

## APPENDIX B

### Merseyside Fire and Rescue Service

#### Equality Impact Assessment Form

<b>Title of policy:</b>	<b>Integrated Risk Management Plan (IRMP) 2012/15</b>
<b>Department:</b>	<b>Strategic Planning</b>
<b>Date:</b>	<b>14 – 9 - 11</b>
<b>1: What is the aim or purpose of the policy</b> <i>This should identify “the legitimate aim” of the policy (there may be more than one)</i>	
<p>The IRMP is the Authority’s primary planning document. It is a requirement of the Fire and Rescue Services Act 2004 and is compiled in line with the National Framework 2008/11. The plan presents the Authority’s short and medium term aims in relation to responding to and reducing risk in Merseyside and the contribution made by MFRS to regional and national resilience. The plan is based on the risks and needs associated with our communities and sets specific actions for the year 2012/13 and medium term objectives for a period of 5 years.</p>	
<b>2: Who will be affected by the policy?</b> <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>	
All communities on Merseyside Staff Authority Members Local Authorities and emergency services Other partners	
<b>3. Monitoring</b> <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</i>	

*outcomes and also its impact on members of different equality groups.*

**What monitoring data have you considered?**

The MFRS risk map is based on an extensive range of data including the indices of multiple deprivation and historical incident data.

Additional business intelligence reports containing demographic details are commissioned by officers to explore in more detail the levels of risk in communities and to drill down into various risk factors.

Performance indicators used by MFRS are reviewed each year for their continued suitability and monitored and managed by staff and Authority Members on a monthly and quarterly basis. These include absence, injury, disability, gender and ethnic origin data in relation to staff.

**What did it show?**

This collection of information is used to show which areas of Merseyside are at a high, medium or low risk and this is then used by officers as a guide for planning targeted campaigns to reduce risk.

This information is used to plan more specific campaigns and interventions and to identify suitable partners and projects for the Service to work with to reduce risk in those communities and with those individuals most affected. Through this work, over the years, the Service has been able to determine that elderly and disabled people are generally most at risk from fire and specifically single, middle aged men. Young men are at greater risk from road traffic collisions and of being involved in anti social behaviour and the more deprived the community, the greater the risk from fire.

Monitoring this data has shown a steady reduction in staff sickness absence staff injuries. Interventions have been targeted at areas that have been slow to improve. Positive action in relation to recruitment has increased the numbers of women and minority ethnic firefighters appointed in recent years. Although recruitment is slowing due to severe budget constraints, when the Service does recruit again it will employ similar positive action to encourage people from under represented groups to apply. Further research has also indicated that some newer duty systems appear to be more popular with under represented groups of staff than others.

**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*

<p><b>What research have you considered?</b> In addition to the research mentioned above:</p> <p>Fire and Rescue Services Act 2004</p> <p>National Framework 2008/11</p> <p>Chief Fire Officers Association guidance on a range of FRS matters</p> <p>Department of Communities and Local Government guidance on a range of FRS matters</p> <p>Appropriate legislation as it applies to the FRS eg Health and Safety at Work Act 1974. Local Government Acts</p>	<p><b>What did it show?</b></p> <p>Establishes the powers and duties of the FRS and sets out the requirement to produce an IRMP</p> <p>Details the content required within the IRMP</p> <p>Sets out best practice in relation to a wide variety of issues affecting MFRS including operational preparedness, operational response and prevention and protection</p> <p>Sets out best practice in relation to a wide variety of issues affecting MFRS including operational preparedness, operational response and prevention and protection</p> <p>Establishes the overall legal framework in which the FRS must operate</p>
<p><b>5. Consultation</b></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><b>What Consultation have you undertaken?</b></p> <p>Five consultation forums were held (one in each district) in May 2011 as part of the early development of the IRMP. These built on two previous years where similar events were held and two Merseyside wide events held during the formal IRMP consultation period.</p> <p>All staff received a</p>	<p><b>What did it say?</b></p> <p>Participants: Expect the FRS to regularly review the provision of appliances, firefighters and fire stations especially in the light of severe budget cuts; Appreciated the value of the prevention work carried out; Understood that as incidents fall provision of fire fighting cover can be reviewed and changed; Valued the role that MFRS play in national resilience; Would appreciate fire stations that are more welcoming and accessible to the community; Understood that automatic fire alarms often caused an unnecessary use of resources.</p> <p>Many staff understood the need to cut costs to enable</p>

<p>briefing from one of the Principal Officers during the early part of 2011 explaining the Authority's budget situation the impact on the service. Staff were able to ask questions and make suggestions.</p> <p>Staff in districts and departments in MFRS participated in the development of the IRMP May to July 2011.</p> <p>A full 12 weeks consultation will take place from 25<sup>th</sup> October which will involve another public forum, meetings with staff, meetings with representative bodies, meetings with partners and any comments and suggestions sent to the Authority in response to the consultation document.</p>	<p>the Authority to set a balanced budget in the light of severe government grant cuts and that this was likely to become an increasing pressure from 2013. A smaller group of staff then participated in consultation forums that gave them the opportunity to explore the issues facing the Authority in greater detail. It became apparent that some staff did not appreciate the scale of the financial challenge. As a result the IRMP is more explicit than ever about the impact of the budget cuts and the implications for the Service.</p> <p>Staff considered a range of information including previous performance, the financial situation, equality and diversity and the environment. Actions and themes within the plan often result from staff suggestions during this planning phase.</p>
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## **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**

Older people have been identified as more at risk from fire. As a result, prevention activity will continue to be targeted towards them.

Middle aged men living alone have been identified as more at risk from fires. As a result, prevention activity will continue to be targeted towards them

Younger men (16 – 20) are more at risk from road traffic collisions. As a result, prevention activity will continue to be targeted towards them.

Young people are more likely to be involved in fires related to anti social behaviour. As a result, prevention activity will continue to be targeted towards them

Delivery of our plans will also incorporate understanding the best ways to engage with different communities and individuals to ensure that all emergencies receive the same high level of response.

We will also take into account the implications of our plans for different communities and individuals, including our staff.

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

People with disabilities have been identified as more at risk from fire occurring and in some cases, less able to escape when a fire does occur.

Delivery of our plans will also incorporate understanding the best ways to engage with different communities and individuals to ensure that all emergencies receive the same high level of response

We will also take into account the implications of our plans for different communities and individuals, including our staff.

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

Some minority ethnic communities have been identified as being at greater risk from fire and where we identify this we will work with those communities to target prevention activity.

Racial differences can place people at increased risk from hate crime and this can include the use of fire as a weapon. Our prevention and protection work with the

Police and other partners helps people protect themselves and assists in the prevention of such crimes.

Delivery of our plans will also incorporate understanding the best ways to engage with different communities and individuals to ensure that all emergencies receive the same high level of response.

We will also take into account the implications of our plans for different communities and individuals, including our staff.

#### **(d) Religion or Belief**

Religion and belief can place people at increased risk from hate crime and this can include the use of fire as a weapon. Our prevention and protection work with the Police and other partners helps people protect themselves and assists in the prevention of such crimes.

Delivery of our plans will also incorporate understanding the best ways to engage with different communities and individuals to ensure that all emergencies receive the same high level of response.

We will also take into account the implications of our plans for different communities and individuals, including our staff.

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

There is evidence that men are generally more at risk from fire and road traffic collisions (see the Age section above). We regularly analyse the fires in which people die and older women tend to be the highest risk group. As a result, prevention activity will continue to be targeted towards them.

Delivery of our plans will also incorporate understanding the best ways to engage with different communities and individuals to ensure that all emergencies receive the same high level of response.

We will also take into account the implications of our plans for different communities and individuals, including our staff.

#### **(f) Sexual Orientation**

Lesbian, Gay, Bisexual and transsexual people can be at increased risk from hate crime and this might include the use of fire as a weapon. Our prevention and protection work with the Police and other partners helps people protect themselves and assists in the prevention of such crimes.

Delivery of our plans will also incorporate understanding the best ways to engage with different communities and individuals to ensure that all emergencies receive the same high level of response.

We will also take into account the implications of our plans for different communities and individuals, including our staff.

**(g) Socio-economic disadvantage**

We have extensive business intelligence which shows that socio-economic disadvantage is a significant risk factor in relation to all types of fire. As a result many of our prevention activities focus on those areas with the highest levels of deprivation.

Delivery of our plans will also incorporate understanding the best ways to engage with different communities and individuals to ensure that all communities receive the same high level of response.

We will also take into account the implications of our plans for different communities and individuals, including our staff.

## 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 answers given above explain the ways in which different protected groups may be affected by the aims and objectives set out in the IRMP and the reasons for those differences.

The plan is written at a strategic level and as a draft for consultation; as such it does not go into detail about how the proposed objectives will be achieved. During the consultation period this equality impact assessment will be amended as any further information comes to light and should they proceed to the final IRMP, each action point will be the subject a separate equality impact assessment as the high level ideas contained in the plan progress to implementation.

## 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



For any advice, support or guidance about completing this form please contact the [DiversityTeam@merseyfire.gov.uk](mailto: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