

Merseyside Fire and Rescue Service

Equality Impact Assessment Form

Title of policy/report/project:	Dynamic Reserve
Department:	
Date:	30.4.2012
<p>1: What is the aim or purpose of the policy/report/project</p> <p><i>This should identify “the legitimate aim” of the policy/report/project (there may be more than one)</i></p>	
<p>The Authority has recently approved interim operational cover arrangements in the Sefton and Wirral Districts to facilitate the PFI demolition and rebuilds at Southport and Birkenhead. The approved interim changes have resulted in the original dynamic reserve support pumps at Crosby and Wallasey being placed back on to wholetime crewing to replace the retained resilience crewed appliances at Bootle/Netherton and Brombrough in order to improve operational response cover in Sefton and Wirral.</p>	
<p>2: Who will be affected by the policy/report/project?</p> <p><i>This should identify the persons/organisations who may need to be consulted about the policy /report/project and its outcomes (There may be more than one)</i></p>	
<p>Wirral Local Authority, Residents, staff, Rep bodies Authority</p>	
<p>3. Monitoring</p> <p><i>Summarise the findings of any monitoring data you have considered regarding this policy/report/project. This could include data which shows whether the it is having the desired outcomes and also its impact on members of different equality groups.</i></p>	
What monitoring data have	What did it show?

<p>you considered?</p> <p>Review of the dynamic reserve and the permanent appliances held within it,</p> <p>Incident data within Birkenhead Station Ground for the past 2 years</p>				
	Dynamic Reserve Original Stations	Number of positions removed	Dynamic Reserve Proposed Stations	Number of positions removed
	Toxteth	16	Toxteth	16
	Old Swan	16	Old Swan	16
	Speke	16	Speke	16
	Wallasey	16	Bootle & Netherton	12
	Crosby	16	Brombrough	12
	Required 80	80	Required 80	72
<p>In practical terms this means that there are now 8 more riding positions to fill on a night shift. This coupled with the ongoing retirements necessary to bring down staffing numbers to meet the savings target and absence levels remaining above 3% will result in additional support pumps being unavailable beyond the 5 permanently held in the dynamic reserve.</p> <p>The majority of incidents crews respond to in Birkenhead are deliberate secondary fires of which there was a total of 392 last year which is actually a reduction from previous years. There was however 87 incidents of accidental dwelling fires reported and 181 automatic fire alarms reported both of which represent the highest numbers of such incidents across Merseyside.</p>				

4: Research

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

<p>What research have you considered?</p> <p>Analysis of historic performance from April 2007 to March 2010.</p>	<p>What did it show?</p> <p>This was carried out during the initial proposals around the implementation of the dynamic reserve. The analysis carried out demonstrated that the Authority could achieve its 90% response standard with just 32 appliances. These current proposals would mean the reduction to 32 appliances would be carried out.</p> <p>The Community profile in each ward across Birkenhead is as follows</p> <table border="1" data-bbox="568 741 1278 1160"> <thead> <tr> <th>Wards</th> <th>% BME</th> <th>% over 75</th> </tr> </thead> <tbody> <tr> <td>Bebington</td> <td>1.7%</td> <td>9.9%</td> </tr> <tr> <td>Bidston and St James</td> <td>1.6%</td> <td>5.0%</td> </tr> <tr> <td>Birkenhead & Tranmere</td> <td>4.0%</td> <td>5.3%</td> </tr> <tr> <td>Claughton</td> <td>1.8%</td> <td>8.3%</td> </tr> <tr> <td>Oxton</td> <td>2.5%</td> <td>7.7%</td> </tr> <tr> <td>Prenton</td> <td>1.5%</td> <td>8.6%</td> </tr> <tr> <td>Rock Ferry</td> <td>1.5%</td> <td>8.3%</td> </tr> </tbody> </table>	Wards	% BME	% over 75	Bebington	1.7%	9.9%	Bidston and St James	1.6%	5.0%	Birkenhead & Tranmere	4.0%	5.3%	Claughton	1.8%	8.3%	Oxton	2.5%	7.7%	Prenton	1.5%	8.6%	Rock Ferry	1.5%	8.3%
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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*

<p>What Consultation have you undertaken?</p> <p>Consultation with Unions</p> <p>Consultation with members of the community in Oxton</p>	<p>What did it say?</p> <p>Engagement with the representative bodies which has resulted in an agreement on the complementary crewing of special appliances with fire appliances. Under this arrangement the fire appliance crew also staff the special appliance and will respond together to an incident to provide a dedicated crew.</p> <p>Consultation undertaken regarding the use of temporary accommodation of Chetwynd. Significant opposition received from local residents specifically related to traffic and possible impact on house prices.</p>
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6. Conclusions

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

(a) Age

Merseyside has an ageing population and this is reflected across Birkenhead in a number of wards. The provision of HFSC could be adversely impacted where there is a significant proportion of older people particularly Bebington for example where 9.9% of the population are over 75 years old.

(b) Disability including mental, physical and sensory conditions

In respect of disability we know that this tends to be associated with older people, it is therefore likely that there will be a disproportionate impact on disabled people in the wards of; Bebington, Claughton, Oxtun, Prenton and rock Ferry.

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

Merseyside has an average BME population of some 9% however, this is not reflected across Birkenhead where numbers are significantly less. The largest proportion of BME residents fall within the Birkenhead and Tranmere ward and equates to just 4%.

(d) Religion or Belief

We are aware of a number of religious premises in Birkenhead including a mosque therefore this could have a potential adverse impact on community engagement with religious communities.

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

There is expected to be no adverse impact in regards to sex, gender or gender reassignment.

(f) Sexual Orientation

There is no data held that could show any differential impact in regards to sexual orientation.

(g) Socio-economic disadvantage

Data shows us that Birkenhead has a number of deprived areas. It is likely therefore that there could be a number of people adversely affected through the proposals.

7. Decisions

If the policy/report/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 policy/report/project needs to be objectively justified as being an appropriate and necessary means of achieving the legitimate aim set out in 1 above.

Community prevention work in regards to the number of HFSC's completed may be reduced by the proposals. However the current review of the Home Fire Safety Strategic Delivery will ensure that the Merseyside Fire and Rescue Service continue to contribute to the reduction in accidental dwelling fires, deaths and injuries. This will be achieved by intelligence led targeting informing MFRS where to concentrate its resources in order to focus on the most vulnerable within our communities. This will mean that across Birkenhead those most at risk particularly those identified above 75 years old and requiring some form of intervention from MFRS will be prioritised to receive support from us.

The dynamic reserve helps to ensure that firefighter posts are removed and not replaced whilst the opportunity exists through natural wastage/retirements. This is considered as a positive and pro-active opportunity to prevent or reduce the need for compulsory firefighter redundancies prior to knowing the extent of the cuts in years 3 and 4 of the spending review.

The introduction of the dynamic reserve to Birkenhead is justified as it should have a negligible impact upon response standards and service to the communities we serve. It will also support us in the achievement of savings required through the reduction of grant funding expected from the government.

8. Equality Improvement Plan

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

9. Equality & Diversity Sign Off

The completed EIA form must be signed off by the Diversity Manager before it is submitted to Strategic Management Group or Authority.

Signed off by:

Ustar Miah

Date:

30.4.2012

Action Planned	Responsibility of	Completed by

<p>For any advice, support or guidance about completing this form please contact the DiversityTeam@merseyfire.gov.uk or on 0151 296 4237</p>		

The completed form along with the related policy/report/project document should be emailed to the Diversity Team at: DiversityTeam@merseyfire.gov.uk