

Merseyside Fire and Rescue Service

Equality Impact Assessment

Title of policy:	Introduction of Dynamic Reserve
Department:	Performance and Values
Date:	1ST June 2011

1: Identify the aims and purpose of the policy

The Authority has determined that efficiency of operational resources can be realised through the implementation of a dynamic reserve

2: Identify the individuals and organisations who are likely to have an interest in, or be affected by the policy.

External stakeholders –/communities of Merseyside.

Local Authorities, local strategic partnerships, community safety partnerships, our community partnerships and other emergency Services such as Police, Ambulance, communities of Merseyside

Internal stakeholders –

staff, representative bodies, Authority

3. Monitoring

MFRS has used its historical incident data to run a comprehensive number of simulations/scenarios of our response and the effect that the number of appliances have on our achievement of the 90% response standard set by the authority.

These simulations have been extensively run (leading to them encompassing approximately sixty four million permutations) by removing one appliance at a time.

The graphs attached in the main report demonstrate that there is predicted to be a negligible effect the removal of ten appliances for example has less than a 1% impact upon our performance and the removal of five is even more negligible.

Recall to duty has been successfully tested during 2011 should the requirement for the five Dynamic Reserve appliances ever be required.

4: Research

The analysis of our historic performance from April 2007 to March 2010 has been carried out for the given number of appliances, using the same profile of rescue, support and other types of appliances we currently use.

As mentioned stated in the report the conclusion of this analysis demonstrates that the Authority could achieve its 90% response standard with just 32 appliances. The additional 10 appliances from 32 to 42 contribute just 1% to the overall response performance. The final 5 appliances which will constitute the Dynamic Reserve Crosby, Toxteth, Old Swan, Wallasey and Speke – show a negligible change in performance.

The community profile in each station area is as follows

Dynamic Reserve	Station	% BME	% over 75
Yes	Crosby	1.6%	8%
Yes	Toxteth	31.9%	5%
Yes	Old Swan	3.2%	8%
Yes	Wallasey	1.3%	9%
Yes	Speke	2.7%	7.2%
Considered	Kirkby	1.1%	8%
Considered	Kirkdale	2.4%	6%
Considered	Birkenhead	4%	5%
Considered	St Helens	0.6%	7%
Considered	Southport	2.6%	19%
Considered	Kensington	9.7%	5%
Considered	City Centre	8.3%	6%

5. Consultation

Community consultation was carried out in May 2011 consisting of five forums one in each of the Local Authority areas. The results of the forums (carried out during May 2011) are not published yet however the initial findings are - that members of our communities (across all five of the public forums) understood and agreed with the requirement for being more efficient in our use of our resources. The vast majority of people thought that ideas such as the safe reduction in the number of secondary

pumps, considered a reasonable decision in the light of the reduction in our Grant.

Internal and external published document - IRMP 2010-13 provision of support pumps - action plan 2010-11

The Fire Authority were consulted upon a range of efficiency savings in their planning and preparation setting of the 2011-12 budget of which the implementation of the Dynamic Reserve was one of the efficiency savings agreed upon.

6. Conclusions

The demographic of each of the station areas within which the dynamic reserve has been identified, each area is clearly unique.

MFRS has used its knowledge of its communities in order to arrive at the conclusion of the identified dynamic reserve appliances.

6.1 Age:

In respect of staff: The proposal to facilitate the reduction in posts by natural wastage linked to full pension entitlement should reduce or remove need for compulsory redundancies

In respect of service delivery: Merseyside has an aging population. The provision of HFSCs to elderly people could be adversely impacted in certain areas where there is above average older people (7% over 75) in the station community area; specifically in Crosby, Old Swan and Wallasey

6.2 Disability:

In respect of staff: there is expected to be no adverse impact in regard to disability

In respect of service delivery: Disability tends to be associated with older people, so it is likely that there will be a disproportionate adverse impact on disabled people in station areas in Crosby, Old Swan and Wallasey

6.3 Gender:

In respect of staff: Grey Book staff expected to reach their full pension entitlement over the next 5 years are exclusively men. With little or no recruitment to firefighter posts in the same period, this will therefore increase the proportion of women in the Grey Book workforce.

In respect of service delivery: there is expected to be no adverse impact in regard to gender or gender reassignment.

6.4 Race:

In respect of staff: Grey Book staff expected to reach their full pension entitlement over the next 5 years are exclusively white. With little or no recruitment to firefighter posts in the same period, this will therefore increase the proportion of BME people in the Grey Book workforce.

In respect of service delivery: Merseyside has an average BME population of 9% however; this population is concentrated in certain areas. The Toxteth area has a particularly high BME population (32%) so the provision of HFSCs in this area could be adversely affected.

6.5 Religion or Belief:

There is no data held that could show any differential impact in the workforce or in particular station areas; however, we are aware that certain religious premises (mosque, synagogue)

are located in the Toxteth area, therefore this could have an adverse impact on community engagement with certain religious communities.

6.6 Sexual Orientation:

There is no data held that could show any differential impact in the workforce or in particular station areas

7. Decisions

The achievement of efficiencies through use of the dynamic reserve will be gradually managed over the next two years, as personnel retire, their positions will in effect be deleted from the Dynamic Reserve Stations and not be replaced.

The stations that have been identified namely

- Crosby
- Toxteth
- Old Swan
- Wallasey
- Speke

As the graphs in the attached report demonstrate the identified stations have the least impact upon our communities and ensure that our response to High, Medium and low risk areas is maintained. In doing so MFRS will continue to achieve the Authorities challenging standards of response.

Community prevention work in regard to number of HFSC's completed may be reduced by a reduction in available staff. However the Community Safety Strategy 2011 has focused MFRS resources more efficiently on high and medium risk areas. The interventions to those communities that are most at risk have now increased and any impact in regard to reduction in number of visits brought about by the dynamic reserve will be realized in low risk areas.

The provision of HFSCs to elderly people could be adversely impacted in certain areas where there is above average older people (7% over 75). The CFS strategy focuses on the most at risk in our communities – elderly people as a defined risk group are being targeted in a variety of ways. This includes the development of a more intelligent based use of risk information from Exceter data and DWP data sets. This data will enable MFRS to identify those persons who are elderly in our communities and offer interventions through the most appropriate means from our elderly persons advocate, fire crews or FSN.

In respect of service delivery: Merseyside has an average BME population of 9%; this population is concentrated in certain areas. The Toxteth area has a particularly high BME population (32%). We know from the work we have undertaken during the past decade that it is actually lifestyle and deprivation that are the key contributing factors to being a high risk from fire. Simply the ethnicity of an individual or the religious group they belong to are no indication of themselves of being a high risk from fire.

The HFSC strategy agreed by the Authority is concentrating on areas of high / medium risk. The strategy has increased targets for interventions in these areas and resources are being used flexibly to ensure that those most at risk continue to receive the highest level of support and service.

The Dynamic Reserve helps to ensure that firefighter's posts are removed and not replaced whilst the opportunity exists through natural wastage / retirements – this should be considered as a positive/proactive opportunity to potentially prevent or reduce the need for compulsory firefighter redundancies in the future, should the financial position of the Authority worsen.

The Dynamic Reserve allows the Authority to keep the five pumping appliances available for deployment on a reserve basis should they ever be required and be staffed through recall to duty.

The introduction of the dynamic reserve is justified as it has a negligible impact upon response standards and service to the communities we serve.

The Dynamic Reserve allows the Service to achieve a large proportion of the savings required through the reduction of our Government grant funding.

8. Equality Improvement Plan

Action Planned	Responsibility of	Completed by
There will be ongoing monitoring of performance as these changes occur through monitoring of LPI's to ensure that the transition is in line with the predicted outcomes.		