

Merseyside Fire and Rescue Service

Equality Impact Assessment Form

Title of policy:	NW Fire Control Project
Department:	Deputy Chief Executive
Date:	16 September 2011
1: What is the aim or purpose of the policy <i>This should identify "the legitimate aim" of the policy (there may be more than one)</i>	
To consider the merits of a NW Control Room to deliver efficiencies and service improvements	
2: Who will be affected by the policy? <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>	
MFRA CLT/ELT Control Room Staff Staff Supporting Control Room	
3. Monitoring <i>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.</i>	
What monitoring data have you considered?	What did it show?

<p>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</p> <p>Staff make up of MACC is monitored on an ongoing basis</p>	<p>Current assessment is that the service to communities would remain unchanged. Monitoring will continue throughout the project</p>
<p>4: Research</p> <p><i>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. CFOA/CLG guidance, other FRSs, etc</i></p>	
<p>What research have you considered?</p> <p>A full business case has been prepared for the project in light of all available evidence</p>	<p>What did it show?</p> <p>Efficiencies can be achieved through a shared NW control room without impacting upon service standards</p>
<p>5. Consultation</p> <p><i>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</i></p>	
<p>What Consultation have you undertaken?</p> <p>The proposals would be the subject of detailed consultation with all affected staff</p>	<p>What did it say?</p> <p>Staff have previously identified that the current MACC location may impact upon personal security and is not well served by public transport</p>

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)

(a) Age

The impact of changes and potential redundancy, redeployment or relocation will apply to all Control staff regardless of the age of postholders.

The age profile of Control staff will be monitored.

The evidence suggests that impact on service delivery is likely to be minimal but we recognise that issues may come forward and the EIA is subject to review.

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

The impact of changes and potential redundancy, redeployment or relocation will apply to all Control staff although **there is likely to be a disproportionately adverse impact on disabled people.**

Monitoring will take place.

The NW Fire Control building at Lingley Mere has been built in line with new build accessibility requirements. IT solutions are being considered by the project to meet the requirements of staff with hearing, visual and dexterity impairments etc.

Any issues arising for disabled staff and for staff with caring responsibilities for a disabled person; will need to be considered on an individual basis.

In terms of service delivery, the procurement of a system will need to include for the provision of 999 services to people with hearing, speech and visual impairments as well as people with mobility and learning difficulties.

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

The impact of changes and potential redundancy, redeployment or relocation will apply to all Control staff.

The profile in terms of race is monitored.

In light of the above, while there is scope for disproportionate impact, this EIA assesses that there will not be any. However, this cannot be concluded until the project is at an advanced stage.

In terms of service delivery, the project will need to consider the impact on users who do not have English as a first language – the project includes the provision of telephone interpreting services.

(d) Religion or Belief

The impact of changes and potential redundancy, redeployment or relocation will apply to all Control staff irrespective of the religion and belief of post holders.

Data set in this area is incomplete and there is no anecdotal evidence to suggest disproportionate impact.

It is likely that impact will be minimal and where issues arise the project will need to consider religious and cultural requirements wherever it is reasonable and practicable to do so.

The evidence suggests that impact on service delivery is likely to be minimal, but we recognise that issues may come forward and the EIA is subject to review.

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

The impact of changes and potential redundancy, redeployment or relocation will apply to all Control staff regardless of gender. However, as the majority of staff affected are female, it is recognised that this may impact disproportionately although both men and women with caring responsibilities can be affected. [Family friendly shift arrangements will be considered for all individuals](#)

The current gender profile is monitored.

The evidence suggests that impact on service delivery is likely to be minimal but we recognise that issues may come forward and the EIA is subject to review.

(f) Sexual Orientation

The impact of changes and potential redundancy, redeployment or relocation will apply to all Control staff irrespective of the sexual orientation of post holders.

Data set in this area is incomplete and there is no anecdotal evidence to suggest disproportionate impact.

The evidence suggests that impact on service delivery is likely to be minimal but we recognise that issues may come forward and the EIA is subject to review.

(g) Socio-economic disadvantage

A regional control room will keep the communities of Merseyside safe.

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.

Any 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.

The new location of the proposed NW MACC may impact on staff because of the potential travel times

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 currently is implementing 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
To continuously monitor impact as the project progresses	DCE	Ongoing

For any advice, support or guidance about completing this form please contact the

DiversityTeam@merseyfire.gov.uk or on 0151 296 4237

The completed form should be emailed to the Diversity Team at the above address for inclusion on the Diversity Action Group Agenda