

Merseyside Fire and Rescue Service

Equality Impact Assessment Form

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| Title of policy/report/project: | Revised Duty System at Huyton and Whiston |
| Department: | |
| Date: | 20/6/12 |
| 1: What is the aim or purpose of the policy/report/project <i>This should identify "the legitimate aim" of the policy/report/project (there may be more than one)</i> | |
| <p>In summary, the aim of the report is as follows:</p> <ol style="list-style-type: none">To realise planned cost savings through:<ul style="list-style-type: none">Replacing two existing community fire and rescue stations with one new stationSharing facilities with the Police to create a combined blue lights centreReviewing fire cover for the areas concernedReviewing community fire prevention activity in line with potential station closures <p>Background</p> <p>As an element of the budget decision for years one and two of the Spending Review MFRA approved an anticipated saving of £0.3m p.a by introducing a new duty system at Whiston fire station. The anticipated level of saving was based around an assumption of what an LLAR (low level of activity and risk) duty system might deliver but the Authority was open to considering innovative alternatives.</p> <p>The Chair of the Police Authority has contacted the Fire Authority Chair with a view to discussing ways of working with Merseyside Police around their requirements for policing at Prescott and the surrounding area.</p> <p>The Authority currently has two one pump wholetime fire stations at Huyton and</p> | |

Whiston which provide operational response coverage to South Knowsley.

Initial operational assessments have identified that it might be possible to locate both pumps at a single central location (Prescot) which would serve the two station areas and maintain fast response standards.

Discussions have taken place around the feasibility of a combined blue light hub in Prescot. An understanding of the building requirements and aspirations of each service has been developed.

A review of location options across the Prescot area has been undertaken and a potentially suitable site has been identified on Manchester Road Prescot.

2: Who will be affected by the policy/report/project?

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)

The following will be affected by the proposed change:

People living in, working in or visiting the current Huyton and Whiston station areas

Staff currently working at Huyton and Whiston stations

3. Monitoring

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

What monitoring data have you considered?

The impact of the proposals was considered in relation to Merseyside FRA's **Risk Map**, which includes data relating to historic incidents and the Indices of Multiple Deprivation.

What did it show?

Most of the administration area of Whiston Fire Station is low risk, with the medium risk areas clustered around the North and West of the station area. Huyton's risk is predominately situated in the southern half of its administration area as Knowsley Safari Park occupies the vast majority of the northern half above the M57 Motorway.

Demographic data relating to the **Indices of Multiple Deprivation** which are Government produced statistics that measure different aspects of deprivation and rank areas of England (super output areas) according to the level of deprivation.

The **age of the population** in each area has been considered

The **racial make up** of both areas has been considered in

Stockbridge Village: E01006413 (super ouput area code) In the overall Indices of Multiple Deprivation 2010 2010) this part of Stockbridge Village ranks 328 out of 32482 super output areas (which makes it appear within the 0-10% most deprived parts of England)

IMD 2010: Health Deprivation and Disability: This part of Stockbridge Village is ranked 225 out of 32482 (within the 0-10% most deprived parts of England)

% Benefits claimants as percentage of working age population, August 2010 – Stockbridge Village

| Variable | E01006413 | Knowsley | England |
|-----------------------------|-----------|----------|---------|
| Any Key Working Age Benefit | 54 | 28 | 15 |
| Jobseeker's Allowance | 12 | 6 | 4 |
| Incapacity Benefits | 30 | 13 | 7 |

Cronton Village: E01006503

Indices of Multiple Deprivation 2010. Overall, Cronton Village is 19960 out of 32482 super output areas (within the 60-70% most affluent parts of England)

IMD 2010: Health Deprivation and Disability: 16500 out of 32482 super output areas (within the 50-60% most affluent parts of England).

% Benefits claimants as percentage of working age population, August 2010 - Cronton

| Variable | E01006503 | Knowsley | England |
|-----------------------------|-----------|----------|---------|
| Any Key Working Age Benefit | 12 | 28 | 15 |
| Jobseeker's Allowance | 1 | 6 | 4 |
| Incapacity Benefits | 7 | 13 | 7 |

Age profiles for both areas

The chart at the end of this EIA provides a breakdown of ages within the two Super Output areas under discussion, comparing it to the Knowsley breakdown. The chart identifies that the Stockbridge Village Super Output Area generally matches the pattern of Knowsley as a whole with the greatest proportion of residents belonging to the 30-44 age range. The Cronton SOA, for younger ages is relatively close to the Knowsley overview for younger age ranges but diverges at the age ranges above 45-59 with the area providing evidence that Cronton has an older population.

Within the area of Stockbridge Village being discussed, according to the Office for National Statistics (census 2001) 98.61% of the Super Ooutput Area is White British. Within Cronton the proportion of the population that is White British

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|---|---|---------------------|---|---------|---|
| <p>The connection between gender and fire risk has been considered</p> <p>The incidence of hate crime has been considered</p> | <p>is 98.63%. Both areas are have a greater proportion of White British residents than the Knowsley Average – 97.33%.</p> <p>Over the past 5 years of fire fatalities there have been 36 deaths in Accidental Dwelling Fires across Merseyside, of these deaths there have been 22 female and 14 male. Fire fatalities tend to affect the most deprived in society with the elderly proportionally at greatest risk. However, as this is a relatively small number statistically, we have also considered those people injured in fires. During 2011/12 there were 131 injuries in accidental dwelling fires Merseyside wide with 72 (55%) being female and 59 (45%) being male. By contrast the year before 2010/11 there were 63 (46%) female victims in Accidental Dwelling Fire Incidents, with 74 (54%) of victims being male. Providing evidence that neither gender is at a higher risk from fire.</p> <p><u>01.04.2011 – 31.03.2012</u></p> <table border="0"> <tr> <td>Stockbridge Village</td> <td>5</td> </tr> <tr> <td>Cronton</td> <td>0</td> </tr> </table> | Stockbridge Village | 5 | Cronton | 0 |
| Stockbridge Village | 5 | | | | |
| Cronton | 0 | | | | |

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

What research have you considered?

A full assessment of the impact on fire cover has been undertaken.

What did it show?

Following in house analysis using software to assess the implications of changing emergency response resources, the overall impact on fire cover would be a reduction in response performance of approximately 0.42%. It should be noted that the proposal would increase the number of areas within Merseyside which could not be reached within the current standard response time. In particular:

- A small area of Stockbridge Village which is predominantly medium risk with one area of high risk,
- Cronton Village

These areas cannot currently be reached within existing response target times, but the response standards would

remain towards the very highest levels in the country.

It should be noted that to deliver the savings which are required as a direct result of Government cuts there is no option which will not have an impact on operational performance or resilience.

Stockbridge Village:

Analysis of primary fires in the area of Stockbridge Village over the last three years is detailed in the table below;

Primary Fire Incidents in the area of Stockbridge Village from April 2008 to March 2011.

| Incident Type | Number |
|---------------------------|-----------|
| Deliberate Car fires | 8 |
| Accidental Dwelling Fires | 5 |
| Deliberate Dwelling Fires | 4 |
| Total | 17 |

One solution to this issue is the provision of additional risk reduction measures by Prevention staff, utilising station based personnel and or other available resources.

Cronton:

Below is the total number of incidents occurring in and around the village of Cronton over three years, only one of which was attended by an appliance from Cheshire FRS.

| Incident Type | MF&RS | Cheshire |
|-----------------|-----------|----------|
| Primary Fire | 9 | 0 |
| Secondary Fire | 17 | 1 |
| Special Service | 9 | 0 |
| False Alarm | 4 | 0 |
| Total | 39 | 1 |

The Primary Fires include 6 vehicle fires on the Motorway and a substation fire. The two dwelling fires which occurred over the three year period, were attended in 9'05" & 9'06" minutes respectively. Both incidents were out on arrival, with the Fire Service

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| <p>Research into the implications for staff</p> <p>Implications of replacing two ageing buildings with a new building</p> | <p>undertaking no fire fighting action at either incident.</p> <p>A suitable solution to manage the risk within this area may require the use of Prevention staff to deliver relevant fire safety education and advice, including the use of station based personnel to conduct HFSCs and the fitting of free smoke alarms in the area.</p> <p>Based upon the results of the analysis, additional response resources covering this area would provide very little improvement in the outcomes for this community</p> <p>Operational staff are contracted to work in any Merseyside location.</p> <p>The proposal maintains the current whole time staffing system already worked by staff on both stations.</p> <p>Overall there is a need to develop a fuller business case but the key points are highlighted in the paragraphs below. The Authority has assumed staff savings of £0.3m in its financial plan The Authority is working to avoid compulsory redundancy in delivering its savings plan and these savings will be delivered by natural turnover. This means this saving will not be delivered (whichever option chosen) until late 2012/13.</p> <p>Any staff movement will be concluded in accordance with MFRA Service Instructions and in consultation with representative bodies.</p> <p>A new station would provide:</p> <ul style="list-style-type: none"> • Provide better community access with improved facilities and DDA compliance • Better staff facilities and accommodation • Improved efficiency for the delivery of community fire protection and prevention services with blue light partners |
| <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)</i></p> <p><i>Outline any plans to inform consultees of the results of the consultation</i></p> | |

| What Consultation have you undertaken? | What did it say? |
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| Strategic Management Group | <p>SMG has considered the report and proposed amendments where required.</p> <p>The report proposes full public and staff consultation before a final decision is made to implement the proposal.</p> |

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)

The responses below deal mainly with the resident of the small section of Stockbridge Village and Cronton that will not be covered by our current response times.

(a) Age

Research has shown that Cronton has an older population than the Knowsley average. People over 65 are a higher risk from fire and their vulnerability is increased through independent living and external factors such as mental health issues. Stockbridge Village has a younger population with the majority being in an age group that is not high risk. However, MFRS will use business intelligence and the customer insight model that considers a variety of risk factors to identify and target groups that are higher risk and take action to reduce that risk.

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

Stockbridge Village is in the 10% most deprived communities in relation to health, which includes disability. Disabled people are generally at a higher risk from fire. MFRS will use business intelligence and the customer insight model that considers a variety of risk factors, to identify and target groups that are higher risk and take action to reduce that risk.

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

Both areas concerned are predominantly white British. MFRS does not collect data in relation to race and fire incidents. Race is not necessarily an indicator of increased risk, but is a factor in hate crime, which can involve the use of fire as a weapon. Hate crime involving fire is more of an issue in Stockbridge Village than Cronton. MFRS will continue to work closely with all groups in our communities. MFRS will use business intelligence and the customer insight model that considers a variety of risk factors, to identify and target groups that are higher risk and take action to reduce that risk.

(d) Religion or Belief

It is not expected that there will be any impact on people of differing religions or beliefs.

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

As can be seen in section 3 above, neither gender is at a particularly higher risk from fire. MFRS will use business intelligence and the customer insight model that considers a variety of risk factors, to identify and target groups that are higher risk and take action to reduce that risk.

(f) Sexual Orientation

We do not collect data in relation to sexual orientation and fire incidents. Sexual Orientation is not necessarily an indicator of increased risk, but is a factor in hate crime, which can involve the use of fire as a weapon. Hate crime involving fire is more of an issue in Stockbridge Village than Cronton. MFRS will continue to work closely with all groups in our communities . MFRS will use business intelligence and the customer insight model that considers a variety of risk factors, to identify and target groups that are higher risk and take action to reduce that risk.

(g) Socio-economic disadvantage

As can be seen from section 3 above, Stockbridge Village and Cronton Village, present very different pictures in terms of deprivation an in age profile but both present factors that can increase the risk of fire for individuals and communities.

More socially deprived areas are generally at a highest risk from fire. MFRS will use business intelligence and the customer insight model that considers a variety of risk factors, to identify and target groups that are higher risk .

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.

As previously identified the potential negative impact of this proposal is that sections of Stockbridge Village and Cronton cannot be reached within our current attendance standards. The implication of that for the specific protected groups are set out above.

More socially deprived areas such as Stockbridge Village and elderly people (of which there is a larger proportion in Cronton) are generally at a higher risk from fire.

As a response to mitigate the impact of this change, should it be approved by the Authority following full consultation, the Service will provide enhanced community fire prevention services to these areas to ensure that residents are better equipped to reduce their own levels of risk and to provide them with knowledge and equipment to assist them escape safely in the event of an emergency occurring. We will use business intelligence and our Customer Insight model to target those individuals and communities that are at higher risk.

As regards any impact on staff, MFRS will continue to work with representative bodies with the aim of minimising any negative impact. Any staff movement will be concluded in accordance with MFRA Service Instructions and in consultation with representative bodies.

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: Date:

| Action Planned | Responsibility of | Completed by |
|----------------|-------------------|--------------|
| | | |

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

Sources:
Indices of Multiple Deprivation 2010

Neighbourhood Statistics (ONS)

<http://www.neighbourhood.statistics.gov.uk/dissemination/LeadHome.do;jessionid=KGB3PvvGvB2RvFjLkp0ZyIhGkSzV6VQkM2QJyC0hnlkKRdDkpsb!-85271691!1340269220245?m=0&s=1340269220245&enc=1&nsjs=true&nsck=true&nssvg=false&nswid=1276>

For age breakdown – Census 2001 – Office for National Statistics.

Chart Comparing Age Distribution in Stockbridge Village against Cronton Village and Knowsley



