be more than one)</i></p>
<p>In order to meet the Authority’s budget targets, to provide a more cost effective crewing arrangement at MACC by</p> <ol style="list-style-type: none"> 1.a consideration of reducing the number of MACC personnel and 2. retaining the required levels of cover
<p>2: Identify the individuals and organisations who are likely to have an interest in, or be affected by the policy.</p> <p><i>This should identify the persons/organisations who may need to be consulted about the policy or procedure and its outcomes (There may be more than one)</i></p>
<p>MFRA ELT and CLT FBU/FOA</p>

3. Monitoring

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

Monitoring of calls received by MACC (including the volume and type of calls throughout the day, week and year) has been conducted by Process Evolution.

4: Research

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

Process Evolution conducted research covered data from operational systems, spreadsheets and interviews with key staff of MF&RS. The data sets covered a 2 year period from April 2008 to March 2010.

The Crime Maps from Merseyside Police in the area around MACC were viewed on line by the Diversity Team to identify the level of crime and type of crime prevalent in the area around MACC.

<http://www.police.uk/crime/?q=Derby%20Rd,%20Liverpool,%20UK#streets>

5. Consultation

Summarise the opinions of any consultation. Who was consulted and how? (This should include reference to people and organisations identified in section 2 above) Outline any plans to inform consultees of the results of the consultation

Interviews with key staff were undertaken by Process Evolution.

Senior manager's views, which included reference to the budget constraints, were factored into the decision making process

A consultation meeting was held with the FBU at MACC on 31st March at which views on the equality implications of the proposals were sought. The FBU raised concerns about the start/finish times of the proposed shifts and the potential for crimes against persons because of the "hostile environment" around MACC.

The FBU were resistant to any change to the current shift system and staffing levels. They referred to FBU research that indicated that 98% of women considered the current 4-4-2 shift pattern to be family friendly. In addition the FBU raised issues that Option 1 was not Grey Book compliant.

6. Conclusions

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

6.1 Age

There was a view that older and younger people may feel threatened and/or be at greater risk of crime late at night in the area around MACC.

6.2 Disability

There could be considerations for people with certain disabilities (for example in their management of medication) if there was a change of shift pattern.

6.3 Gender (inc Transgender)

There was a view that women could feel threatened and/or be at greater risk of crime late at night in the area around MACC. This could be a particular concern for trans people who could be the target of hate crime.

A change in shift pattern, and in particular the start and finish times of shifts, could have a negative impact on people with childcare needs, the majority of whom are likely to be women.

6.4 Race

There was a view that people from minority ethnic groups may feel threatened and/or be at greater risk of race hate crime late at night in the area around MACC.

6.5 Religion or Belief

There was a view that people with needs associated with their religion or belief could be better accommodated by a more flexible shift pattern.

6.6 Sexual Orientation

There was a view that gay and/or bisexual people may feel threatened and/or be at greater risk of homophobic hate crime late at night in the area around MACC.

7. Decisions

If the policy will have a negative impact on members of one or more of the protected groups, explain how the policy will change or why it is to continue in the same way. If no changes are proposed, the policy needs to be objectively justified as being an appropriate and necessary means of achieving the legitimate aim set out in 1 above.

The grant received by MFRS has been significantly reduced by the government and we are one of the worst affected of any Fire and rescue Service in the country – a 13% cut over the next 2 years. This has obviously had a significant impact on service planning both for the short and also for the longer term. The Authority’s budget proposal includes £400k saving from MACC. Authority members have agreed staffing cuts across all parts of the business, including MACC.

The three new shift patterns proposed by Process Evolution maintain appropriate levels of cover in MACC which reduce the staffing numbers. The Authority has offered an enhanced voluntary severance scheme, which, along with planned retirements, allows the opportunity to reduce staff numbers in MACC without compulsory redundancies.

There is little, if any, viable public transport available within walking distance of MACC at night. Although the crime maps show no major crime hotspots around MACC, there are low levels of anti-social behaviour and car crime, which, together with the nature of the area, could easily contribute to unease and an increased fear of crime, particularly at night.

It must be recognised that shift patterns that provide 24/7 cover will necessarily conflict with many peoples’ domestic requirements. The current shift pattern involves a start/finish time of 08.30 and 17.30 which conflicts with school hours.

The Authority is proposing that the use of self-rostering around the new shift arrangements by staff in MACC together with the continued operation of the Authority’s family friendly policies and Occupational Health policies will be able to accommodate individual needs.

8. Equality Improvement Plan

List any changes to our policies or procedures that need to be included in the Equality Action Plan/Service Plan.

Action Planned	Responsibility of	Completed by
Consideration of the provision of car sharing arrangements for those working shifts that end after public transport hours.		