



To: All Members of the Authority



The Protocol and Procedure for visitors attending meetings of Merseyside Fire and Rescue Authority can be found by clicking [here](#) or on the Authority's website: <http://www.merseyfire.gov.uk> - About Us > Fire Authority.

R. Groves
Monitoring Officer

Tel: 0151 296 4000
Extn: 4230 Gemma Sung

Your ref:

Our ref GS/RG

Date: 3 November 2021

Dear Sir/Madam,

You are invited to attend a meeting of the **AUTHORITY** to be held at **1.00 pm** on **THURSDAY, 11TH NOVEMBER, 2021** in the Liverpool Suite - Fire Service Headquarters at Merseyside Fire and Rescue Service Headquarters, Bridle Road, Bootle.

There are 8 socially distanced available seats in the Wirral Suite for the public to attend the meeting. These seats are available on a first come first serve basis, so please contact DemocraticServices@merseyfire.gov.uk with your details if you require one.

The meeting will be available to watch via YouTube on the following link:
<https://youtu.be/HLmN5Pdlo0k>

Yours faithfully,

PP – G. Sung

Monitoring Officer

Encl.

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MERSEYSIDE FIRE AND RESCUE AUTHORITY

AUTHORITY

11 NOVEMBER 2021

AGENDA

Members

Emily Spurrell PCC, Office of the Police & Crime Commissioner
Hugh Malone
Kathy Hodson
Gillian Wood
Elizabeth Hayden
Lynnie Hinnigan
Pam Thomas
Sharon Connor
Edna Finneran
Linda Maloney
Lynne Thompson
Janet Grace
Brian Kenny (Vice-Chair)
Les Byrom (Chair)
Lesley Rennie
James Roberts (Vice-Chair)
Paul Tweed
Andrew Makinson
Lisa Preston

1. Preliminary Matters

The Authority is requested to consider the identification of:

- a) declarations of interest by individual Members in relation to any item of business on the Agenda
- b) any additional items of business which the Chair has determined should be considered as matters of urgency; and
- c) items of business which may require the exclusion of the press and public during consideration thereof because of the possibility of the disclosure of exempt information.

2. Minutes of the Previous Meeting (Pages 7 - 10)

The Minutes of the previous meeting of the Authority, held on 14th October 2021, are submitted for approval as a correct record and for signature by the Chair.

3. OUTCOMES FROM CONSULTATION - CROXTETH AND AINTREE FIRE STATIONS (Pages 11 - 84)

To consider Report CFO/058/21 of the Chief Fire Officer, concerning the outcomes of the twelve-week public consultation regarding the draft proposals to combine Aintree and Croxteth fire stations into a new superstation, including development of a Training and Development Academy and National Resilience Centre of Excellence, at a new site on Long Lane, Aintree.

4. FORMAL PLANNING APPLICATION FOR THE LONG LANE SITE
(Pages 85 - 178)

To consider Report CFO/061/21 of the Chief Fire Officer, concerning the content of this report and having previously considered the associated consultation report, which is a separate item on this agenda, prior to giving approval to submit a formal planning application for the Long Lane site.

5. PFI Contract - Re-financing of the senior debt (Pages 179 - 184)

To consider Report CFO/061/21 of the Director of Finance & Procurement, concerning the new owners of the PFI Contract Bilfinger Berger Global Infrastructure (BBGI) who have initiated a scoping exercise to consider refinancing of the senior debt within the PFI Contract.

6. FPS Immediate detriment framework (Pages 185 - 214)

To consider Report CFO/060/21 of the Director of Finance & Procurement, concerning the framework agreed by the Local Government Association (LGA) and Fire Brigade's Union (FBU) for processing eligible Fire Pension Scheme(s) "Immediate Detriment" cases, prior to legislation being passed to remedy age discrimination following the McCloud / Sargeant ruling.

7. CONTRACT AWARD FOR STRUCTURAL FIRE GLOVES (Pages 215 - 218)

To consider Report CFO/059/21 of the Director of Finance & Procurement, concerning:

- 1) the North West Fire and Rescue Procurement Group invited tenders for the supply of firefighter leather fire gloves; and
- 2) the potential value of orders over the life of the contract which may exceed £250,000 and the Authority is required to approve the award of the contract.

If any Members have queries, comments or require additional information relating to any item on the agenda please contact Committee Services and we will endeavour to provide the information you require for the meeting. Of course this does not affect the right of any Member to raise questions in the meeting itself but it may assist Members in their consideration of an item if additional information is available.

Refreshments

Any Members attending on Authority business straight from work or for long periods of time, and require a sandwich, please contact Democratic Services, prior to your arrival, for arrangements to be made.

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MERSEYSIDE FIRE AND RESCUE AUTHORITY

14TH OCTOBER 2021

MINUTES

Present: Cllr Leslie T. Byrom CBE (Chair) Councillors Pam Thomas, Lynnie Hinnigan, Sharon Connor, Kathy Hodson, Lynne Thompson, Janet Grace, Brian Kenny, Lesley Rennie, James Roberts, Elizabeth Hayden, Paul Tweed, Andrew Makinson, Gillian Wood, Lisa Preston, Edna Finneran, Hughie Malone & Linda Maloney

Also Present: CFO Phil Garrigan, Ria Groves & Ian Cummins

Apologies of absence were received from: Anthony Boyle, Cllr Hodson, Cllr Tweed & PCC Spurrell

8. CHAIR'S ANNOUNCEMENT

Prior to the start of the meeting, information regarding general housekeeping was provided by the Chair to all in attendance.

The Chair confirmed to all present that the proceedings of the meeting would be filmed and requested that any members of the public present who objected to being filmed, make themselves known. No members of the public voiced any objection therefore the meeting was declared open and recording commenced.

1. Preliminary Matters

The Authority considered the identification of any declarations of interest, matters of urgency or items that would require the exclusion of the press and public due to the disclosure of exempt information.

Members resolved that:

- a) No declarations of interest were made by individual Members in relation to any item of business on the Agenda;
- b) no additional items of business were determined by the Chair to be considered as matters of urgency; and
- c) no items of business required the exclusion of the press and public during consideration thereof because of the possibility of the disclosure of exempt information.

2. Minutes of the Previous Meeting

The Minutes of the previous meeting of the Authority, held on 30th June 2021, were approved as a correct record and signed accordingly by the Chair.

3. Serious Violence Duty Report

Members considered report CFO/053/21 of the Chief Fire Officer concerning the public consultation in July 2019 when the Government announced that it would bring forward legislation introducing a new serious violence duty (“the duty”) on public bodies, including the Authority, which will ensure relevant services work together to share data and knowledge and allow them to target their interventions to prevent serious violence altogether.

Members received a presentation about a new Serious Violence Duty (SVD) which included its background, context and implementation timeline.

Members were advised that the SVD would provide flexibility for local partnerships to work together on a weekly basis and it was confirmed that MFRA had already been working with local partners for some time and would continue to do so.

Members heard that the aim of the Violence Reduction Partnership, which the Authority are already a part of, was to tackle the causes of serious violence, to identify suitable responses before violence became part of someone’s life and that the VRP also provided opportunities for young people. Further, Members heard that being part of the VRP enabled MFRA, the police and other partners to triangulate where anti-social behaviours were taking place to target prevention activities.

Members were advised that often fire was utilised as a weapon and often related to intimidation. Members heard how the VRP work filtered into the Service’s every day work and helped shape its engagement with young people, helping them to tackle their life choices in an effort to make a positive impact.

Members praised the content of the presentation, the Service’s pro-active work around planning and the multi-agency approach. Members were assured that the recorded fires statistics for the county were reviewed at regular meetings with the police. Members heard that the Service’s Arson Team would then look at the problem areas and redirect resources appropriately, operating in real time as opposed to being reactive. Members were further assured that MFRA were capable of dealing with the intelligence within hours of establishing areas of concern.

Members were reassured at the ongoing collaborations and partnerships the Service were involved in, helping to tackle anti-social behaviour, helping young people and that the progress already achieved would continue.

Members resolved that:

- a) the impact the Serious Violence Duty will have on Merseyside Fire and Rescue Service (MFRS), was noted;
- b) the work the Authority are undertaking through the Violence Reduction Partnership (VRP) to support the Duty and reinforce the

- commitment to continue such work with the relevant partners, was endorsed (was agreed); and
- c) The Authority welcomed a report back on the early implementation of this Duty.

4. Fire Boots and Hoods Contract Award

Members considered Report CFO/057/21 of the Director of Finance and Procurement, concerning the award of a contract for the supply of firefighter boots and fire hoods on behalf of the North West Fire and Rescue Procurement Group.

Members were given an overview to the background of the report.

Members were informed that the North West Fire and Rescue Procurement Group which included Merseyside, Manchester, Cumbria, Cheshire, Lancashire and Northern Ireland fire and rescue services had been co-ordinating the specification for the supply of various firefighting PPE.

Members were advised that the specification looked at ensuring the PPE meet the highest standards required to ensure firefighter safety and that suppliers could deliver the required range and scope of products to reflect a diverse workforce so all firefighters needs were met.

Members were advised that a notice was published by Merseyside Fire and Rescue Service in the Official Journal of the European Union inviting tenders for a number of PPE items on 20 December 2019. Members were advised that bids were received by the end of February 2020 and considered by the North West Fire and Rescue Procurement Group and the North West Technical Group, which was made up of operational staff from the relevant fire and rescue services.

Members heard how following the conclusion of the technical evaluation of the firefighters boots and fire hoods, the North West Procurement Group now wished to award a framework agreement with the successful suppliers, those being:

- a. Goliath for fire boots, and
- b. Eagle for fire hoods.

Finally, Members were advised that the combined value of the framework was estimated at £800,000 which took into account the needs of all of the North West partners.

Members asked if working with the North West Fire and Rescue Procurement Group was the best way forward for Merseyside.

Members were assured that working as part of the Group would ensure Merseyside secured the economies of scale for the best value and also the supply of the best fire fighter PPE and equipment.

Members queried if it was possible to say how the above figure would be divided between the six Services but were informed that it was difficult to say, as some Services were larger than others.

Members were advised that this new framework agreement could be used by other fire and rescue services and that MFRA could tap into other frameworks.

It was stated to Members that not just price but quality came via framework agreements.

Members resolved that:

- a. The framework agreement with Goliath for the supply of leather fire boots (pull-on quick entry versions), be approved; and
- b. Eagle for the supply of fire hoods, be approved.

Close

Date of next meeting: 24th February 2022

Signed: _____

Dated: _____

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	11 NOVEMBER 2021	REPORT NO:	CFO/058/21
PRESENTING OFFICER	CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	DEB APPLETON	REPORT AUTHOR:	JACKIE SUTTON
OFFICERS CONSULTED:	STRATEGIC LEADERSHIP TEAM		
TITLE OF REPORT:	OUTCOMES FROM CONSULTATION - CROXTETH AND AINTREE FIRE STATIONS		

APPENDICES:	APPENDIX 1: CONSULTATION DOCUMENT APPENDIX 2: ORS PUBLIC CONSULTATION REPORT APPENDIX 3: ONLINE SURVEY REPORT APPENDIX 4: EQUALITY IMPACT ASSESSMENT
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Purpose of Report

1. To inform Members of the outcomes of the twelve-week public consultation regarding the draft proposals to combine Aintree and Croxteth fire stations into a new superstation, including development of a Training and Development Academy and National Resilience Centre of Excellence, at a new site on Long Lane, Aintree.

Recommendation

2. That Members;
 - a. Note the outcomes of the comprehensive and informative public consultation process undertaken in relation to the proposals to combine Croxteth and Aintree fire stations, particularly the options for emergency fire cover in the Croxteth and Aintree area.
 - b. Take account of those outcomes when considering the **FORMAL PLANNING APPLICATION FOR THE LONG LANE SITE** report on this agenda today including development of a new Training and Development Academy and a National Resilience Centre of Excellence

Introduction and Background

3. The twelve- week public consultation process commenced on 15th July and concluded on 7th October 2021. The consultation process was held in order for the Authority to gain an understanding of the views of the residents of Aintree and Croxteth and other stakeholders about the proposal to combine Aintree and Croxteth fire stations into a new superstation, including development of a

Training and Development Academy (TDA) and National Resilience Centre of Excellence, at a new site on Long Lane, Aintree. The details of the proposals considered are outlined below:

- Creating a new multi-pump superstation and state of the art TDA at a site on Long Lane in Aintree
 - Combining the two stations and increasing the number of fire engines from 3 to 4
 - Creating a National Resilience Centre of Excellence
4. Full details of the proposal can be found in Appendix 1.
 5. The consultation plan included an online questionnaire, three externally facilitated online deliberative focus groups (two for residents of Aintree and Croxteth station areas and one all-Merseyside group - to consider the wider implications of our proposals), three open public meetings (two online and one face to face at Service Headquarters), an external stakeholder meeting and several staff and individual stakeholder meetings including three with local ward councillors.
 6. More details about the consultation process are set out below.

Promoting and marketing the consultation

7. Following Authority approval on 30th June 2021, a consultation document and on-line survey were published on the Merseyside Fire and Rescue Authority website on 15th July. Facebook, Twitter and a press release were used to launch the consultation.
8. Consultation documentation was printed and distributed widely across the Aintree and Croxteth areas, published on the Authority website and promoted via social media and the press. Consultation documents were placed in public buildings including libraries, one stop shops and community centres and supermarkets across the two station areas.
9. The consultation document was sent by email to the offices of all local Members of Parliament, Merseyside Police Chief Constable, Northwest Ambulance, Police and Crime Commissioner, City Region Mayor Steve Rotheram, Liverpool City Region, all local ward councillors and the Democratic Services teams at each of the five local councils.
10. Authority social media accounts were used during the consultation period to direct people to information and encourage participation in the consultation process.
11. The Chief Fire Officer consulted with a number of local ward councillors in the two station areas to explain the authority's proposals and to seek their views.

12. The Chief Fire Officer has discussed the plans with the City Region Leaders, Mayor and the Mayor of Liverpool.
13. Stakeholders, including 22 businesses surrounding the proposed new site on Long Lane and 11 major sites in both station areas (including Aintree Hospital and HMP Altcourse), were invited to Service Headquarters to hear our proposals, ask questions and give their views.
14. The Chief Fire Officer spoke to staff at the affected stations to understand their views on the proposals.

The consultation events

15. The consultation events that took place are detailed below. Due to the social distancing constraints of Covid 19 it was decided it was safer for public meetings to take place online (via Zoom) with just one face to face meeting planned for those who did not have access to the internet:
 - Aintree station area focus group meeting – Tuesday 14th September
 - Croxteth station area focus group meeting – Wednesday 15th September
 - All Merseyside focus group meeting – Thursday 16th September
 - All Merseyside online public meeting – Tuesday 21st September
 - All Merseyside online public meeting – Wednesday 22nd September
 - All Merseyside (face to face) public meeting – Thursday 21st September – Service Headquarters, Bridle Rd, Bootle
 - Stakeholders (face to face) meeting – Tuesday 28th September – Service Headquarters, Bridle Rd, Bootle

Outcomes from the consultation

Three Focus Groups (Aintree, Croxteth, All Merseyside)

16. Full information about the focus groups, which were carried out on the Authority's behalf by Opinion Research Services (ORS) to ensure objectivity, can be found at Appendix 2. The following paragraphs provide an overview.
17. As usual, the participants were recruited by random-digit telephone dialling from the ORS Social Research Call Centre and by face to face on-street recruiters. Having been initially contacted they then received a letter confirming arrangements and those who agreed to attend (via Zoom) then received either a telephone or written reminder shortly before each meeting.
18. The meetings lasted for around two hours and in total there were 41 diverse participants. The dates of the meetings and attendance levels by members of the public at each focus group are as shown in the table below.

FOCUS GROUP	DATE	NUMBER OF ATTENDEES
Aintree Fire Station area	14 th September 2021	11
Croxteth Fire Station area	15 th September 2021	7
Cross-Merseyside	16 th September 2021	23

19. In recruitment, care was taken to ensure that no potential participants were disqualified or disadvantaged by disabilities or any other factors. The recruitment process was monitored to ensure social diversity in terms of a wide range of criteria including, for example: gender; age; working status; and disability/limiting long-term illness (LLTI). Overall, as demonstrated in the table overleaf, participants represented a broad cross-section of residents.

GENDER	AGE	WORKING STATUS	LIMITING ILLNESS OR DISABILITY	ETHNIC GROUP
Male: 20 Female: 21	16-34: 8 35-54: 16 55+: 17	Working full- or part-time: 31 Not working/ retired: 10	7	White British: 39 BAME: 2

20. Although, like all forms of qualitative consultation, deliberative forums cannot be certified as statistically representative samples of public opinion, the three meetings that took place gave diverse groups of people from affected areas the opportunity to comment in details on the Authority's proposals for the Aintree and Croxteth fire station areas. As a result, ORS are satisfied that the outcomes of the meetings (as summarised below) are broadly indicative of how informed opinion would incline on the basis of similar discussions.
21. The focus groups began with a presentation (delivered by Chief Fire Officer) of some contextual background information around the 'story so far' in terms of MFRS's ambition, direction, plans and performance.

The subsequent presentation then focused on the proposal itself, with participants firstly being informed that:

- The existing Aintree and Croxteth Fire Stations opened in 1926 and 1962 respectively, and neither can provide the accessible, larger modern facilities firefighters and the local community need;
- The existing TDA, which opened in 1967 and was redeveloped in 1999/2000, is now too small for MFRS's needs and is landlocked by development on both sides, which restricts the Service's ability to

develop training facilities in line with the risks firefighters face locally, nationally, and internationally; and that

- MFRS has undertaken an extensive review of many potential sites for a combined fire station and identified Long Lane, Aintree (which is large enough to accommodate a new fire station, TDA and National Resilience Centre of Excellence and is almost equidistant between the existing stations) as the optimum available option.
- The final section of the presentation focused on response times. In particular, the methodology used by MFRS for managing the proposed station merger process, and participants were told that:
- The predicted overall response time under the existing arrangements is attendance at life-risk incidents within ten minutes 93.7% of time (an average attendance time of 5 minutes 52 seconds from alert to in attendance), whereas that predicted from Long Lane is attendance at life-risk incidents within ten minutes 93.9% of the time (an average attendance time of 5 minutes 50 seconds from alert to in attendance); and
- More locally in Aintree and Croxteth, MFRS simulated the response time to each life-risk incident in those station areas during 2019/20 from the proposed site on Long Lane, which showed that the average response time of 3 minutes 55 seconds is 34 seconds quicker than from the current stations¹.

22. Participants were encouraged to ask questions and make comments throughout, and the meetings were thorough and truly deliberative in listening to and responding openly to a wide range of evidence and issues.

Overall conclusions of the Focus Groups

- **Initial reactions to the proposal were generally positive, but there were many questions – mainly around response times and firefighter numbers**
- **After hearing MFRS's reasoning and evidence for the proposed merger, participants were universally supportive of it**
- **Participants were also universally supportive of the proposed new Training & Development Academy and National Resilience Centre of Excellence**
- **It was agreed that the site should be iconic, and something the area can be proud of**
- **The Long Lane site was supported for its centrality within the wider area (notwithstanding some concerns about traffic and congestion)**

¹ Much of this reduction is attributable to the fact the new station would have an appliance available at night, whereas Aintree is currently staffed during the day and relies on surrounding stations for incidents at night.

23. After a presentation of MFRS's reasoning for the proposed fire station merger and the evidence underpinning it, participants were universally supportive (all but one strongly agreed, with the remaining person tending to agree). Comments included:

"I strongly agree. It will be better for the community, the firefighters, the youth, and the areas as a whole. I can't see any downside" (Aintree)

"The station will be open 24 hours, also the morale of the firefighters will improve, the response times will improve which is only a good thing" (Aintree)

24. The proposed new Training & Development Academy was strongly supported: it was acknowledged that the Service has outgrown its current Croxteth site and must have space to expand its training facilities to accommodate the wider risks today's firefighters face. Comments included:

"We've outgrown that one in Croxteth and it needs modernising. Just invest in a new building and be done with it" (Croxteth)

"Great investment in the local community. Modern amenities to have the best training facilities in the Fire Service" (Cross-Merseyside)

25. The development of a National Resilience Centre of Excellence would, it was said, further consolidate MFRS's reputation as a leading fire and rescue service and benefit its role as the lead authority for such activity in the UK.
26. Notwithstanding the aforementioned concerns around traffic and congestion, the preferred site at Long Lane was generally supported for its centrality within the wider area.

"Location seems strategic due to location to East Lancs, Longmoor Lane, etc." (Cross-Merseyside)

27. Overall, despite some initial concerns, the **three focus groups overwhelmingly supported the proposed combination of Aintree and Croxteth Fire Station into one super-station at Long Lane.**

Online questionnaire

28. Full analysis of the online questionnaire results can be found at Appendix 3. The following paragraphs provide an overview.
29. There were 47 responses to the online survey (not all respondents answered every question).
30. A significant majority (78% or 37 out of 47) agreed it was reasonable for the Fire Authority to make the proposed changes by closing Aintree and Croxteth fires stations; building a new super-station at a site on Long Lane as part of the development of a new Training and Development Academy and National Resilience Centre of Excellence.
31. When asked if they supported including community facilities at the proposed station 100% of respondents (25 of 25) agreed. Likewise, when asked if they supported the possibility of sharing the proposed station with other blue light services 88% (21 of 24) agreed.
32. When asked their views on what the new station would look like, including any particular design features or facilities they would like to see, comments included:
- ‘Similar build to Saughall Massie with modern environmentally friendly facilities’
- ‘Community room to offer services for various age groups, Duke of Edinburgh, youth engagement, Fire Cadets, Safe Haven, etc.’
- ‘Should be a bold statement and like no other. The flagship of the organisation’
33. The majority of respondents to the questionnaire were members of the public (71% 22 of 31)

Public Meetings

34. Three public meetings (two via Zoom and one face to face) were widely publicised and despite initial interest for the first and second meeting nobody attended, the third meeting was cancelled when no members of the public expressed an interest in attending. Three members of staff were among those who expressed an interest in attending, but as these meetings were intended for the public and staff were able to access information in a number of other ways it was not thought appropriate to proceed. However, the Chief Fire Officer offered to meet the staff if they wished.

35. It is believed that the lack of interest in the public meetings is down to the proposals being generally uncontentious (ORS also had difficulties recruiting for the focus groups). As a result, officers are entirely confident that feedback from the three deliberative focus groups and the online survey are more than sufficient to indicate the views of the public.

Stakeholder meeting

36. All the businesses (22) surrounding the Long Lane site and significant risks in the Croxteth and Aintree station areas (11) including Altcourse Prison, Aintree Hosiptal, Aintree racecourse, Jacobs and The Walton Centre were invited by letter and later by phone and email to attend. Five people attended, representing Aintree Hospital, The Walton Centre and Jacobs.
37. The format for the stakeholder meeting was a formal presentation by the Chief Fire Officer giving the reasons for the changes being proposed and details of the plans for the proposed site and its likely impact on the Authority's operational activities.
38. This was followed by an invitation for attendees to ask questions of the Chief Fire Officer. The people who attended were appreciative of the update on our proposals and broadly supportive of our plans.

Other meetings with staff and interested stakeholders, groups and individuals

39. The Chief Fire Officer held two meetings (27th and 29th July. No councillors were able to attend the third planned meeting) with ward councillors in the affected station areas and 10 Councillors attended. They were shown a presentation explaining the background to the proposals and anticipated benefits. In summary, the councillors expressed that they had had most of their questions answered by the presentation and they were reassured by the amount of work being done and consideration being given to the proposals.

One councillor asked "Does MFRS discuss the other Emergency Services' plans with them when creating our own?" The Chief Fire Officer confirmed we have a Collaboration Committee with the Police and Ambulance Services that looks at how we can work together and how organisation's plans might impact on others. We also have NWAS present on seven MFRS sites.

40. Some concerns were expressed about the traffic at the junction with Longmoor Lane (similar points were also raised in survey responses and the focus groups). The CFO explained that some conversations have taken place with Liverpool City Council and that engineered options are available including the potential for a "Green Wave" which would change the traffic lights in favour of the fire appliance. These operate successfully elsewhere on Merseyside and will be one of the options considered should the Authority progress to the planning permission stage. Although raising such concerns is understandable, Members are asked to note that the consultation was intended to specifically seek the

views of stakeholder on the proposed operational response changes, with the intention always being to deal with traffic related concerns at a future planning stage. That said, the insight was useful.

41. The Fire Brigades Union, when consulted, confirmed that their the key area of interest is related to people issues affecting their members, about which the Service has begun conversations (pending Authority approval to progress the proposals) . The FBU have no comment around the public consultation or views around the building of the station. Representative bodies will be involved in any future consultations around moving the stations to the proposed site and staffing.
42. The Chief Fire Officer spoke to staff at Aintree and Croxteth regarding the proposals and summarised their views as follows:
 - Croxteth: Staff were thrilled with the proposals and look forward to opportunities provided by the new training facilities. They welcomed the enhanced National Training potential and understood the benefits.
 - Aintree: Staff recognised the potential improvements to response times for Aintree residents, particularly during the night time period when the proposals would deliver increased resources. They looked forward to the new training facilities and the opportunities to enhance their specialist skills.
 - On both stations, staff welcomed the replacement of two old, unfit for purpose stations with new facilities that would provide improvements for staff and the community.

Equality and Diversity Implications

43. The updated Equality Impact Assessment has been completed and is attached at Appendix 4.
 - In summary attendees at consultation meetings were 51% female and 49% male which approximately reflects the gender breakdown for the Liverpool area (50.1% female, 49.9% male).
 - 41% were over 55, 39% between 35-54 and 20% were in the 16-34 year-old age group. 76% were working full or part-time 24% not working or retired.
 - 17% had a limiting illness or disability this closely reflects the average for Liverpool district where 13% of residents have activities limited a lot.
 - 2 attendees identified as being Black and Minority Ethnic this is lower than the 15% of Liverpool residents who are not 'White British'. (BAME and 'White other' make up this group).
44. The figures above reflect the average profile of residents in Liverpool and this allows us to feel comfortable that the views of different groups of people have been considered when using the consultation for decision making purposes.
45. While considering the draft proposals, participants in the deliberative focus groups were encouraged to consider whether the proposals have any adverse

implications for any vulnerable people and in particular groups with 'protected characteristics'. No negative equality, diversity and inclusion impacts were raised: participants could only see positives in terms of accessibility and inclusivity for station staff and the communities of Aintree and Croxteth.

46. A total of 47 responses to the consultation questionnaire were received, the questionnaires were treated as an information gathering exercise rather than the outcome of specific deliberations such as those that occurred in the focus groups. The questionnaires have been analysed in terms of Equality Monitoring (30 of the 47 respondents completed the Equality Monitoring questions) this shows:
- 80% of respondents were male, 16.67% female and 3.33% preferred not to say. This is lower proportion of females when compared to the gender breakdown of the census 2011.
 - There were a wide range of ages responding to the survey, the largest group of respondents – 24% were from the 30-39 age group. The fewest responses came from 70-79 years 3% and there were no responses from the over 80's.
 - 17.24% identified themselves as disabled which is slightly higher than the Liverpool average of 13%.
 - 96.67% identified as White English, one respondent stated other ethnic group but did not state which group. 4.2% of the population of the Aintree and Croxteth area are of black, Asian, minority ethnic origin based on 2011 Census data.
47. Stakeholders were also consulted through individual meetings including local Ward Councillors, local businesses, large risks in the Croxteth and Aintree station areas including Aintree Hospital, The Walton Centre and Jacobs and feedback did not identify any negative issues in relation to protected groups.

Staff Implications

48. Aintree and Croxteth staff have been specifically engaged with throughout the process and a number of staff also completed the online survey.

Legal Implications

49. It is considered that in carrying out the extensive twelve-week consultation in the manner that it has MFRA has fully complied with the legal requirements and best practice guidance.

Financial Implications & Value for Money

50. The total costs associated with the consultation were as follows:

Focus Group facilitation	-	£ 9335 ex VAT
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51. All costs were met from existing budgets and there was no additional costs arising from staff attendance at evening meetings.

52. As detailed in the report, it is considered that the deliberative forums offer value for money, as relying solely on open public meetings would not have provided Members with sufficient information about the views of the public to enable them to make an informed decision about how to proceed.

Risk Management, Health & Safety, and Environmental Implications

53. It is considered that MFRA has reduced corporate risk by carrying out extensive meaningful consultation and considering the outcomes of that consultation before making any final decisions on the proposals. There are no health and safety or environmental implications arising from this report.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

54. Entering into a period of twelve-weeks meaningful consultation in the Croxteth, Aintree and Merseyside area allowed the public, staff and other stakeholders to carefully consider the implications the proposed changes to operational response and contribute valuable opinions that will be considered by the Authority when it makes its final decision.

BACKGROUND PAPERS

GLOSSARY OF TERMS

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MERSEYSIDE
FIRE & RESCUE
SERVICE



STATION MERGER CONSULTATION: AINTREE & CROXTETH

July 2021



INTRODUCTION

Merseyside Fire & Rescue Authority (MFRA) has begun a 12-week consultation on proposed changes to emergency response cover in Aintree and Croxteth. The consultation runs from 15th July to 7th October 2021.

The public consultation follows a previous public consultation on the Integrated Risk Management Plan (IRMP) for 2021-24 which first outlined the plans. Participants unanimously agreed the proposals to build a new centre of excellence were completely reasonable. The Fire & Rescue Authority approved this project following this strong public support.

The public consultation will consider:

- The proposed merger of Aintree and Croxteth Fire Stations including the Training & Development Academy (TDA), closing both stations, in order to create a new multi pump superstation and state of the art TDA and National Resilience Centre of Excellence on Long Lane, Aintree, Liverpool (subject to Fire & Rescue Authority and planning approval). Fire & Rescue Services visiting from around the country will bring social and economic benefits to the area.

The outcome of the consultation will be reported back to MFRA following the conclusion of the consultation period.

The consultation will involve three public meetings and three focus groups (either online or in person depending on COVID-19 restrictions). As well as seeking views from the public, consultation will also take place with staff based at Aintree and Croxteth, MFRS' staff networks and trade unions and staff associations.

The public meetings for this consultation will be held at Service Headquarters and online. Details of the dates will be available at www.merseyfire.gov.uk

This consultation document will be sent to local authorities, Merseyside Police, North West Ambulance Service and other stakeholders. It is available on our website www.merseyfire.gov.uk along with an [online questionnaire here](#)

You can email us at consultation2@merseyfire.gov.uk or write to Jackie Sutton, Merseyside Fire & Rescue Service, Headquarters, Bridle Road, Bootle, L30 4YD.

BACKGROUND



Home Office

Merseyside Fire & Rescue Service's (MFRS) leadership message has shifted, turning austerity into aspiration and the burning platform of budget cuts and restraints into a burning ambition to the the best fire and rescue service in the UK.

In order to build upon our lead authority status for National Resilience, the Service has put forward its most challenging forward-thinking IRMP to date.

The station merger consultation is an important element of a much broader project that MFRS has a huge amount of experience in, having successfully delivered station merger projects in Knowsley, Wirral and St Helens. This pioneering project will be a result in significant improvement in how we train our staff and colleagues from around the country. The project is both ambitious and forward-thinking and this has been recognised by the Home Office who have committed

MFRS' IRMP 2021-24 states that:

"We propose to build a new state of the art Training and Development Academy which will allow us to expand and increase our training, with the potential to become a centre of excell for national training. As part of that project, we also want to create a new station to replace two fire stations that are reaching the end of their useful life whilst securing an improvement in our response times."



£1.7million towards the cost of a National Resilience Centre of Excellence, enhancing our already positive relationship with this lead government department.

The station merger proposal involves closing Aintree and Croxteth fire stations and opening a new state of the art fire station on Long Lane, Aintree, Liverpool. This site is almost equidistant between the existing stations (1.9km from Aintree and 2.5k from Croxteth) and is the best available location to improve our response standards to life risk incidents.

The Service continues to improve its emergency response and resilience, through innovation and careful financial planning. To achieve this the Authority's IRMP supplement 2019-20 invested £1m back into the front line.

This investment has allowed a real improvement and the IRMP 2021-24 proposals are based on a robust risk methodology designed to further improve the Service based on the risk, demand and vulnerability in Merseyside.

The IRMP 2021-24 proposals will help MFRS deal more efficiently and effectively with risk.

In essence, the move to a 12-acre site at Long Lane will allow MFRS

to replace two very old fire stations along with an outdated training centre which is now unable to meet the demands of a modern fire and rescue service. MFRS proposes to merge these locations with new facilities at one site designed to support and develop MFRS staff and the communities they serve. The proposals are based upon the purchase of a new site which, would be subject to the Fire & Rescue Authority approval and planning consent, and the closure of the two existing fire stations and attached TDA.

We will work with the local authority to deliver the best outcomes for the existing sites.

"We're a modern day Fire & Rescue Service and it's important that we keep up with that, it's a forever changing world and we've got to adapt with that and give the best service possible to the people of Merseyside. The Long Lane project will give us the opportunity to serve the community in that way. I'm very proud to be a firefighter at Merseyside Fire & Rescue Service because it's the best Fire Service in the UK - it's the most modern, it's moving forward with the times and this project shows that we're moving in the right direction."

- Jack Norton, Firefighter, Aintree



THE EXISTING SITES



AINTREE FIRE STATION

The station opened on 9th November 1926. Although the Service's Estates Team have worked hard to modernise the site, the building is not capable of offering our staff or communities the facilities they need. The site is not fully accessible to all and doesn't provide the necessary facilities for a diverse workforce or community use.



TRAINING & DEVELOPMENT ACADEMY (TDA)

This site opened on 27th April 1967 and has been redeveloped, most notably in 1999/2000, in order to keep up with the demands of a modern fire and rescue service. MFRS has outgrown the site which is landlocked by development on all sides, and which significantly restricts MFRS' ability to develop training facilities in line with the risk our firefighters face locally, nationally or internationally. This information is included for context only as the public consultation is only relating to the closure of the two existing stations and building of a new station, not the proposed TDA redevelopment.

The Service has recently commissioned an Access and Inclusion Audit, with an audit being completed at every site across MFRA's estate. The audit of Aintree, Croxteth and the TDA is not yet available but given that the sites are amongst the oldest MFRS has, they will require a significant financial investment to bring them up to a basic minimum standard.



New facilities will provide a better working environment for MFRA staff, including improved training facilities for staff and external organisations. It will also provide improved community facilities compared to those available at the current TDA and fire station sites.

A full draft Equality Impact Assessment (EIA) has been completed and this will be updated following the outcome of the consultation to make sure we understand the impact of our plans.



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CROXTETH FIRE STATION

The station opened on 14th September 1962. The site has been renovated to house the Search and Rescue Team (SRT) and North West Ambulance Service's Hazardous Area Response Team (HART). Similar to Aintree the site is not fully accessible to all, does not offer a community room and is not suitable or of sufficient size to host SRT and HART.



REVIEW OF OTHER POTENTIAL SITES

A review of potential sites was conducted in two phases. Phase 1 looked at creating a combined site at various locations in Knowsley with the majority located just off the East Lancashire Road.

Phase 2 involved the Service instructing an estate agent to consider sites within a five mile range of the ideal location for a merged station.

PHASE 1

Potential sites looked at included:
Alchemy Way, Moorgate Road, Ormskirk Road, Scottish Power site and Valley Road. The location of these sites provided three possible options for how MFRS could approach a station merger including:

- Option 1 – close Kirkby, Aintree & Croxteth
- Option 2 – close Kirkby & Aintree
- Option 3 – close Kirkby & Croxteth

The sites that had been identified as being potentially suitable for the proposed development were subsequently found unsuitable when further enquiries were made. As detailed in the table below:

Site Name	Reason Rejected
Alchemy Way	Not of suitable size for the project.
Moorgate Road/Dairy Crest	Not available for purchase.
Ormskirk Road	Restrictions on the site made it unsuitable.
Scottish Power site	Not available for purchase.
Valley Road	Green belt land and the topography, including electricity pylons, made the site unsuitable.

The Kirkby area was initially considered as a location for the proposed merger, however given issues with procuring suitable and available land the decision was taken to instruct the estate agent to identify potential sites within a five mile range of the ideal location for a station merger (see page 11 for more details).

PHASE 2

The second phase identified a number of potential sites and rated them in terms of suitability.

Site Name	Viability of Site
Stopgate Lane	Outside of Merseyside so not suitable.
Atlantic Park	The developer preferred a lease option with potential restrictions on the design that made it unsuitable.
Ormskirk Road	Restrictions on the site made it unsuitable.
Pighue Lane	Not of suitable size for the project.
Long Lane	Most viable option due to size and location, officers to explore in more detail.

It was clear that the Long Lane site was the optimum option available and officers progressed with further analysis of the site and its viability to meet the needs of the Authority's IRMP.

The 12-acre site at Long Lane, Aintree, Liverpool is large enough to build a Specialist Rescue Station and new Training and Development Academy to include a National Resilience Centre of Excellence, whilst allowing us to continue to collaborate with other blue light partners. This site is also predicted to improve our response times to emergencies.

Research^Δ shows us that the average response time from the new location would improve our performance when attending Life Risk* Incidents across Merseyside.

	IRMP Supplement 2019/21		Proposed Long Lane Site (IRMP 2021-24)	
Our attendance standard	Overall Performance	Average Response Time	Overall Performance	Average Response Time
Performance (%)	93.70%	00:05:52	93.90%	00:05:50

^Δ Modelling was completed using resource modelling software called FIRS. The system models change: to station locations, mergers, shift patterns and utilises a minimum of 3 years of incident data to model results. This is based on: 16 Whole-time (WT) appliances, 4 LLAR appliances, 6 Day Crewed appliances and 3 Whole-time Retained (WTR) appliances.

◦ Key Performance Indicator TR08: Attendance Standard - The first attendance of an appliance at all life risk incidents in 10 minutes on 90% of occasions. Based on Alert to In Attendance Times.

* Life Risk incidents include: Dwelling Fires, Non Domestic Fires, Road Traffic Collisions, Hazmat, Water Rescue and other incidents to involve rescue.



THE ANALYSIS BEHIND OUR PROPOSALS

STATION CHANGE METHODOLOGY

The Service has a robust station change methodology for managing the proposed station merger process. The methodology is based on MFRA’s experience in delivering successful station mergers in Knowsley, Wirral and St Helens.

In order to achieve the most efficient and effective emergency response the Service uses a system called Fire Incident Response Simulator (FIRS). FIRS is an evidenced based toolset from Process Evolution. Process Evolution is a consulting-led company that helps Emergency Services manage their demand in a more efficient and effective way.

Their work is underpinned by an evidence-based toolset which helps MFRA to optimise where, when and how resources are deployed. To achieve this FIRS is loaded with:

- 3 years incident data including appliance mobilisation times
- 3 years appliance off-the-run data
- Locations of stations and appliances
- Key stations are also identified
- Station boundaries
- Appliance/crewing shift patterns
- Travel time matrix
- Response Standard

In addition to the these datasets, FIRS also integrates with Maptitude mapping software and Simul8. Simul8 is the tool that runs the simulations and algorithms to predict future performance.

RESPONSE TIME ANALYSIS

The Service has used RouteFinder software to simulate the response time to each Life Risk incident during 2019/20 from the proposed site on Long Lane to incidents within the existing Aintree and Croxteth station areas only.

Site	Aintree station area	Croxteth station area	Overall
Current Stations	00:04:54	00:04:06	00:04:29
Long Lane	00:04:05	00:03:46	00:03:55

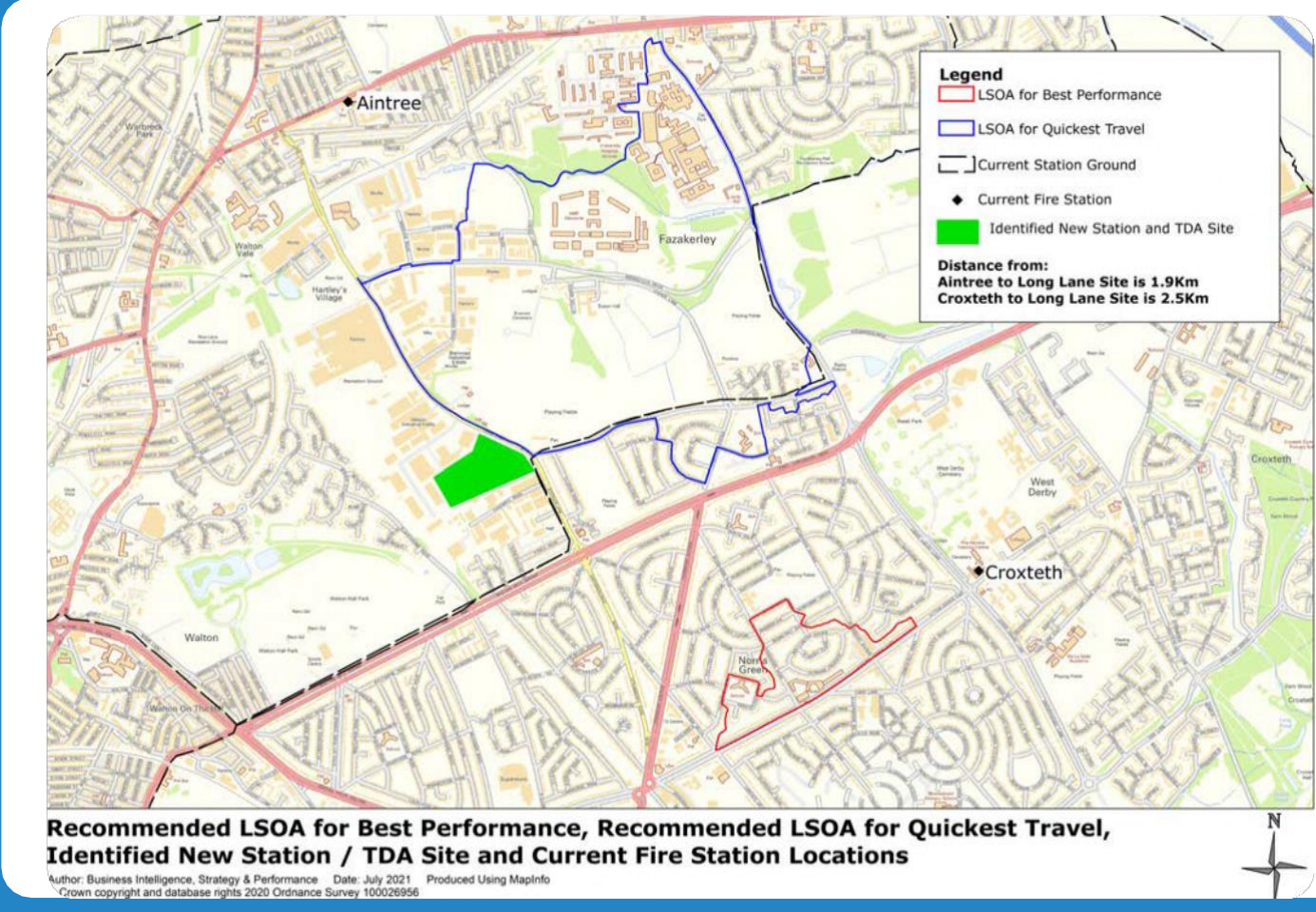
The table above shows the average response time of 3m 55 seconds is 34 seconds quicker than from the current stations. A significant proportion of this reduction comes from attending incidents in Aintree which is currently staffed during the day so it is reliant on surrounding stations attending incidents at night. The proposed new station would also have an appliance available at night.

FACILITY LOCATION PLANNER ANALYSIS

To identify the best possible location for a new merged station and Training & Development Academy, MFRS used software called Facility Location Planner (FLP) which was also developed by Process Evolution.

The software uses Lower Layer Super Output Area (LSOA) geography to identify the best location for a site within a given area. This process was simulated twice, initially for best performance and then for quickest response time.

Facility Location Planner (FLP) Best Performance and Quickest Travel LSOAs



The map above shows the current fire stations, locations for the Lower Layer Super Output Area (LSOA) for the best performance (red border) and for the quickest travel time (blue border) and a parcel of land that has been identified as being large enough for a combined new fire station and Training and Development Academy (TDA).

The LSOA selected for the best performance (red border) is

impractical as this a residential area with no available land and it is not far from the existing fire station in Croxteth. The identified parcel of land is adjacent to the LSOA for quickest response times (blue border), which is a more suitable area for development given main roads are close by and it is within a predominantly industrial setting.. We therefore consider that the location is the best that we can practically achieve.

The table below provides a comparison of proposals contained in the IRMP 2017/20 and IRMP Supplement 2019/21 along with the proposed development at the Long Lane site.

Comparison of Life Risk Attendance Time Performance (Merseyside Wide), based on proposals in previous IRMPs and the proposed Long Lane site

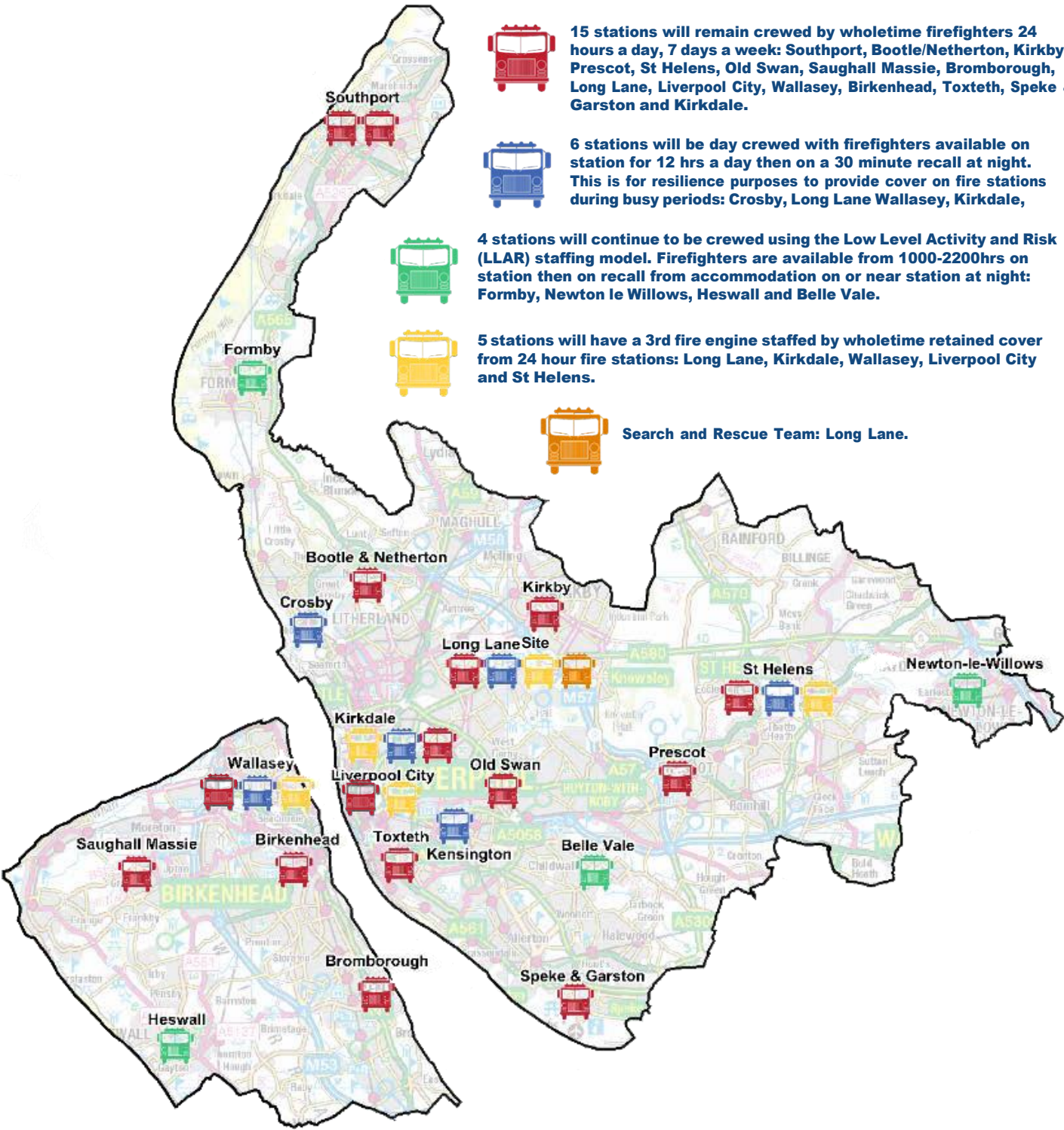
KPI	IRMP 2017/20		IRMP Supplement 2019/21		IRMP 2021-24 (with proposed Long Lane site)	
	Overall Performance	Average Response Time	Overall Performance	Average Response Time	Overall Performance	Average Response Time
Performance	91.70%	00:06:07	93.70%	00:05:52	93.90%	00:05:50

Based on existing arrangements it has been predicted that overall, our response to life risk incidents throughout Merseyside within 10 minutes would be achieved 93.7% of the time, with an average attendance time of 5m 52 seconds (from alert to in attendance).

The proposed closure of Aintree and Croxteth Fire Stations and building a new merged station on Long Lane to replace them has a faster predicted response in terms of attending life risk incidents in Merseyside. This results in an improved prediction of 93.9% of life risk incidents being attended within 10 minutes and an average attendance time of 5m 50 seconds (from alert to in attendance).

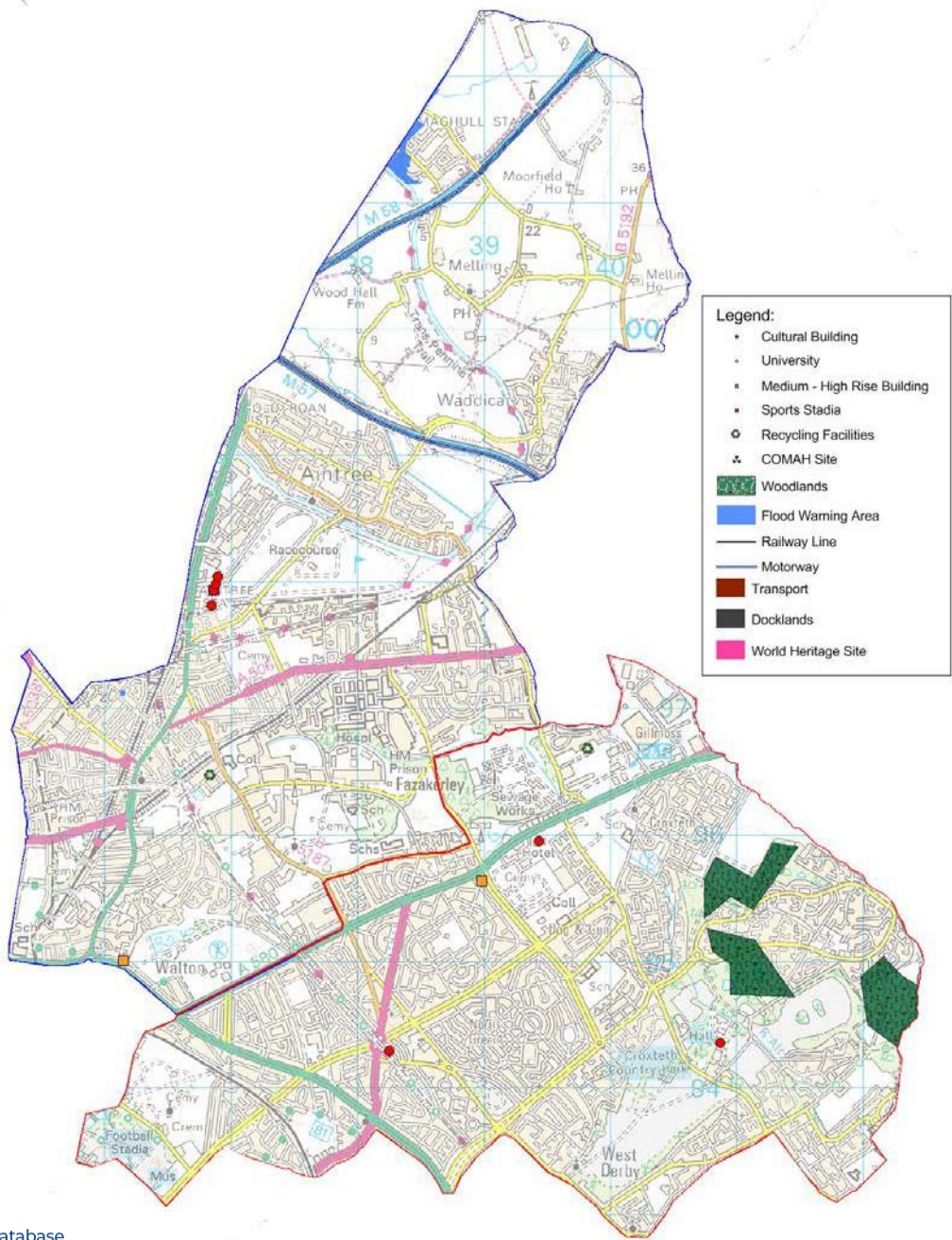
You can view our IRMP 2021-24 on our website [here](#).

RESPONSE PROPOSALS
IRMP 2021-24



THE AREA UNDER CONSIDERATION

The following map describes what the proposed station merger area looks like. Outlined in blue is the Aintree station area and in red is the Croxteth station area. Also identified on the map are significant landmarks, as well as potential risks to business and the community.



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Close to the proposed Long Lane site is HMP Altcourse, a location where over the years there have been several fires. Neighbouring this is Aintree University Hospital, which occupies a large complex site.

Also close by are two waste recycling centres, on Hartley Avenue and Bridgehouse Lane. Waste recycling centres and scrapyards have been responsible for some of the largest fires attended by MFRS in recent years.

Moving slightly further away from the proposed site is Aintree Racecourse, Anfield Football Stadium, HMP Liverpool, as well as the Aintree Industrial Estate, Racecourse Retail Park and Aintree Shopping Park.

Major transport infrastructure in the locality of the proposed site includes: A580 East Lancashire Road, A5058 Queens Drive, M57, M58 and Northern Line to Kirkby. As well as greenspace attractions including: Croxteth Country Park and Manor, Craven Wood, River Alt and Leeds Liverpool Canal.

All station areas have significant landmarks and potential risks. However, the modelled improvement in response to life risk incidents within the proposed merged station area is certainly a major positive for MFRS and our stakeholders including: partners, residents, visitors and businesses. Our comprehensive predictive analysis indicates this station merger will improve response times to life risk incidents in across Merseyside including both the Aintree and Croxteth station areas.

PROPOSED LONG LANE SITE STATION PROFILE

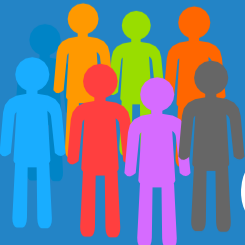
PRIMARILY MADE UP OF THE WARDS: WARBECK, FAZAKERLEY, MOLYNEUX, CLUBMOOR, WEST DERBY, NORRIS GREEN & CROXTETH.

POPULATION:
108,857

EQUIVALENT TO
6.5%
OF TOTAL MERSEYSIDE
POPULATION.



49,585
HOMES AND
2,528
PLACES OF WORK



6.1%

OF RESIDENTS ARE BLACK, ASIAN, MINORITY ETHNIC*

15.2%

OF THE STATION AREA'S
POPULATION (16,645) IS
OVER THE AGE OF 65.

* INCLUDING: NON ENGLISH,
WELSH, SCOTTISH AND
NORTHERN IRISH WHITE
POPULATION

THE PROPOSED STATION
AREA IS WITHIN THE...

**10-20% MOST
DEPRIVED AREAS
IN ENGLAND.**



**30-40% MOST
DEPRIVED AREAS
IN ENGLAND FOR
EDUCATION, SKILLS
AND TRAINING.**



**0-10% MOST
DEPRIVED AREAS IN
ENGLAND FOR HEALTH,
DEPRIVATION AND
DISABILITY.**

CONSULTATION & ENGAGEMENT

We will consult on these proposals for 12 weeks from 15th July to 7th October 2021. This consultation will involve sending this document to local authorities, Merseyside Police, North West Ambulance Service and other stakeholders, with leaflets also distributed in the local area.

We will hold public meetings in the areas concerned and will provide further details on our website.

You can have your say on the proposals by:

- Completing an online questionnaire available on [our website here](#).
- Emailing us at: consultation2@merseyfire.gov.uk
- Writing to us at: Jackie Sutton
Merseyside Fire & Rescue Service
Headquarters
Bridle Road
Bootle
L30 4YD

Thank you for helping us to make Merseyside safer and stronger.

EQUALITY & DIVERSITY

You can find out more about the equality and diversity impacts of our proposals on our [website here](#). We believe the changes will have a positive impact on our staff and communities, but you can read more about that in our equality impact assessment.



ALTERNATIVE FORMATS

We are committed to ensuring that all our information is fully accessible for all communities across Merseyside. We have included this document on our website which can be accessed from our webpage <https://www.merseyfire.gov.uk/about/equality-diversity-and-inclusion/>

We also provide a free speech, reading and translation service using ReciteMe to help people who require online reading support access our documents this can be located on the front page, top right of our website by clicking the button called "Accessibility".

If you would like a copy in Arabic, Bengali, Chinese, French or Somali, please contact us:

BY POST: Diversity Team
Merseyside Fire & Rescue Service
Service Headquarters
Bridle Road
Bootle
Liverpool
L30 4YD

BY PHONE: 0151 296 4422

BY EMAIL: diversityteam@merseyfire.gov.uk

ARABIC

أو ،الصينية أو ،البنغالية أو ،العربية باللغة نسخة أردت إذا Diversity:علىبنا الاتصال يرجى ،الصومالية أو ،الفرنسية

Team, MF&RS Headquarters, Bridle Road, Bootle, Liverpool, 296 0151 الإلكتروني البريد أو 4422 diversityteam@merseyfire.gov.uk. 4422 296 0151 كبرى طباعة بحروف أيضًا متوفر

BENGALI

আপন আরব, বাংলা প্রিকট িকপ চান, চীনা, ফরািস বা েসামািল কন েয়াগােয়াগ ডাইভারিসট দল আমােদর, MF & আরএস সদর, রশ্িম েরাড, Bootle, িলভারপুল L30 4YD. েইলফান এবং িমিনকম 0151 296 4422 বা েইমইল diversityteam@merseyfire.gov.uk. ব্হর মুগাছাড়াও উপল.

CHINESE

如果你想复制的阿拉伯语, 孟加拉语, 中国, 法国或索马里, 请联系 我们多元化的团 队, MF & RS总部, 马勒路, 布特尔, 利物浦L30 4YD。 电话和小型机0151 296 4422 或电邮 diversityteam@merseyfire.gov.uk. 在 较大的打印也可以。

FRENCH

Si vous souhaitez obtenir une copie en arabe, bengali, chinois, contactez s'il vous plaît français ou en Somalie nous à la diversité équipe, siège de MF & RS, Bridle Road, Bootle, Liverpool L30 4YD. Téléphone et minicom 0151 296 4422 ou par Courriel diversityteam@merseyfire.gov.uk. Egalement disponible en gros caractères.

SOMALI

Haddii aad rabtid nuqul Carabi, Bangaali, Shinees, Faransiis ama Soomaali fadlan la xiriir kooxda Diversity, Merseyside Fire & Rescue Service, Headquarters Service, Bridle Road, Bootle Liverpool L30 4YD. Telefoonka: 0151 296 4422 ama Email: diversityteam@merseyfire.gov.uk. Sidoo Kale waxaa heli kartaa iyadoo far waaweyn ah.





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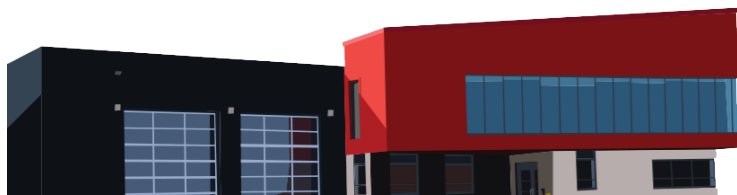
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Merseyside Fire & Rescue Service

Fire Station Consultation: Aintree & Croxteth

Report of findings





Merseyside Fire & Rescue Service

Fire Station Consultation: Aintree & Croxteth

Opinion Research Services

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As with all our studies, findings from this report are subject to Opinion Research Services' Standard Terms and Conditions of Contract.

Any press release or publication of the findings of this report requires the advance approval of ORS. Such approval will only be refused on the grounds of inaccuracy or misrepresentation

This version of the report will be deemed to have been accepted by the client if ORS has not been informed of any amendments within a reasonable period of time (1 month)

This study was conducted in accordance with ISO 20252:2012 and ISO 9001:2008.

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Acknowledgements

Opinion Research Services (ORS) is pleased to have worked with Merseyside Fire and Rescue Service (MFRS) on the three focus groups reported here. The diverse participants engaged with the issues and discussed their ideas readily, so we trust that this report of findings will help to inform service planning.

We thank MFRS for commissioning the project as part of its on-going regular programme of public and stakeholder engagement and consultation about its risk management and service provision.

We particularly thank the senior officers and staff who attended the sessions to listen to the public's views and answer questions. Such meetings benefit considerably from the readiness to answer participants' questions fully and frankly, as in this case.

We are grateful to all the 41 members of the public who took part in the three meetings to share their views with us: they were patient in listening to important and detailed background information before entering positively into open discussions about challenging topics.

At all stages of the project, ORS's status as an independent organisation engaging with the public as fairly as possible was recognised and respected. We are grateful for the trust, and we hope this report will contribute usefully to thinking about future service provision in the Aintree and Croxteth areas.

1. Key Findings

Key consultation findings

Initial reactions to the proposal were generally positive, but there were many questions

- 1.1 Prior to hearing any supporting information and evidence, participants were asked for their initial views on the proposed combination of Aintree and Croxteth Fire Stations into one super-station at Long Lane, Aintree. There was much support for the proposed change, with 36 participants agreeing (27 strongly) and none disagreeing.
- 1.2 There were, though, two people who neither agreed or disagreed – and a further two ‘don’t knows’. The questions asked by these participants (and others) offer some indication as to what their main concerns were, the most prevalent being around response times and firefighter numbers at the proposed new station. With regard to the former, there were particular worries around the volume of traffic and congestion around Long Lane at certain times of day, and whether any areas of Aintree or Croxteth would experience significantly longer attendance times as a result of the changes.

After hearing MFRS’s reasoning and evidence for the proposed merger, participants were universally supportive

- 1.3 After hearing MFRS’s reasoning and evidence for the proposed merger, participants were universally supportive of it– mainly due to the prospect of better response times and 24-hour cover, and the fact that the proposed new facilities would ensure better working conditions for MFRS staff.

Participants were universally supportive of the proposed new Training & Development Academy and National Resilience Centre of Excellence

- 1.4 The proposed new Training & Development Academy was strongly supported: it was acknowledged that the Service has outgrown its current Croxteth site and must have space to expand its training facilities to accommodate the wider risks today’s firefighters face.
- 1.5 Moreover, the development of a National Resilience Centre of Excellence would, it was said, further consolidate MFRS’s reputation as a leading fire and rescue service and benefit its role as the lead authority for such activity in the UK.

It was agreed that the site should be iconic, and something the area can be proud of

- 1.6 Participants were very pleased to hear of MFRS’s ambition to provide an ‘iconic’ facility that the local area, and indeed Merseyside as a whole, can be proud of.

The Long Lane site was widely supported

- 1.7 Notwithstanding the aforementioned concerns around traffic and congestion, the preferred site at Long Lane was generally supported for its centrality within the wider area.

The proposal would have a positive impact on equality, diversity and inclusion

- 1.8 No negative equality, diversity and inclusion impacts were raised: participants could only see positives in terms of accessibility and inclusivity for station staff and the communities of Aintree and Croxteth.

2. The Consultation Process

Overview of the engagement

Background to the review

- 2.1 'Integrated Risk Management' is the development of a balanced approach by Fire and Rescue Services to reducing risk within the community. This is achieved by combining Prevention, Protection and Emergency Response, on a risk-assessed basis, in order to improve the safety of the community and create a safer working environment for firefighters.
- 2.2 In 2016, Merseyside Fire & Rescue Authority (MFRA) developed and consulted on its Integrated Risk Management Plan (IRMP) 2017-20, which was subsequently approved. Following that, a number of significant national and international incidents occurred and these, combined with changes to the City Region infrastructure and the findings of Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS), gave the Chief Fire Officer and Authority cause to review the sustainability of its plans to ensure that they were still fit for purpose. In light of this, an IRMP supplement was drafted to extend the Plan to 2021, aligning it to MFRA's medium-term financial plans. A number of alternative proposals were consulted on and approved in 2019.
- 2.3 The Service began to develop its IRMP for 2021-24 in 2020, and in October/November of that year held five community engagement forums with members of the public, one in each of Merseyside's five local authority areas, to discuss how it might provide fire and rescue services during this period. The views expressed in those forums, along with other relevant evidence, then helped shape the IRMP 2021-24 proposals discussed at a subsequent session in May 2021, which was attended by 30 of the participants from the engagement forums.
- 2.4 One of those proposals, to change emergency response cover in Aintree and Croxteth, was approved for consultation by MFRA following strong public support at the forums. The consultation, which ran for 12 weeks from 15th July until 7th October 2021, sought views on the proposed combination of Aintree and Croxteth Fire Stations into a new multi-pump super-station (including the development of a state-of-the-art Training & Development Academy (TDA) and the creation of a National Resilience Centre of Excellence) at Long Lane, Aintree.

The commission

- 2.5 Opinion Research Services (ORS) - a spin-out company from Swansea University with a UK-wide reputation for social research - was appointed to convene, facilitate and report three online focus groups with members of the public, one for residents in the Aintree Fire Station area, one for residents in the Croxteth Fire Station area, and one for residents of Merseyside more widely. Pre-consultation listening and engagement and formal consultation meetings have been undertaken with residents across Merseyside on a regular cycle; and in this context ORS has facilitated both area-based and all-Merseyside focus groups for the Service for many years.

Deliberative engagement

Focus groups

- 2.6 The focus group meetings reported here used a ‘deliberative’ approach that encouraged members of the public to reflect in depth about MFRS’s proposed fire station merger while both receiving and questioning extensive background information.
- 2.7 The meetings (which were held on the online videoconferencing platform Zoom) lasted for around two hours and in total there were 41 diverse participants. The dates of the meetings and attendance levels by members of the public at each focus group are as shown in the table below.

FOCUS GROUP	DATE	NUMBER OF ATTENDEES
Aintree Fire Station area	14 th September 2021	11
Croxteth Fire Station area	15 th September 2021	7
Cross-Merseyside	16 th September 2021	23

- 2.8 The attendance target was between 8-12 people for the area-based focus groups, and 20-25 people for the cross-Merseyside session. While attendance at the Croxteth session was a little lower than desired, overall attendance levels were within the desired range. Just over half of participants had participated in one or more previous ORS-run forums or focus groups; the others were ‘fresh’ recruits.
- 2.9 Previous participants were recruited through random-digit telephone dialling from the ORS Social Research Call Centre. Having been initially contacted by phone, all participants were then written to - to confirm the invitation and the arrangements; and those who agreed to come then received telephone or email reminders shortly before each meeting. New participants were recruited by Acumen Field, a specialist recruitment agency, who initially sent out a screening questionnaire as an online survey to a database of contacts and, more widely, on social media platforms. They then collated the responses to establish a pool of potential recruits, which was ‘sifted’ to establish a contact list. People were then contacted by telephone, asked to complete a more detailed screening questionnaire and either recruited or not to match the required quotas. Those recruited were sent all the necessary details in a confirmation email and telephoned a day or two before the events to confirm their attendance.
- 2.10 In recruitment, care was taken to ensure that no potential participants were disqualified or disadvantaged by disabilities or any other factors. The recruitment process was monitored to ensure social diversity in terms of a wide range of criteria including, for example: gender; age; working status; and disability/limiting long-term illness (LLTI). Overall, as demonstrated in the table overleaf, participants represented a broad cross-section of residents – and as standard good practice, people were recompensed for their time and efforts in and taking part.

GENDER	AGE	WORKING STATUS	LIMITING ILLNESS OR DISABILITY	ETHNIC GROUP
Male: 20 Female: 21	16-34: 8 35-54: 16 55+: 17	Working full- or part-time: 31 Not working/retired: 10	7	White British: 39 BAME: 2

- 2.11 Although, like all other forms of qualitative engagement, deliberative focus groups cannot be certified as statistically representative samples of public opinion, the meetings reported here gave diverse members of the public the opportunity to participate actively. Because the meetings were inclusive, the outcomes are broadly indicative of how informed opinion would incline on the basis of similar discussions.

The agenda

- 2.12 The focus groups began with a presentation (delivered by Chief Fire Officer Phil Garrigan) of some contextual background information around the ‘story so far’ in terms of MFRS’s ambition, direction, plans and performance. A selection of the slides used to outline this information can be seen in Appendix 1.
- 2.13 The subsequent presentation then focused on the proposal itself, with participants firstly being informed that:

The existing Aintree and Croxteth Fire Stations opened in 1926 and 1962 respectively, and neither can provide the accessible, larger modern facilities firefighters and the local community need;

The existing TDA, which opened in 1967 and was redeveloped in 1999/2000, is now too small for MFRS’s needs and is landlocked by development on both sides, which restricts the Service’s ability to develop training facilities in line with the risks firefighters face locally, nationally, and internationally; and that

MFRS has undertaken an extensive review of many potential sites for a combined fire station and identified Long Lane, Aintree (which is large enough to accommodate a new fire station, TDA and National Resilience Centre of Excellence and is almost equidistant between the existing stations) as the optimum available option.

- 2.14 Participants were then shown some concept visuals of the 12-acre site as below.

Concept Visuals – an iconic building complementing its surroundings and including extensive community facilities



- 2.15 The final section of the presentation focused on response times. In particular, the methodology used by MFRS for managing the proposed station merger process was outlined¹, and participants were told that:

The predicted overall response time under the existing arrangements is attendance at life-risk incidents within ten minutes 93.7% of time (an average attendance time of 5 minutes 52 seconds from alert to in attendance), whereas that predicted from Long Lane is attendance at life-risk incidents within ten minutes 93.9% of the time (an average attendance time of 5 minutes 50 seconds from alert to in attendance); and

More locally in Aintree and Croxteth, MFRS simulated the response time to each life-risk incident in those station areas during 2019/20 from the proposed site on Long Lane, which showed that the average response time of 3 minutes 55 seconds is 34 seconds quicker than from the current stations².

- 2.16 Participants were encouraged to ask questions and make comments throughout, and the meetings were thorough and truly deliberative in listening to and responding openly to a wide range of evidence and issues.

The report

- 2.17 This report reviews the sentiments and judgements of focus group participants on MFRS's proposal to combine Aintree and Croxteth Fire Stations into a super-station on Long Lane, Aintree. Verbatim quotations are used, in indented italics, not because we agree or disagree with them - but for their vividness in capturing recurrent points of view. ORS does not endorse any opinions but seeks only to portray them accurately and clearly. The report is an interpretative summary of the issues raised by participants.

¹ The Fire Incident Response Simulator (FIRS) system. This is loaded with: three years of incident data, including appliance mobilisation times; three years of appliance 'off-the-run' data; locations of stations and appliances; station boundaries; appliance/crewing shift patterns; travel time matrices; and MFRS's response standard. It is then run to determine the best emergency response, and where, when and how resources should be deployed. The system has been used for successful station mergers in Knowsley, Wirral and St Helens.

² Much of this reduction is attributable to the fact the new station would have an appliance available at night, whereas Aintree is currently staffed during the day and relies on surrounding stations for incidents at night.

3. Focus Group Findings

Detailed engagement findings

Introduction

- 3.1 This chapter reports the views from three deliberative online focus groups³ with members of the public in Aintree and Croxteth and from across Merseyside, which were independently facilitated by ORS.
- 3.2 The meeting format followed a pre-determined topic guide which allowed space for a general discussion of the key questions under consideration. A series of information slides were shared at set points during the sessions, which ensured that participants had sufficient background information to actively deliberate on the proposals. The meetings were thorough and truly deliberative in listening to and responding openly to a wide range of evidence and issues.
- 3.3 In order to quantify views on some key questions, a series of ‘quick polls’ were undertaken during the groups. Responses to these were captured and are reported in this chapter, but it is important to note that this was a qualitative research exercise and the numerical findings from the polls are not statistically valid.
- 3.4 This is not a verbatim transcript of the three sessions, but an interpretative summary of the issues raised by participants in free-ranging discussions - and as the focus groups did not differ materially in their reactions to the proposals, this report combines the findings from all the meetings in a single account.

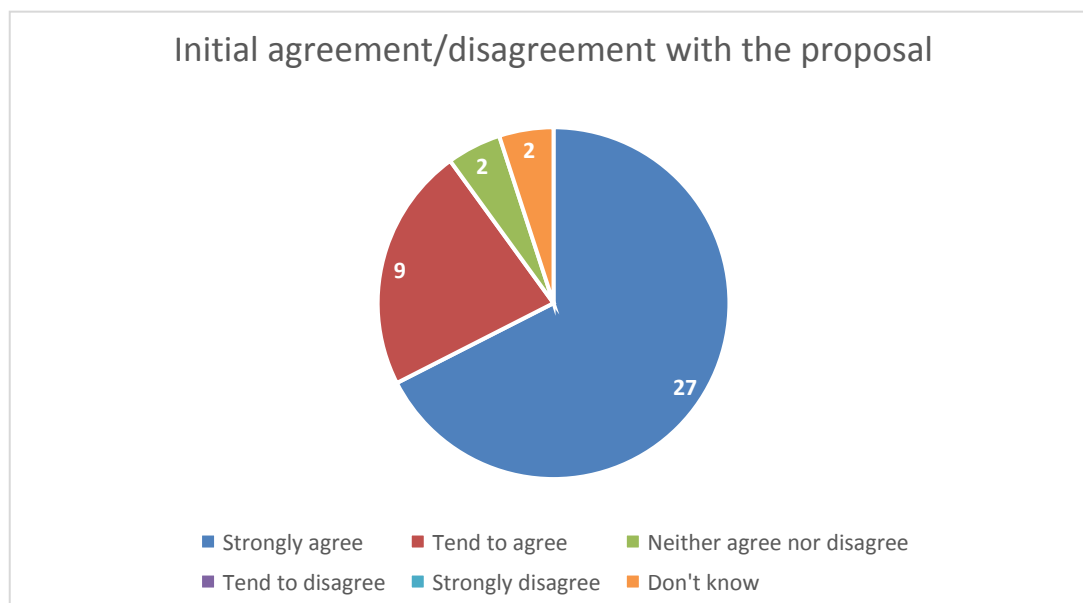
Main findings

- Initial reactions to the proposal were generally positive, but there were many questions – mainly around response times and firefighter numbers
- After hearing MFRS’s reasoning and evidence for the proposed merger, participants were universally supportive of it
- Participants were also universally supportive of the proposed new Training & Development Academy and National Resilience Centre of Excellence
- It was agreed that the site should be iconic, and something the area can be proud of
- The Long Lane site was supported for its centrality within the wider area (notwithstanding some concerns about traffic and congestion)

³ These meetings were undertaken on Zoom – as this has become a fairly familiar tool for the general public during 2020-21. Participant familiarity with the software varied and, depending on the platform they were using, some struggled to take part in the online voting tasks.

Initial reactions to the proposal were generally positive, but there were many questions and some misconceptions

Figure 1: What is your 'gut feeling' about merging Aintree and Croxteth Fire Stations into one super-station at Long Lane?



Based on responses from 41 people within the focus groups

- 3.5 At the outset of the discussion, and prior to hearing any supporting information and evidence, participants were asked for their initial views on the proposed combination of Aintree and Croxteth Fire Stations into one super-station at Long Lane, Aintree. The results show that even at this early stage there was a great deal of support for the proposed change, with 36 participants agreeing (27 strongly) and none disagreeing.
- 3.6 There were, though, two people who neither agreed or disagreed – and a further two 'don't knows'. The questions asked by these participants (and others) offer some indication as to what their main concerns were, the most prevalent being around response times and firefighter numbers at the proposed new station. With regard to the former, there were particular worries around the volume of traffic and congestion around Long Lane at certain times of day, and whether any areas of Aintree or Croxteth would experience significantly longer attendance times as a result of the changes.

*"Have these response times been trialled?
Narrow roads and extreme traffic queues on Long
Lane and Lower Lane at peak times would
significantly add to timings" (Aintree)*

*"Long Lane gets chocca ... and there's a
lot of factories around there so will the
traffic from those make it difficult with
engines getting in and out"
(Cross-Merseyside)*

*"... to get an average, you need a
range of figures. Was there
anywhere at the far end that
suffered significantly when you
ran the simulations?" (Aintree)*

*"The traffic around the area from about 3pm - 6pm is
stationary. How do you work out your response
times, and have you got anything that can mitigate
in terms of traffic and getting out of Long Lane during
busy times" (Croxteth)*

- 3.7 Indeed, one Croxteth participant encapsulated the primary worries expressed at the outset in the following comment.

"I see the requirement for change but am very nervous about the reliability of the response time improvements and the scale of additional engines and additional firefighters comparative to antisocial behaviour and increased population" (Croxteth)

- 3.8 Other, though less frequent, questions were around: firefighters' views on the proposals; whether the money released by selling the existing sites would be reinvested into the Service; the impact of the proposed National Centre of Excellence on MFRS's resources and finances; whether having a fire station on the 'outskirts' of the area (as opposed to in the heart of Aintree and Croxteth's communities) would prevent members of the public from accessing facilities there; whether fire station mergers have been successfully implemented in Merseyside and elsewhere⁴; and how possible disturbance to businesses and households near the new site (through the smoke generated during training exercises for example) would

"What would you expect the community to go to the station for to use the community rooms? Would it be more difficult for them to get to the station with a move to a new location?" (Cross-Merseyside)

*Centre of
national financial
move onto
Croxteth)*

"Has this been piloted anywhere else? I'm a bit concerned that Liverpool is being used commonly by the government for test runs, and worried that it puts our city and therefore our people at greater risk potentially?" (Croxteth)

"Sometimes when they're doing the training at Storrington, the smoke will come down onto Lower House Lane and it can be quite severe. How will that be mitigated to ensure you don't disturb the businesses and households near the new site" (Croxteth)

- 3.9 It should also be noted that some misconceptions were expressed during the initial discussions, most notably that the number of fire engines would reduce as a result of a merger (several participants were under the impression that there are currently three at Aintree when the actual number is one).

"Two stations closing but only one extra engine. This seems to be spreading it pretty thin. I thought there were three engines at each station in addition to the Search and Rescue so just having four at the new station doesn't seem to be as good as what we have now" (Croxteth)

⁴ Participants were informed of previous successful mergers on the Wirral, in Prescott and in St Helens.

After hearing MFRS's reasoning and evidence for the proposed merger, participants were universally supportive

- 3.10 After a presentation of MFRS's reasoning for the proposed fire station merger and the evidence underpinning it, participants were universally supportive (all but one strongly agreed, with the remaining person tending to agree). In fact, several - especially at Croxteth - stated that they had come into the session with reservations and concerns around job and fire engine losses and potentially longer response times, which had been fully alleviated.

"I started off being a bit iffy about it and I'm totally not now" (Croxteth)

"Peace of mind knowing that there will be no loss of jobs" (Croxteth)

"I think most people are ok with this all to go ahead as long as it doesn't affect response times, and lead to the lowering of firefighter levels" (Aintree)

- 3.11 Indeed, it was the prospect of better response times and 24-hour cover that seemed most pleasing to participants – as well as the fact that the proposed new facilities would ensure better working conditions for MFRS staff. Some of the many typical comments are below.

"The station will be open 24 hours, also the morale of the firefighters will improve, the response times will improve which is only a good thing" (Aintree)

"24-hour cover for the area we live in, with extra fire engines on the road which will improve response times" (Aintree)

"I strongly agree. It will be better for the community, the firefighters, the youth, and the areas as a whole. I can't see any downside" (Aintree)

"Very positive. The new station merger will reduce response times, provide a state-of-the-art training resource and provide better value for money in terms of sustainability and resources ... "
(Cross-Merseyside)

"This will not only benefit the communities but also the firefighters themselves because they'll get better training, better facilities ... and consequently a better atmosphere at the station" (Croxteth)

"I think it'll be amazing for the firefighters to turn up to work at such a grand building" (Aintree)

3.12 Several other more specific reasons were given in support of the proposal, the most common of which are outlined in the table below.

Both stations have
outlived their useful lives

- *"Deffo need to come into the 2020's not 1920's" (Croxteth)*
- *"I'm absolutely gobsmacked at the age of Aintree! It's a no brainer that this is a much needed venture ... especially for the morale of the firefighters themselves as working in dilapidated buildings does get you down" (Aintree)*

Better facilities for
community/youth
engagement

- *"A community resource is a great idea to maintain strong links with the local area" (Cross-Merseyside)*
- *"The use of the community resource will help embed relationships locally and assist the service working with prevention etc. and providing safe spaces for community use" (Cross-Merseyside)*
- *"It'll be great for youth engagement ... you are much more likely to get them on board with a new, modern facility like that, especially teenagers" (Aintree)*

Use of local
suppliers/tradespeople

- *"I'd like to see local firms picked. If you're taking something out of the community, It's good to see it put back in using local suppliers, building merchants etc." (Aintree)*
- *"Local jobs for local trades" (Cross-Merseyside)*

Fire station mergers,
using the same
methodology, have
worked well elsewhere

- *"The merger will enhance the service as I have seen a big improvement in the St Helens area following the recent merger" (Cross-Merseyside)*
- *"It appears as with previous mergers, that there is a strong case for the facility that's been based on research, and is based not only on prevention, but also investment in MRFS, and also a sound business case. Very impressed" (Cross-Merseyside)*

3.13 The only real concern remaining at the end of the discussions was around the inter-dependency of having to sell off the legacy estate to fund the new development:

"In terms of selling off the legacy estate, are there any risks or dependencies there about having to sell them off to fund the new station ... could these dependencies throw the construction into jeopardy" (Cross-Merseyside)

Participants were universally supportive of the proposed new Training & Development Academy and National Resilience Centre of Excellence

- 3.14 The proposed new Training & Development Academy was strongly supported, as it was acknowledged that the Service has outgrown its current Croxteth site and must have space to expand its training facilities to accommodate the wider risks today's firefighters face.

"We've outgrown that one in Croxteth and it needs modernising. Just invest in a new building and be done with it" (Croxteth)

"Great investment in the local community. Modern amenities to have the best training facilities in the Fire Service" (Cross-Merseyside)

- 3.15 Moreover, the development of a National Resilience Centre of Excellence would, it was said, further consolidate MFRS's reputation as a leading fire and rescue service and benefit its role as the lead authority for such activity in the UK.

"MF&RS ... is clearly now a leader. This proposal will further its 'top dog' status within the national F&RS community" (Cross-Merseyside)

"We are leaders, trailblazers ... this will ensure we're seen as the best" (Croxteth)

"I didn't realise the big role that Merseyside has as the lead authority. This facility will compliment that role ... and showcase us as a leading authority" (Cross-Merseyside)

It was agreed that the site should be iconic, and something the area can be proud of

- 3.16 Participants were very pleased to hear of MFRS's ambition to provide an 'iconic' facility that the local area, and indeed Merseyside as a whole, can be proud of.

"It'll be great for the local community, add a degree of prestige to the area ..." (Aintree)

"It's going to be great not only for the Fire and Rescue Service, but for the whole area" (Cross-Merseyside)

"It'll be such a good thing for Liverpool as a whole, but especially for the areas it'll be covering as they do oftentimes get a knock. I think it'll uplift those areas" (Aintree)

- 3.17 Moreover, working and training in such surroundings was thought to have not only positive wellbeing impacts but also practical benefits, as highlighted in the following comment:

"Please do not lose the aspiration of the iconic, because it's a proven fact that an additional 15-20% of retained knowledge in training comes from the surroundings, not just the trainers" (Cross-Merseyside)

- 3.18 In terms of suggestions for the design, several made comments along the lines of the following:

"A classic design, nothing too wacky or 'out there' or it'll look out of place" (Aintree)

- 3.19 And one specific idea was that:

"They should include the old plaques from both stations there somewhere ... something from Croxteth and Aintree so we can remember the old stations that have served us so well" (Aintree)

The Long Lane site was widely supported

- 3.20 Notwithstanding the aforementioned concerns around traffic and congestion, the preferred site at Long Lane was generally supported for its centrality within the wider area.

"I think it is a fantastic idea to merge stations as with Long Lane being central to all areas ... it actually narrows response times to each area" (Croxteth)

"Definitely makes sense as it is central to all areas" (Croxteth)

"Location seems strategic due to location to East Lancs, Longmoor Lane, etc." (Cross-Merseyside)

The proposal would have a positive impact on equality, diversity and inclusion

- 3.21 Finally, participants were informed that, in developing its proposals, MFRS must consider whether they would have a particular impact (either positive or negative) on people with protected characteristics⁵.
- 3.22 No negative impacts were raised. In fact, participants could only see positives in terms of accessibility and inclusivity for station staff and the communities of Aintree and Croxteth. Moreover, one member of the cross-Merseyside group foresaw possible recruitment benefits as a result of opportunities to work in improved facilities.

"The involvement and accessibility of the new station to the community seemed likely to have a positive impact on EDI"
(Cross-Merseyside)

"No implications I can see. Improved facility may increase applicant numbers and diversity of them, including from further afield geographically"
(Cross-Merseyside)

"I was particularly pleased to hear that female firefighters would have appropriate facilities for them"
(Cross-Merseyside)

"When considering people with disabilities for example, a new, more modern centre will address all the accessibility issues" (Aintree)

Overall comments

- 3.23 Overall, despite some initial misgivings, the three focus groups overwhelmingly supported the proposed combination of Aintree and Croxteth Fire Station into one super-station at Long Lane. As one Aintree participant put it, in a message to Chief Fire Officer Phil Garrigan:

"Go 'ed Phil!!!! Go build your station!"
(Aintree)

⁵ Disability; sexual orientation; age; gender identity; sex; marriage and civil partnership; race; religion or belief; pregnancy and maternity.

Whilst Improving Performance in the process - making MFRS quicker...

IRMP 2017-20		IRMP Supplement 2019-21		IRMP 2021-24 Proposed Long Lane Site	
KPI	Performance (%)	KPI	Performance (%)	KPI	Performance (%)
Overall Performance	91.7%	Overall Performance	93.7%	Overall Performance	93.9%
Average Response Time	6m 7sec	Average Response Time	5m 52sec	Average Response Time	5m 50sec

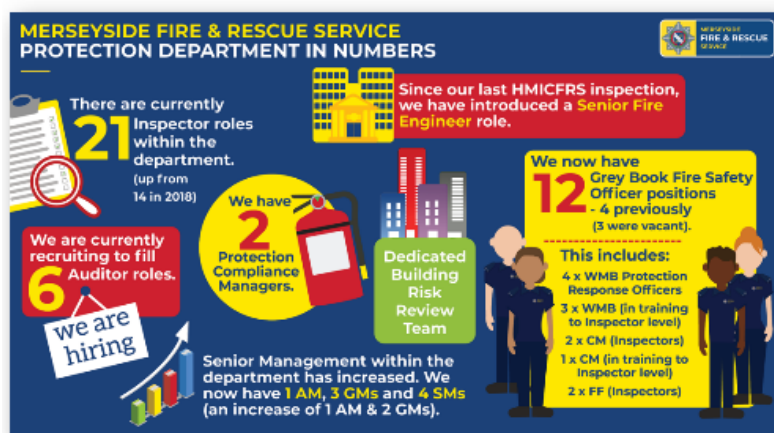
...and in several previous consultations with the public about our plans, they have made it clear that speed of response is most important to them



But dealing with **Risk, Demand and Vulnerability** - means **MFRS's** plans don't just stop at fire engines - but they do start there



So MFRS will be investing in Protection



...MFRS will also be **tackling inequality head**
ON... creating opportunity in our communities



Whilst remaining prepared both locally...



...and Nationally





Croxteth, TDA and Aintree Merger Public Consultation Feedback Analysis

VERSION 1.0

STRATEGY & PERFORMANCE

Author: John Fielding
Work For: Station Merger Management Team
Date Assigned: 07/10/2021
Date Data Extracted: 11/10/2021
Work Completed: 13/10/2021

Document Type: ☐ Statistics / Maps ☒ Survey ☐ Report

System(s) Used: ☐ Incident Recording System
☐ FSEC / Vision BOSS
☒ SurveyMonkey
☐ Oshens
☐ Other:

Related Documents

Title:

Date of Document:

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1. Introduction

Merseyside Fire & Rescue Service Authority (MFRA) have proposed the combination of Aintree and Croxteth Fire Stations, including the development of Training & Development Academy (TDA) at Long Lane, Aintree.

To involve:

- Creating a new multi-pump super station and state of the art TDA
- Combining the two stations and increasing the number of fire engines from 3 to 4
- Creating a National Resilience Centre of Excellence

As part of the planning process, MFRA opened a public consultation, running events with interested parties including: members of the public, local businesses and partner organisations to provide information and received comment on the proposals.

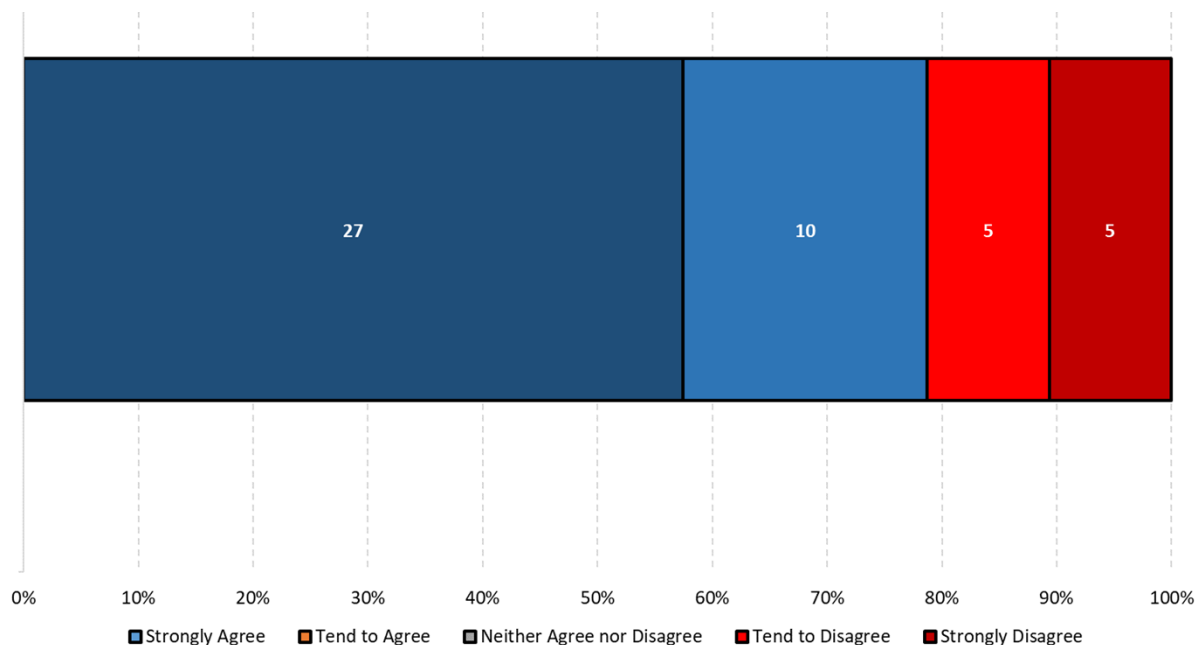
The purpose of this paper is to summarise the responses from the public consultation survey, which went live on 15th July 2021 and closed 7th October 2021. In total, there were 47 responses to the survey.

2. Methodology

- Following the completion of the consultation period, data was exported from Survey Monkey (the tool which built the questionnaire).
- For reference a copy of this survey is located at the end of this document.
- Microsoft Excel 2016 was used to analyse response data.
- Only valid responses to questions are analysed. As not all questions required an answer or were skipped due to survey logic, response counts between questions will differ.
- Respondents' comments have minor corrections to spelling only and are otherwise verbatim.
- Where relevant, comments have been grouped according to the general context
- Mapping of where respondents reside was based on postcode area and completed using MapInfo 17

3. Findings

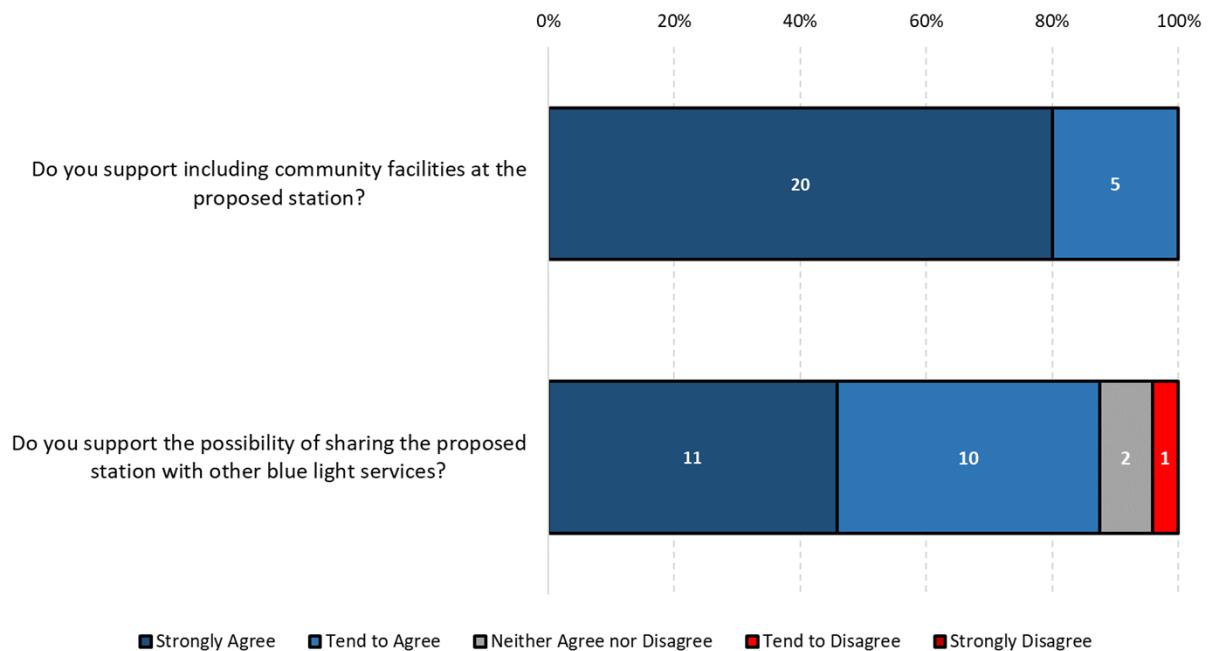
Question 1: Having read the consultation document, do you agree that it is reasonable for the Fire and Rescue Authority to make the proposed changes by closing Aintree and Croxteth fire stations; building a new super-station at a site on Long Lane as part of the development of a new Training and Development Academy



The above chart identifies that a substantial majority of respondents¹ (78%) *agreed* that merging Aintree and Croxteth in the form of a new super-station was reasonable. In combination 22% of respondents disagreed, with 11% tending to disagree and the same proportion for strongly disagree.

¹ 78% made up of 57% Strongly Agreeing and 21% Tending to Agree

Question 2: If you agree with Q1



Based on respondents agreeing to the proposal in Question 1, Question 2 asks whether respondents support the inclusion of community facilities and possibly sharing the site with other blue light services.

In response to supporting community facilities, all respondents agreed to this concept, with 80% (20) strongly agreeing with this proposal. Concerning whether respondents supported sharing the site with other blue light services, there was still strong support for this with 87.5% (21) agreeing to the proposal, 8.3% (2) of respondents were unsure and 4.2% (1) tended to disagree.

Question 3: If a station was to be built at the site on Long Lane, please let us have your view on what you would like the station to look like, including any particular design features or facilities you would like included:

Selected Comments:

Community Facilities
If community facilities included - own access, own facilities, etc. Same with other blue light services, shared rooms (garage areas, lecture rooms, etc), separate rest facilities
Youth Engagement building
I would like to see a traditional station design retained. Then the use of facilities to offer the delivery of community room to offer services for various age groups. Duke of Edinburgh, youth engagement, Fire Cadets, Safe Haven etc.
Design Considerations
Better crew facilities, more fire engines with crews to operate them.
The garages to be open and spacious so that members of the public can look through the windows and see the appliances.
Modern Design
Functionality over form; the most suitable design to allow a fire service to best meet the needs of the population it protects. No neon signs, gyms, meeting spaces or any of that nonsense!
I would hope the design would be of a high quality with good industrial planting to the front so it is attractive to the community.
Definitely include greenery and trees.
Should be a bold statement and like no other. The flag ship of the organisation.
Modern , sustainable for the future
modern and try and make it a fully carbon neutral station
Needs to be Modern, but not just look like a garage or warehouse.
Consistent Design
I'm happy to wait and see- the other new community stations seem very well designed and modern
I suppose it should be in keeping with the other new stations. It's more important to make sure the internal design caters for the needs of the staff though.
New St. Helens fire station design
Similar to newer stations
Similar build to Saughall Massie with modern environmentally friendly facilities
Concerns
The traffic on long lane between four and six pm is quite bad - is this the best location?
It would need its own road as long lane is far too busy and small to have an active fire station on it

Question 4: Please provide any further comments in support of your responses:

Working in the Community
I personally think this is great opportunity for MFRS to enable to continue to provide an excellent service to the communities which will benefit from these proposed changes. Also to give a new TDA to train future firefighters to the highest standards and ensure their people are the best they can be. Also be enable MFRS to continue to provide an excellent operational preparedness and response. Both of which align with the services aims & core values.
Merseyside is expanding very rapidly and the fire and rescue service must move with these changes, but not at the risk of the public, no reduction in fire fighters or machines available.
Aesthetics
Enhancing streetscene
With environmental impacts being so critical at this stage, a unique station which will help the environment and also not be an uninvited sight to the local community.
Concerns
Long Lane / Stopgate Lane is too busy and small for an active fire station. If going down long lane towards the bridge by Archbishop Beck, if both sides are busy and full of traffic, Fire service vehicles will really struggle wasting precious time in the event of a very serious incident
My only concern would be traffic on Long Lane but I am sure this can be overcome.
Visit long lane during the week between four and six pm. Early morning would be quite poor too.

Question 5: Having read the consultation document, do you have any other suggestions on how the Authority can make the required changes to our training facilities and Croxteth and Aintree fire stations?

Further suggestion
Have educational Centre that is accessible by local schools, colleges and universities as well the general public. Where people can come and seek fire safety education with practical experience.
Alternative Concepts
Rebuild the training centre at Croxteth. Remove the carpark to allow more space and form an agreement/alliance with St John Bosco school to use their large carpark
Give them a private road leading onto the main road
Other Comments
no * 4
No (I) think the plans are sensible and the fact that response times are improved are to be applauded
No this is a very good solution to develop the service and its assets to be fit for purpose.
No, but be very cautious about putting all your resources together, that may increase response times and delay specialist equipment getting to where is needed in hurry
None
Speak to staff, see what works for them.

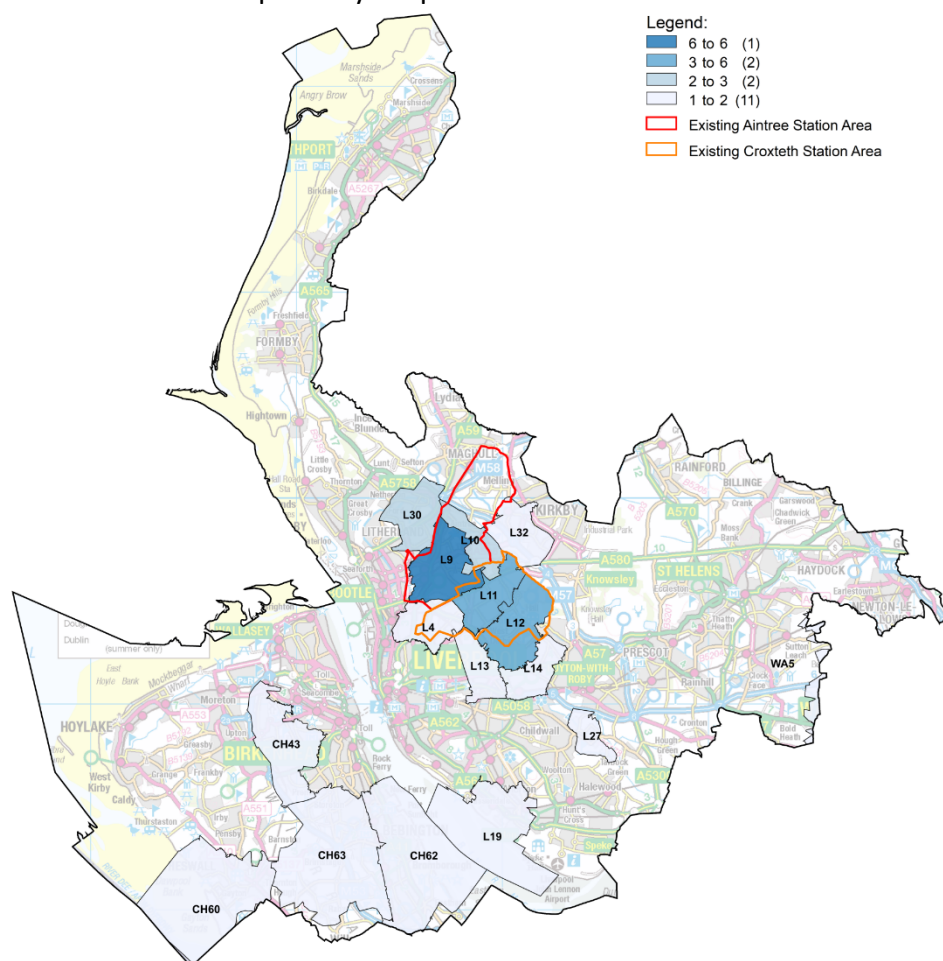
Monitoring Information

Question 6: Are you a member of:

Answer Choices	Count	%
Public	22	71.0%
Merseyside Fire & Rescue Service Staff	8	25.8%
Partner Organisation	1	3.2%
Total	31	

Of the respondents to this question, the majority (71%, 22) were members of the public.

Question 7: What is the first part of your postcode:



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The above map shows that of the 30 respondents to provide the first part of their postcode, that there is a variety of people across Merseyside interested in the proposed development. What is key is that the majority of responses; are from postcode areas directly affected by the merger (L9 in particular), meaning that local residents have taken advantage of the opportunity to contribute their opinions.

Question 8: Your Gender:

Answer Choices	Count	%
Male	24	80.0%
Female	5	16.7%
Prefer not to say	1	3.3%
Total	30	

Question 9: Your Age:

Answer Choices	Count	%
19 or younger	5	16.7%
20 - 29	4	13.3%
30 - 39	7	23.3%
40 - 49	6	20.0%
50 - 59	4	13.3%
60 - 69	3	10.0%
70 - 79	1	3.3%
Greater than 80	0	0.0%
Total	30	

Question 10: Do you consider yourself to have disability?

Answer Choices	Count	%
Yes	5	17.2%
No	24	82.8%
Total	29	

Question 11: How would you describe your ethnic origin?

Answer Choices	Count	%
White: English	29	96.7%
Other ethnic group (please state):	1	3.3%
Total	30	

Question 12: How did you find out about this consultation?

Answer Choices	Count	%
Consultation Document from Merseyside Fire and Rescue Service/Authority	5	16.1%
Merseyside Fire & Rescue Service website www.merseyfire.gov.uk	14	45.2%
Newspaper	4	12.9%
Radio	0	0.0%
TV	0	0.0%
Word of Mouth	2	6.5%
Social Media	5	16.1%
Phone	0	0.0%
Online news website	1	3.2%
Total	31	

Question 13: If you responded "Social Media" in the previous question, please indicate if this social media was

Answer Choices	Count	%
@MerseyFire Twitter	0	0.0%
Merseyside Fire & Rescue Service Facebook page	3	60.0%
Twitter – Other Account	0	0.0%
Facebook – Other Account	1	20.0%
Other	1	20.0%
Total	5	

Consultation Questionnaire

On 15th July 2021 Merseyside Fire and Rescue Authority began a 12-week public consultation on proposals regarding changes to fire stations in Aintree and Croxteth in order to create a new super-station and training centre on Long Lane, Aintree.

The public consultation follows a previous public consultation on the Integrated Risk Management Plan (IRMP) for 2021-24 which first outlined the plans.

Consultation will consider:

MFRA's proposal to move to a 12-acre site at Long Lane which will allow MFRS to replace two very old fire stations at Aintree and Croxteth, along with an outdated training centre which is now unable to meet the demands of a modern fire and rescue service. MFRS proposes to replace these three locations with new facilities at one site designed to support and develop MFRS staff and the communities they serve. As well as providing new facilities and a training centre of excellence, the new location is predicted to improve the time taken to respond to emergencies in the area.

A consultation document explains why the Authority propose to make these changes. A link to the consultation document is here: <https://www.merseyfire.gov.uk/media/2308/aintree-croxteth-consultation-document-final.pdf>

We are holding public meetings and other events during the 12-week consultation in order to fully understand the views of the public and other interested parties. Information on when and where the meetings will be held is included in the consultation document.

Please read the consultation document and complete the questionnaire below. The Fire and Rescue Authority will consider all the comments it receives before it makes any final decisions.

This questionnaire should take approximately 5 minutes to complete. Thank you for taking the time to tell us your views.

1. Having read the consultation document, do you agree that it is reasonable for the Fire and Rescue Authority to make the proposed changes by:

Closing Aintree and Croxteth fire stations; building a new super-station at a site on Long Lane as part of the development of a new Training and Development Academy

	Strongly Agree	Tend to Agree	Neither Agree nor Disagree	Tend to Disagree	Strongly Disagree
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. If you agree with Q1:

	Strongly Agree	Tend to Agree	Neither agree nor Disagree	Tend to Disagree	Strongly Disagree
Do you support including community facilities at the proposed station?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do you support the possibility of sharing the proposed station with other blue light services?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. If a station was to be built at the site on Long Lane, please let us have your view on what you would like the station to look like, including any particular design features or facilities you would like included:

4. Please provide any further comments in support of your responses:

5. Having read the consultation document, do you have any other suggestions on how the Authority can make the required changes to our training facilities and Croxteth and Aintree fire stations?

Monitoring Information

Please note that information collected within this section is for monitoring purposes no personal identifiable information will be collated.

6. Are you a member of:

Please tick the appropriate box

- ☐ Public
- ☐ Merseyside Fire & Rescue Service Staff
- ☐ Partner Organisation

7. What is the first part of your post code: (for example WA9)

8. Your Gender: Please tick the appropriate box

- ☐ Male
- ☐ Female
- ☐ Prefer not to say

9. Your Age: Please tick the appropriate box

- ☐ 19 or younger
- ☐ 20 29
- ☐ 30 39
- ☐ 40 49
- ☐ 50 59
- ☐ 60 69

☐ 70-79

☐ Greater than 80

10. Do you consider yourself to have disability? Please tick the appropriate box

☐ Yes

☐ No

11. How would you describe your ethnic origin? Please tick the appropriate box

☐ White: English

☐ White: Welsh

☐ White: Scottish

☐ White: Northern Irish

☐ White: Irish

☐ White: Gypsy or Traveller

☐ White: Other White Background

☐ Mixed / Multiple Ethnic Background: White & Black Caribbean

☐ Mixed / Multiple Ethnic Background: White & Black African

☐ Mixed / Multiple Ethnic Background: White & Asian

☐ Mixed / Multiple Ethnic Background: Other Mixed / multiple background

☐ Asian or Asian British: Indian

☐ Asian or Asian British: Pakistani

☐ Asian or Asian British: Bangladeshi

☐ Asian or Asian British: Chinese

☐ Asian or Asian British: Other Asian Background

☐ Black or Black British: Caribbean

☐ Black or Black British: African

☐ Black or Black British: Other Black Background

☐ Prefer not to say

☐ Other ethnic group (please state):

12. How did you find out about this consultation?

- ☐ Consultation Document from Merseyside Fire and Rescue Service/Authority
- ☐ Merseyside Fire & Rescue Service website www.merseyfire.gov.uk
- ☐ Newspaper
- ☐ Radio
- ☐ TV
- ☐ Word of Mouth
- ☐ Social Media
- ☐ Phone
- ☐ Online news website
- ☐ If "Online news website" please specify:

13. If you responded "Social Media" in the previous question, please indicate if this social media was:

- ☐ @MerseyFire Twitter
- ☐ Merseyside Fire & Rescue Service Facebook page
- ☐ Twitter – Other Account
- ☐ Facebook – Other Account
- ☐ Other
- ☐ If "Other", please specify:

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Equality Impact Assessment

Title of Policy/Service Instruction/Report/Plan Projects/Events/Consultation/Functional Plans or Strategy	TDA Development and station merger Project
Department:	Cross-Directorate
Date:	Consultation
Completed by:	GM - Ben Ryder ED&I Advisor - Michelle Kirk

1: What are the main aims and objectives outlined in the Projects/Events/Consultation/Functional Plan etc. and are any of them in your opinion Positive / Negative or Neutral in relation to those protected groups outlined in section 6 below

Scope of the EIA

The key proposals of the project are listed below and are the basis of the completion of this EIA.

The purpose of this EIA is to review information and intelligence available at an early stage in the development of options for the Long Lane Project. It is intended that the EIA can be used to help inform decisions as the options progress and will help Principal Officers and Authority Members to understand equality related impacts on the decisions being made in relation to local diverse communities.

The EIA will be a living document which will developed further during the life cycle of the consultation stages. This initial EIA will provide be an opportunity to plan ahead for various activities such as community and staff consultation and equality data gathering.

The Project

As proposed in the 2021-24 IRMP:

- To purchase a 12-acre site at Long Lane, Aintree, Liverpool
- To merge Aintree and Croxteth Fire Stations (Station 18 and 19) at a new station Specialist Rescue Station on Long Lane, Aintree, Liverpool.
- To build a new state of the art Training and Development Academy inclusive of a National Resilience Centre of Excellence at Long Lane, Aintree, Liverpool

The EIA will be conducted in a number of stages:

Stage 1 - Desk Top Assessment

A desktop assessment has been completed in order to consider ED&I implications for this initial draft.

Stage 2 - Consultation (External and Internal):

Following approval of the project by MFRA on 30th June 2021, a twelve-week public consultation took place from **15th July to 7th October 2021** regarding the merger of Croxteth and Aintree Stations.

The consultation process aimed to develop and maintain a positive engaged response from staff, partners and local communities. To deliver key messages in multiple formats to encourage a clear understanding of the proposed benefits of the new development and to gather valuable feedback and to ensure equality impacts are considered throughout the process and included in the final version of the EIA for review by final decision makers. The standard consultation process was restricted in line with Covid 19 restrictions and Zoom was used for all but one consultation meeting. Having used that method in October 2020 for IRMP consultation, we were confident to use it again.

Stage 3 - More detailed assessment

Following the consultation process all responses have been considered and findings used to update this document.

EQUALITY IMPACT

The proposals set out in the project are considered at this time to have a positive impact for both staff and communities.

- The creation of a new superstation will have a positive impact for both staff and communities. The proposed new site is well located to highway networks with ease to major trunk roads. Our research shows that relocating the two stations will actually improve our response time to emergencies in the Croxteth and Aintree areas. The redistribution of specialist appliances will help us to deal more efficiently and effectively to emergencies in areas where there is a likelihood of a particular risk occurring. Training our staff in the use of specialist equipment will have a positive impact on their

development as it will build skills and confidence in delivering a service which is effective in meeting the need of all the communities we serve.

- The proposal of a new Training and Development Academy and development of a centre of excellence will have a positive impact allowing MFRS to expand and increase training and provide modern facilities with accommodation and facilities appropriate for all. This will allow staff to be well trained, developed and empowered to deliver our services.
- The new builds will be designed in accordance with equality legislation and building regulations to ensure they are fit for purpose, fully accessible to end users and visitors who may require disabled access, suitable for those who wish to practise their faith and facilitate nursing mothers etc.
- The site at Long Lane, Aintree will exponentially improve the Services provision for community facilities. This comes in the form of a specifically designed area on the fire station for children and young people. This facility is purpose built to deliver a range of youth engagement activities that the Service offer (Fire Cadets, PT, BEACON, Healing Together etc.).
- The TDA main building will be a state of the art learning facility for the FRS and a large proportion of the facilities will be available for the use of the local community. This will enable community group to access and use the facilities.

2: Who will be affected by the objectives proposed in the Projects/Events/Consultation/Functional Plan etc. and will this be Negative /Neutral or Positive ?

The project is likely to positively impact on the following:

- Local communities of Aintree and Croxteth
- MFRS operational and support staff
- Representative bodies (trade unions and staff associations)
- Partner agencies

The consultation process has provided valuable insight into the opinion of our staff, communities and partners. There were a few initial areas concern which were addressed during the consultation meetings. These related to:

- Response time – This project has a positive impact improving response times in Aintree, Croxteth and across Merseyside (as detailed in report CFO- 040-21.)
- Traffic Congestion – The Authority has appointed Flinders Chase to advise the Service of highways solution. This will be a key element of the formal planning application/process if approved by Authority.
- Firefighter Numbers – The IRMP 2021-24 increases the number of fire appliances from 29 (plus the Special Rescue Appliance) to 31 (plus the Special Rescue Appliance) by expanding our Hybrid duty system.

After hearing MFRS's reasoning and evidence for the project, consultation participants supported the proposals.

3: What monitoring data have you considered?

Summarise the findings of any monitoring data you have considered regarding this Projects/Events/Consultation/Functional Plan. 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?

Station 18 and 19 Incident Data

Data shows that the combined area of Aintree (Station 18) and Croxteth (Station 19) saw a 3.1% increase (+37) in the overall number of incidents in 2019/20 when compared to 2015/16. The combined area has seen a reduction of 12.5% (-176 incidents) when comparing 2019/20 to 2018/19, the lowest since 2015/16.

The increased count of incidents over the five-year period is specifically related to increases in Special Service calls including: assisting other agencies, effecting entry to property and road traffic collisions. It is worth noting that we have entered into arrangements with other blue light partners specifically to assist them (e.g. effecting entry to homes where a call for an ambulance has been made) and we do not aim to reduce those types of incidents. Other types of Special Services such as Road Traffic collisions are incident types we aim to reduce and work with communities to do so. This type of incident fits with our proposal for Long Lane to be a specialist rescue station.

Facility Location Planner Analysis

To identify the best possible location for a new merged station and Training Academy, MFRS utilised software called Facility Location Planner (FLP) which was developed by a supplier called Process Evolution. The software uses Lower Layer Super Output Area (LSOA) geography to identify the best location for a site within a given area. This process was simulated twice, initially for best performance and then for quickest response time.

The map above shows the current fire stations, locations for the Lower Layer Super Output Area (LSOA) for the best performance (red border) and for the quickest travel time (blue border) and a

	<p>parcel of land that has been identified as being large enough for a combined new fire station and Training and Development Academy (TDA).</p> <p>The LSOA selected for the best performance (red border) is impractical as this a residential area with no available land and it is not far from the existing fire station in Croxteth. The identified parcel of land is adjacent to the LSOA for quickest response times (blue border), which is a more suitable area for development given main roads are close by and it is not a residential area. We therefore consider that the location is the best that we can practically achieve.</p>
<p>Response Time Analysis</p>	<p>The Service has utilised Route Finder software to simulate the response time to each Life Risk incident during 2019/20 from the proposed site on Long Lane to incidents within the existing Aintree and Croxteth station areas only.</p> <p>The table above shows the average response time of 3m 55 seconds is 34 seconds quicker than from the current stations. A significant proportion of this reduction comes from attending incidents in Aintree which is currently Day Crewed and therefore is reliant on surrounding stations attending incidents at night.</p>
<p>Previous MFRA EIAs carried out</p> <p>Key Policies</p>	<p>Helps to identify any Equality Issues to consider when making any changes to service provisions to the public and the impacts on different groups of staff.</p>

4: Research

Summarise the findings of any research you have considered regarding this Projects/Events/Consultation/Functional Plan. This could include quantitative data and qualitative information; anything you have obtained from other sources e.g. NFCC guidance or other FRSSs, etc.

What research have you considered?	What did it show?
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IRMP Considerations	<p>Positive - based on the current proposals, it is predicted that overall response to life risk incidents within 10 minutes would be achieved 93.7% of the time, with an average attendance time of 5m 52 seconds. Closing Aintree and Croxteth and building a merged station on Long Lane results in a minor gain in terms of attending life risk incidents pan Merseyside. This results in a prediction of 93.9% of life risk incidents being attended within 10 minutes and an average attendance time of 5m 50 seconds. Modelling shows, that based on the Long Lane location the 10-minute response time would be achieved on 98% of occasions (up from 94.3 based on current proposals) for life risk incidents attended within the current Aintree station area. And for the Croxteth station area, modelling identifies that performance would be achieved on 96.5% of occasions, slightly lower than the current 97.8%.</p>
Staff Implications	<p>Positive - the new TDA site with an infrastructure fit to meet the ambitions of the Service will exponentially improve the working conditions and training provision for MFRA personnel. If the station merger is approved the implications to our staff will be carefully considered and managed by the Aintree and Croxteth station management teams and POD. This will include engagement with representative bodies and staff and take account of employee's personal circumstances. Any outcomes will be logged in this EIA and considered by the project board.</p>
Legal Implications	<p>It is considered that in carrying out the extensive twelve-week consultation that is proposed, the Authority will be fully complying with legal requirements and best practice guidelines. The outcomes of this twelve-week public consultation process will be fully reported to Authority prior to a decision being made. Dialogue continues with the owner's representative of the Long Lane site, however any agreement for the purchase of the land would be subject to full Authority approval. The legal searches and draft terms for any conditional exchange continue to be undertaken. Subject to Fire Authority approval to purchase the identified site and feedback from the public consultation, the legal parameters for the sale of the two existing fire stations that</p>

<p>Risk Management, Health and Safety and Environmental Implications</p>	<p>are proposed to merge would also be sought and executed as appropriate.</p> <p>A risk register has been developed to manage and mitigate associated risks. The register is reviewed regularly at the Project Board. The Chair/Vice Chair of the Project Board or Project Manager escalate risks by exception to the project's Executive Group. MFRA will reduce any associated corporate risk by completing extensive consultation on the proposed station merger. Any outcomes from the consultation and EIA process that potentially pose risks will be included in the risk register.</p>
<p>Demographics of the merged area</p>	<p>The proposed merged station area of Aintree and Croxteth has a combined population of 108,857 people, making the proposed station area the second largest in Merseyside. There are approximately 16,645 residents above the age of 65, this is 15.3% of the area's population, this is below the Merseyside average of 18% and proportionally the 7th lowest station area for over 65s. Concerning ethnic backgrounds of residents, according to the 2011 census, 93.1% of local residents are White British. Overall, the merged station area lies within the 10-20% most deprived LSOA's within England.</p>

<p>5. Consultation</p>
<p><i>Summarise any consultation you have had ,when developing the Projects/Events/Consultation/Functional Plan etc. with any protected groups (listed in 6 below) both internally and externally to the organisation about how the objectives might impact them either positively or negatively or natural</i></p>
<p>Engagement – The project manager has engaged extensively with the Chairs and Vice Chairs of the staff networks.</p> <p>Station Change Methodology – The station change methodology is informed by station merger projects in Knowsley, Wirral and St. Helens. The project team has engaged with staff to gather lessons learned which will inform the current project e.g. learning from accessibility audits from other MFRA sites.</p>

TDA Development – The project team and TDA staff have engaged extensively with other FRS's in order to gather information on lessons learned during capital build projects. There has been a particular focus on recent training and development projects in neighbouring Service's such as Cheshire and Manchester.

National Resilience – MFRA have engaged extensively with each of the capability leads to ensure that we have best practice examples from the sector lead delivery model for our training zones.

Public Consultation

A twelve-week public consultation has taken place between 15th July and 7th October 2021. The consultation process was held in order for the Authority to gain an understanding of the views of the residents of Aintree and Croxteth and other stakeholders about the proposal to combine Aintree and Croxteth fire stations into a new superstation, including development of a Training and Development Academy (TDA) and National Resilience Centre of Excellence, at a new site on Long Lane, Aintree.

The consultation included an online questionnaire, three externally facilitated online deliberative focus groups (two for residents of Aintree and Croxteth station areas and one all-Merseyside group - to consider the wider implications of our proposals), three open public meetings (two were online and one face to face at Service Headquarters), a joint stakeholder meeting and several staff and individual stakeholder meetings including three with local ward councillors.

Promoting and marketing the consultation:

Following Authority approval on 30th June 2021, on 15th July a consultation document and on-line survey were published on the Merseyside Fire and Rescue Authority website, Facebook, Twitter and a press release were used to launch the consultation.

Consultation documentation was printed and distributed widely across the Aintree and Croxteth areas, published on the Authority website and promoted via social media and the press. Consultation documents were placed in public buildings including libraries, one stop shops and community centres and supermarkets across the two station areas.

The consultation document was sent by email to the offices of all local Members of Parliament, Merseyside Police Chief Constable, Northwest Ambulance, Police and Crime Commissioner, City Region Mayor Steve Rotherham, Liverpool City Region, all local ward councillors and the Democratic Services teams at each of the five local councils.

Authority social media accounts were used during the consultation period to direct people to information and encourage participation in the consultation process.

The Chief Fire Officer consulted with a number of local ward councillors in the two station areas to explain our proposals and to seek their views.

The Chief Fire Officer consulted the City Region Mayor and the Mayor of Liverpool on our plans.

Stakeholders, including 22 businesses surrounding the proposed new site on Long Lane and 11 major sites in both station areas (including Aintree Hospital and HMP Altcourse), were invited to Service Headquarters to hear our proposals, ask questions and give their views.

The Chief Fire Officer spoke to staff on the affected stations to gather their views on the proposals.

The consultation events:

The consultation events that took place are detailed below. Due to the social distancing constraints of Covid 19 it was decided it was safer for public meetings to take place online (via Zoom) with just one face to face meeting planned for those who did not have access to the internet:

- Aintree station area focus group meeting – Tuesday 14th September
- Croxteth station area focus group meeting – Wednesday 15th September
- All Merseyside focus group meeting – Thursday 16th September
- All Merseyside online public meeting – Tuesday 21st September
- All Merseyside online public meeting – Wednesday 22nd September
- All Merseyside (face to face) public meeting – Thursday 21st September – Service Headquarters, Bridle Rd, Bootle
- Stakeholders (face to face) meeting – Tuesday 28th September – Service Headquarters, Bridle Rd, Bootle

Outcomes from the consultation:

Full analysis of the online questionnaire, focus groups, public meetings and other meetings with staff, interested and interested stakeholders can be found at Appendix 2.

A brief overview is provided below:

- The proposal would have a positive impact on equality, diversity and inclusion
- No negative equality, diversity and inclusion impacts were raised: participants could only see positives in terms of accessibility and inclusivity for station staff and the communities of Aintree and Croxteth.
- Participants were informed that, in developing its proposals, MFRS must consider whether they would have a particular impact (either positive or negative) on people with protected characteristics.
- No negative impacts were raised. In fact, participants could only see positives in terms of accessibility and inclusivity for station staff and the communities of Aintree and Croxteth. Moreover, one member of the cross-Merseyside group foresaw possible recruitment benefits as a result of opportunities to work in improved facilities.

6. Conclusions - Provide any conclusions ascertained from section 2 to 5 above about the equality impacts for each protected group – Describe the impact in terms of negative, positive or neutral.

(a) Age

People in this group are likely to fall into our vulnerable category, 15.3% of the merged area population are within this age group – though this merged station area has below the Merseyside average for over 65's. The largest concentrations of persons above the age of 65 are within the wards of West Derby (Liverpool) and Molyneux (Sefton). There are numerous sheltered housing locations, particularly in the existing Croxteth station area (359 against 66 in Aintree), though even in combination, this makes up only the 9th most populous station area for such housing. The number of people aged over 65 is increasing significantly across Merseyside. People are living longer but live with poor health for longer.

Positive Impact: The new build will consider accessibility for all.

The new build will have a bespoke youth engagement facility at the new super-station. This facility is purpose built and designed to create a positive environment for the children and young people learn and develop.

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

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

Positive Impact: The new build project will consider disability access requirements.

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic.

The new build will learn from the findings of the recent Access/Inclusion Audits conducted on the current estate. Wilkinson Cowan Partnership Ltd has been incorporated into the Project Team and will input on the design of the new build.

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

According to the 2011 census, 93.9% of the merged area population is recorded as British white. Whilst there are small populations of Asian, Middle Eastern and European people, there is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

(d) Religion or Belief

Positive Impact: The new build project will consider facilities to practice religion or belief.

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

(e) Sex (Gender)

Positive Impact The new build project will consider accommodation and facilities that are inclusive and appropriate for all.

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

(f) Gender Reassignment

Positive: The new build project will consider accommodation and facilities that are inclusive and appropriate for all.

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

(g) Marriage or Civil Partnership

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

(h) Pregnancy and Maternity

Positive: The new build project will consider facilities for nursing mothers

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

(i) Sexual Orientation

The new build project will consider accommodation and facilities that are appropriate for all irrespective of their sexual orientation

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic.

(j) Socio-economic disadvantage

There is much deprivation within the proposed area, particularly within the: Croxteth, Norris Green and parts of Fazakerley wards, though there are less deprived areas including: West Derby and Aintree Village. Analysis has shown an improvement in average response times, so regardless of whether how deprived an area is, we are still able to achieve the 10-minute response standard. There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic.

The scheme will be used as a Team Liverpool / Centre for Local Economic Strategies (CLES) case study. This will provide demonstrable evidence of the social value that the project will bring to the local area. As an anchor organisation it is vital that we use the CLES principles to improve the communities we serve.

The community facilities and specifically the youth engagement provision will provide an enhanced provision for the communities of Aintree, Croxteth and Merseyside.

7. Taking into account the information contained in the sections above what are the final Outcomes and Decisions

If the Projects/Events/Consultation/Functional Plan etc. or any of its objectives will have the potential to have a negative impact on members of one or more of the protected groups, explain how this will be managed or mitigated or justified as being an appropriate and necessary means of achieving the legitimate aims and objectives.

The information provided in this EIA explain the ways in which different protected groups may be affected by the aims and objectives set out in the proposed project.

It is believed that the proposals that are contained within the project offer the best service provision in the circumstances.

This is a draft EIA that will be added to during the consultation period for the proposed project.

8. Equality Improvement Plan

The following activities have been identified by the ED&I Team as part of the EIA reviewing and signing off process. They will assist with the improving implementation, ensuring that Equality Impacts are assessed and reviewed on an ongoing basis.

9. Equality & Diversity Sign Off

The completed EIA form must be signed off by the ED&I Team before it is submitted to Strategic Management Team or Authority.

Signed off by: Currently in Draft

Date: 22/10/21

Comments:

See Action Plan in section 8 above where appropriate

For any advice, support or guidance about completing this form please contact the DiversityTeam@merseyfire.gov.uk or on 0151 296 4236

The completed form along with the related documents should be emailed to the ED&I Team at:
DiversityTeam@merseyfire.gov.uk

Proposed Long Lane Site Station Profile



Primarily made up of the wards of: Warbreck, Fazakerley, Molyneux, Clubmoor, West Derby, Norris Green, Croxteth

**Has a population of 108857 residents,
equivalent to 6.5% of Merseyside's total
population**

**Has 16645 residents above the age of 65.
Equivalent to 15.2% of the station's
population**

**6.1% of residents are Black, Asian, Minority Ethnicity (including: non English, Welsh, Scottish
and Northern Irish White population)**

49585 homes

2528 places of work

**Overall the Proposed Long Lane
Site station area is within the 10-
20% most deprived areas of
England**

**The Proposed Long Lane Site
station area is within the 30-40%
most deprived areas of England
for **Education, Skills and Training****

**The Proposed Long Lane Site
station area is within the 0-10%
most deprived areas of England fo
Health Deprivation & Disability**

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MERSEYSIDE FIRE & RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	11 TH NOVEMBER 2021	REPORT NUMBER:	CFO/061/21
PRESENTING OFFICER	CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	DCFO SEARLE	REPORT AUTHOR:	GM BEN RYDER/STEWART WOODS
OFFICERS CONSULTED:	RIA GROVES, IAN CUMMINS, DEB APPLETON		
TITLE OF REPORT:	FORMAL PLANNING APPLICATION FOR THE LONG LANE SITE		

APPENDICES:	APPENDIX A: APPENDIX B: APPENDIX C: APPENDIX D: APPENDIX E:	IRMP 2021-24 RIBA DESIGN STAGE 2 REPORT PROJECT TIMELINE / GANT CHART TRAINING MODEL HEALTH SAFETY & WELFARE COMMITTEE – JOINT STATEMENT (05/02/2016)
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Purpose of Report

1. To request that Members, consider the content of this report and having previously considered the associated consultation report which is a separate item on this agenda, prior to giving approval to submit a formal planning application for the Long Lane site.

Recommendation

2. That Members;
 - a. Note progress on the proposed plans for a new multi pump superstation and Training and Development Academy/National Resilience Centre of Excellence at Long Lane, Aintree.
 - b. Note that this IRMP proposal will increase the number of fire appliances available at the new station and across Merseyside (See Appendix 'A').
 - c. Approve the submission of a formal planning application for the Long Lane Site. (See Appendix 'B'), having considered the outcomes from the consultation process in relation to the combination of Aintree and Croxteth Fire Stations (CFO/058/21

- d. Note that following the conclusion of the formal planning application process a further report will be submitted to the Authority which will detail the outcomes of the planning application process and include a full cost breakdown of the project before seeking final approval from Members.
- e. Note the ambition of the Service and the strengthening of its position as the Lead for National Resilience based on this proposal.

Introduction and Background

- 3. On the 30th June 2021, the Authority approved the Integrated Risk Management Plan (IRMP) 2021-24. The consultation process for the IRMP 2021-24 was conducted between 01st March and the 24th May 2021 and was reported to the Authority via report CFO/039/21.
- 4. Merseyside Fire and Rescue Service's IRMP 2021-24 states that:

 'We plan to: Combine the stations at Aintree and Croxteth fire stations to create a super-station (Hybrid/Specialist Rescue station) along with a new Training and Development Academy to be built on land at Long Lane, Aintree.' (IRMP 2021-24 page 33)
- 5. On the 30th June 2021, the Authority considered report CFO/040/21 and resolved that the proposed merger of Aintree and Croxteth Fire Stations at a new site at Long Lane, Aintree be subject to a 12-week period of public consultation to commence from 15th July 2021
- 6. Members also resolved that a further report be submitted detailing the outcomes of this consultation. The consultation process concluded on 07th October 2021 and the outcomes of the public consultation are contained in report CFO/058/21.
- 7. On the 29th July 2021, the Authority considered report CFO/045/21 and at the Policy and Resources Committee members approved the contractor to undertake the new TDA pre-construction work'.
- 8. Building on our lead Authority status for National Resilience the MFRS has secured £1.7m of funding from Home Office. This funding will be used as capital to contribute to the build of a National Resilience Centre of Excellence.
- 9. North West Ambulance Service have not committed to join us on the site at present, and are in the process of reviewing their estate needs. As such the work will progress without their involvement, that said the Authority remain open to approaches in the future and we will keep this position under review.
- 10. In order to deliver against our most challenging and forward thinking IRMP, officers to date have been working at pace on the detailed plans for the site at Long Lane, Aintree, this is to ensure a new state of the art Training and Development Academy meets the training requirements for "foreseeable risk" that a modern metropolitan Fire and Rescue Service needs.

11. If approved by the Authority, these detailed plans will form the foundation of the formal planning application to Liverpool City Council (See Appendix 'C').

Our Vision “The Best Fire and Rescue Service in the UK”

12. Merseyside Fire and Rescue Service’s leadership message has shifted turning austerity into aspiration and the burning platform of budget cuts and restraints into a burning ambition to be the best fire and rescue service in the UK.
13. This vision has resonated with our people, partners and our communities and has been clearly demonstrable throughout the consultation process. The consultation findings clearly evidence overwhelming support for this exciting and necessary project.
14. As detailed in report number CFO/058/21, the outcomes from the consultation were highly positive and supportive of the Authority’s proposals.
15. That said some participants did express some concerns around traffic and potential congestion. The project team have appointed Flinders Chase, to advise the MFRS on highways solutions. This area is a vital component of the planning process, however, fire appliances do have to negotiate traffic congestion and traffic calming measures throughout Merseyside on a daily basis, whilst responding to emergency incidents and when travelling at normal road speed to other activities. As numbers of emergency responses are relatively low (and many occur when the appliance is off station anyway) a number of options including engineered solutions will be considered as part of the formal planning process.
16. The design of the Long Lane site has been developed to meet the highest training standards for our firefighters whilst also allowing for future expansion to the training provisions. The design has taken into account feedback received from staff during thematic workshops and via the consultation process.
17. Members will observe that the design of the site allows for a varied range of training stimulations which will allow firefighters to be trained on local/regional and national risks.
18. A high level cost plan has been developed and is being closely monitored across the current UK construction market. The design of the Long Lane Site will allow for a phased approach to give maximum flexibility to mitigate where possible any cost changes and budget restrictions.
19. A second stage tender process will be undertaken following the planning process which will allow for a robust contractor proposal to be brought back to members for final approval in the second quarter of 2022.

The Aim of Operational Preparedness:

20. 'Prepare: We will always be the best that we can be by having highly skilled and trained people who plan for every risk and keep our teams safe and effective.'
(IRMP 2021-24 page 8)
21. New facilities will provide an improved working environment for MFRA staff, including enhanced training facilities for internal and external personnel. It will also provide improved community facilities compared to those available at the current TDA and station sites.
22. The enhanced training facilities are based on a robust 'Training Model' (see Appendix 'D'). The model formula takes account of:
 - The core training required for MFRS staff to be competent in areas risk critical to their role.
 - National Security Risk Assessment – (NSRA: Produced by Cabinet Office). Foreseeable risk at a National Level (Example: Six High Impact Incidents Types: Terrorist Related Incidents, Marine Incidents, Wildfire, Flooding, Fires in large buildings and Fires at recycling and waste processing plants.).
 - Community Risk Register – (CRR: Produced by Merseyside Resilience Forum). Foreseeable risk at a Local/Merseyside Level (Example: MTA, Marine, Tunnels, High Rise etc).
 - Empirical Data – Incident Data provided by MFRA's Strategy and Performance Directorate (Example: Types of primary fires attended).
 - Significant Incident Reports – Information provided by Ops Assurance Team including significant incident reports, case studies and learning from public inquiries etc.
 - Cognisance of National Operational Guidance and Emerging Risks such as Lithium Ion Batteries.
23. The project team used the 'Training Model' as the premise to produce the training zone concept as depicted in the RIBA Stage 2 massing drawings. The training zones are listed below:
 - Command and Control Zone
 - BA and Tactical Firefighting Zone
 - Transport and Extrication Zone
 - National Resilience Zone
 - Hazardous Materials and Environmental Protection Zone
 - Rural Zone
 - Foundation Training Zone
 - Canine Training Area

- Emerging Risks/Area for Future Development Zone

24. The project team have and will continue to facilitate thematic workshops in line with each of the training zones referenced above, these workshops have included MFRS staff from across the Service.
25. The workshops provided the platform to co-ordinate and capture corporate knowledge and lessons learned from across the UKFRS sector to inform the design and development of the operational training zones.
26. The information obtained during each of the thematic workshops was used by the architect to inform the site design and the cornerstone of how the RIBA Stage 2 plans were derived.
27. The training zones will be fully immersive enabling our firefighters to enhance their skills against foreseeable risk in realistic conditions. The zones are designed to be multi-functional and are able to be adapted in order to provide a wider range of incident types in line with MFRS's Standard Operating Procedures (SOP's) and build the desperately needed capacity that the old site could not offer, which will further enhance MFRS's commercial market appeal.
28. The site at Long Lane, Aintree will act as an enabler in supporting a cultural shift in how we train our people. The site will provide the necessary infrastructure and facilities for the Authority to achieve its vision of being the best fire and rescue service in the UK. The site will become a beacon of excellence for the Service and for our communities.

Equality and Diversity Implications

29. A full Equality Impact Assessment has been completed. This will continue to be reviewed and revised as the project progresses. All associated Equality, Diversity and Inclusion considerations will be completed through the corporate management of the project. The MFRA Equality, Diversity and Inclusion and Engagement and Consultation Managers/Officers are already integral to the project management structure ensuring close liaison is maintained throughout the project.
30. The Project Manager has engaged extensively with the staff networks, most significantly via the Chairs and Vice Chairs meeting, this has been ongoing since the inception of the project.

Staff Implications

31. The provision of sector leading facilities at the new TDA site with an infrastructure fit to meet the ambitions of MFRS will exponentially improve the working conditions and training provision for MFRS personnel.
32. There has been a detailed consultation and communication process delivered by MFRS in line with Service Instruction 0881 (Consultation and Engagement Framework).

33. The Consultation and Communication Sub-Group will continue to engage with staff in order to positively influence the project.

Legal Implications

34. The Authority has exchanged contracts for the land identified for the proposed superstation and new TDA although the sale is conditional as to the terms of the contract and the Authority achieving certain conditions.
35. A formal planning application will be submitted to Liverpool City Council in December 2021, it is envisaged this will be a 13-week process followed by 6-week period for any possible judicial review.

Financial Implications & Value for Money

36. The new TDA / station merger project budget was estimated to be £25.251m based on a high level estimated cost plan presented at the Authority Budget strategy day in January 2021. The project also assumed a £3m contribution from NWAS.
37. The estimated costs will be subject to change until the scope / ground conditions and planning conditions are fully confirmed. The current estimated cost plan has increased and is now estimated to be between £28m to £29m, and officers have secured a £1.7m contribution from the HO.
38. Although final costings will not be known until May 2022, the February 2022 Budget Authority will receive the latest estimated costing for consideration and approval in order to determine the affordability of the scheme as part of the proposed 2022/23 budget and financial plan.
39. The project team will continue to challenge this high level cost plan throughout the design process and will present a detailed cost plan for final approval in May 2022.

Risk Management, Health & Safety, and Environmental Implications

40. A risk register has been developed to manage and mitigate associated risks. The register is reviewed regularly at the Project Board. The Chair/Vice Chair of the Project Board escalate risks by exception to the project's Executive Group led by the Deputy Chief Fire Officer.
41. Site investigations are currently being undertaken on the Long Lane site to assess the potential impact on the building costs due of any environmental hazards. These will be fully considered and costed within the cost plan.
42. All health and safety implications of the design of the new TDA and station will be fully assessed and mitigated by the Main contractor.

43. Any new building will be designed and built to achieve a BREEAM 'very good' rating as the minimum.
44. The MFRS's clean kit principle as outlined in the Health Safety and Welfare Committee – Joint Statement (see Appendix 'E') has been a key element in the design of the site.
45. The MFRS's Health and Safety Manager is a key member of the Project Board and has and will continue to provide technical advice and support in relation to the mitigation of contaminants and firefighter safety.
46. As with any new build there will always be training implications. With the creation of a new Training and Development Academy this will require significant training and familiarisation requirements for members of staff who will be based at the new site to be able to operate the site safely and effectively.
47. It is proposed that further workshops are held with staff and construction partners to compile a comprehensive list of training implications and operating procedures prior to any hand over of the new site to MFRS.
48. Ultimately the new station and TDA will significantly enhance the training and associated capabilities across Merseyside Fire & Rescue Service. The National Resilience Centre of Excellence will enhance training and deployment across the UK.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: Here to serve, Here to protect, Here to keep you safe.

49. The capital scheme at Long Lane, Aintree is an integral component of the IRMP 2021-24. The building of a new Training and Development Academy, National Resilience Centre of Excellence and Search and Rescue Super-Station is intrinsic to our vision.
50. The scheme will significantly improve the locality and this will be demonstrable through a Team Liverpool / Centre for Local Economic Strategies (CLES) case study.

BACKGROUND PAPERS

CFO/009/21	DRAFT IRMP 2021-24 (25/02/21)
CFO/039/21	INTERGRATE RISK MANAGEMENT PLAN 2021-24 POST CONSULTATION REPORT (30/06/21)
CFO/040/21	STATION 18 & 19 MERGER LONG LANE SITE (30/06/2021)
CFO/045/21	APPOINTMENT OF MAIN CONTRACTOR FOR NEW TDA PRE CONSTRUCTION WORKS (29/07/2021)
CFO/058/21	OUTCOMES FROM CONSULTATION OF CROXTETH AND AINTREE FIRE STATIONS (11/11/21)

GLOSSARY OF TERMS

IRMP Integrated Risk Management Plan

TDA Training & Development Academy

MFRS Merseyside Fire & Rescue Service

MFRA Merseyside Fire & Rescue Authority

NSRA National Security Risk Assessment

CRR Community Risk Register

MTA Marauding Terrorist Attack

BA Breathing Apparatus

RIBA Royal Institute of British Architects

SOP's Standard Operating Procedures

EIA Equality Impact Assessment

ED&I Equality Diversity & Inclusion

NWAS North West Ambulance Service

BREEAM Building Research Establishment's Environmental Assessment Method

CLES Centre for Local Economic Strategies

INTEGRATED RISK MANAGEMENT PLAN 2021-2024



**SAFER, STRONGER COMMUNITIES,
SAFE, EFFECTIVE FIREFIGHTERS**



**MERSEYSIDE
FIRE & RESCUE
SERVICE**

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If you require this document in an alternative format, please contact us by emailing diversityteam@merseyfire.gov.uk or calling 0151 296 4422. Further details on alternative formats can be found on page 70.

FOREWORD

Welcome to our 2021/24 Integrated Risk Management Plan. We find ourselves writing this Plan during what must be the most challenging twelve months that many of us have lived through, with the impact of the pandemic still being felt, but the promise of hope on the horizon.



Like all organisations, the pandemic has resulted in many changes for Merseyside Fire and Rescue Authority including an increase in agile working and the use of IT, changes in the way we work to ensure we can still deliver our emergency response and other services and work to make all our buildings Covid-secure.

Some of this has been challenging, but there have also been a lot of positives to take away from the last year, particularly how we have responded to the pandemic. Our excellent emergency response has not been affected; at times it improved and many incident types have reduced. Our Prevention and Protection staff have continued to provide support and advice to vulnerable residents and to building owners, and we have taken action when we need to, to keep people safe.

Our amazing staff have also stepped up to help partner organisations when they needed it most, including delivering food, medical supplies

and prescriptions, supporting mass testing and vaccination and working with all Merseyside Local Resilience Forum partner organisations to help Merseyside communities deal with the impact of the pandemic.

In addition, Merseyside Fire and Rescue Service led the pandemic response for the whole of the UK fire and rescue service, helping to make a difference all over the country. A national fire and rescue service Covid-19 inspection was strewn with examples of notable practice, which demonstrated that our response to the pandemic has been efficient and effective for Merseyside communities and that we took good care of our staff.

It is no wonder then that our most recent staff survey, held in November and December 2020, showed that 88% of our staff are engaged with the organisation, support what we are doing and feel valued. This is an excellent result and we couldn't be prouder of what our staff have done and continue to do every day.

But we won't stop there. We will continue to work to make sure that our organisational culture is welcoming to people from all backgrounds and everyone feels that they belong and we will continue to support our communities during the pandemic and beyond, including increasing our support for the Ambulance Service, whilst continuing to improve, our own front line services over the three years of this Plan.

You will read that our plans once again include an increase in our front line response, to our knowledge this is not mirrored anywhere else in the country. The specialisms and capabilities of our staff and the equipment we provide will be enhanced to meet all the known and emergent risks on Merseyside.

We intend to build a new state of the art Training and Development Academy which will allow us to expand and increase our training, with the potential to become a centre of excellence for national training. As part of that project, we also want to create a new super-station to replace two fire stations that are reaching the end of their useful life, whilst securing an improvement in our response times.

We plan to increase our ability to inspect high risk buildings and assist building owners and occupiers to comply with fire safety law by recruiting more fire safety inspectors and we will broaden our fire prevention activity to include providing free home fire safety checks for vulnerable people living in more deprived areas as well as continuing with our focus on older Merseyside residents.

We will do this and more against the back drop of the continuing pandemic and its legacy, the impact of the UK leaving the EU, the second national fire and rescue service inspection and ongoing government funding challenges. We believe that we can make all our proposed changes within our planned *budgets by continuing the work we started in our IRMP Supplement 2019/21 and doing things differently, including using a range of ways of staffing fire stations and fire engines flexibly to meet demand and risk.

We hope that you enjoy reading this plan.



Phil Garrigan
Chief Fire Officer



Cllr Les Byrom
Chair of the
Fire Authority

** More details in our Medium Term Financial Plan You can view our MTFP in Agenda Item 6 of the 25th February 2021 [Budget Authority Meeting here.](#)*



INTRODUCTION & BACKGROUND

All fire and rescue services have duties and responsibilities that are set out in legal documents. These include:

The Fire and Rescue Services Act 2004 which explains how we:

- Respond to fires and other emergencies
- Prevent fires and other emergencies (home and community safety)
- Protect (commercial and public building)
- Educate and inform the public

The Civil Contingencies Act 2004 which explains how we:

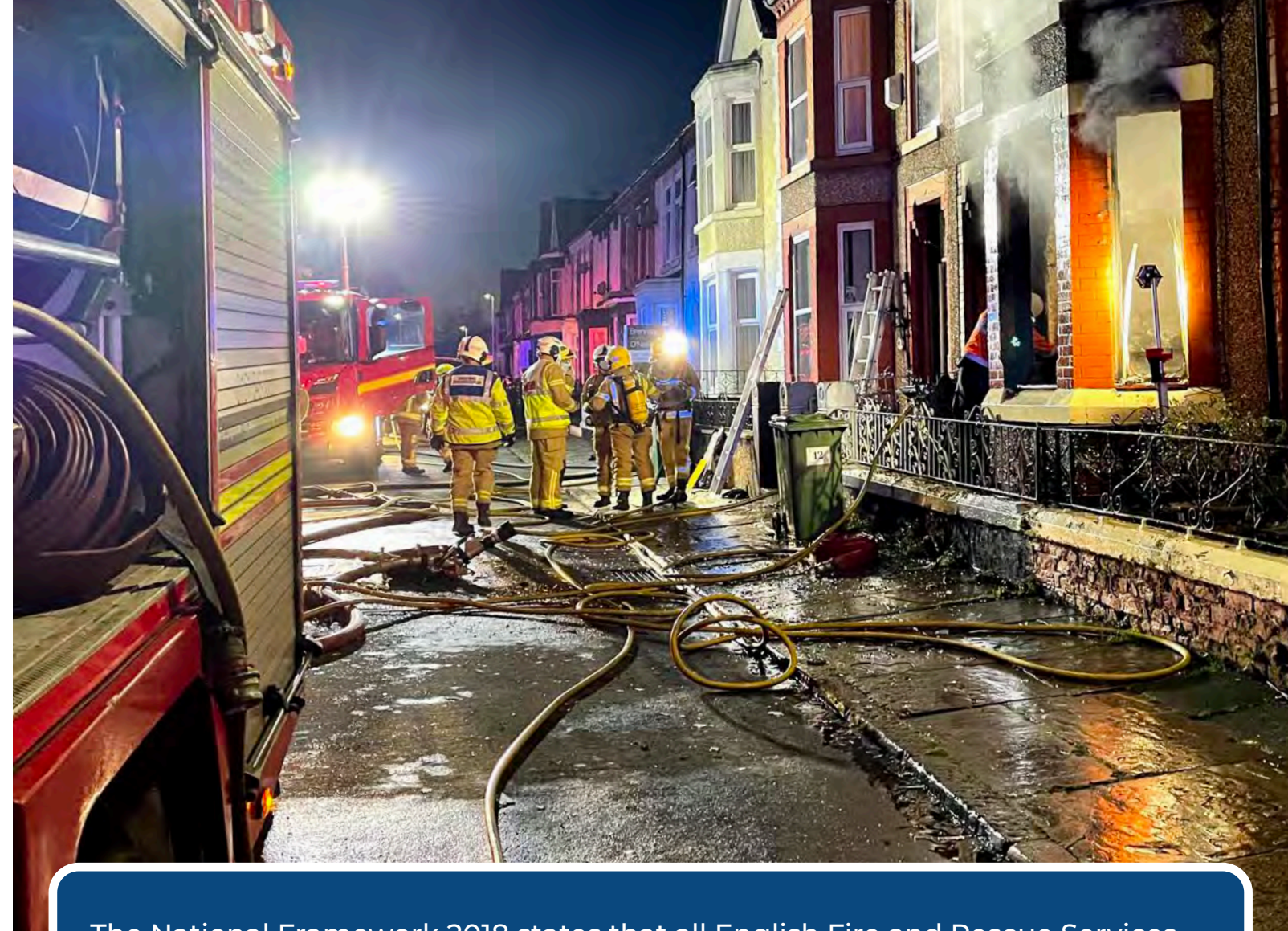
- Work with other agencies to deal with emergencies

Fire Safety Order 2005 which explains how we:

- Promote fire safety in places such as offices, factories, shops, public buildings and high rise buildings

The National Framework 2018 which explains how we:

- Identify and assess risk in Merseyside
- Prevent fire and other emergencies and protect buildings and people
- Respond to emergency incidents
- Collaborate with other organisations
- Put in place business continuity arrangements so we can deliver our services even when faced with an emergency like the pandemic
- Provide National Resilience when major incidents happen anywhere in the country



The National Framework 2018 states that all English Fire and Rescue Services have to produce an Integrated Risk Management Plan. Our Plan must:

- Consider what types of fire and rescue related risks could affect Merseyside
- Show how we will work to prevent fires and other types of emergencies and explain how we will respond to incidents that do happen to reduce the impact on Merseyside communities. We will also work with other organisations to do that
- Explain how we will use our firefighters, fire engines, other employees and equipment to reduce risk and respond to emergencies
- Explain how we will ensure we comply with and enforce the law that sets out how businesses and organisation manage fire safety in their buildings
- Last for at least three years and be updated as often as is needed to reassure you that we are still doing what we need to do
- Show that we have listened to the public and other people and organisations that have an interest in what we do as we write our plan. Our listening includes trade unions and staff associations.
- Be easy for people to access and be available to everyone.



OUR STORY

There is nothing more tragic to us than loss of life so we will do everything we can to prevent this happening.

Saving lives and keeping our Firefighters safe matters to us.

We are a team of diverse people undertaking different roles but working together to achieve outstanding impact.

We are part of our community - it's where we are from, it's where we have brought up our families. We reflect our area - looking after each other and showing kindness.

Our teams continue to shape our story putting our community at the heart of everything we do.

We have a long and proud history of being bold - a mindset of let's try it- let's do it.

For Merseyside Fire & Rescue Service, good enough is never good enough.

We are our community and we know the part we can play - **our place, our culture and our people** are what make us great.



WE ARE MERSEYSIDE
FIRE & RESCUE SERVICE

OUR VISION

To be the best Fire & Rescue Service in the UK.
One team, putting its communities first.

OUR PURPOSE

Here to serve. Here to protect. Here to keep you safe.

OUR AIMS

Protect	Prevent	Prepare	Respond
We protect people from harm, provide advice, guidance and when absolutely necessary use enforcement to keep the public and our firefighters safe.	We are there for you. We are a visible presence that provides reassurance, support and advice. Alongside our partners, we protect the most vulnerable and reduce inequalities.	We will always be the best that we can be by having highly skilled and trained people who plan for every risk and keep our teams safe and effective.	We will be there when you need us most, pulling out all the stops to save lives. Whether we are taking 999 calls, or attending incidents, we keep our communities safe.

OUR SERVICE

We are bold	We are professional	We are safe	We are built to help	We are positive	We are relentless
Embracing new ideas to build on the confidence and trust the community place in us.	Always giving our best to be the best we can be.	Protecting lives and keeping our firefighters safe.	Looking after people and looking after each other.	Recognising how far we have come and being positive about the future.	Overcoming barriers to help people feel safe.

OUR VALUES

We serve with Courage	We serve with Integrity	We serve with Compassion
<ul style="list-style-type: none">• By never settling for the status quo• By being decisive and calm under pressure• By having determination to see things through• By being prepared to fail• By celebrating diversity and being open to new opportunities and challenges• By setting high standards and not being embarrassed for doing so• By challenging ourselves to be better	<ul style="list-style-type: none">• By doing the right thing even when it is hard or no one is looking• By leading by example• By standing up for what matters• By being open, honest and fair• By making decisions based on facts• By explaining the why• By being consistent• By always doing what we say we are going to do	<ul style="list-style-type: none">• By acting with empathy and kindness• By actively listening - hearing what is being said• By going the extra mile to help• By looking after and supporting each other, noticing what is going on for people• By recognising each other's contribution• By creating a sense of belonging• By embracing and understanding difference

CORE CODE OF ETHICS AND GUIDANCE

Since we wrote our draft IRMP, the Core Code of Ethics and Guidance for Fire and Rescue Services (England) has been published. This has been designed to help employees of the Fire and Rescue Service (FRS) act in the best way towards each other and while serving the public and we will be making arrangements to include its principles (below) into our policies and procedures.

- **Putting our communities first** – we put the interest of the public, the community and service users first
- **Integrity** – we act with integrity including being open, honest and consistent in everything we do
- **Dignity and respect** - making decisions objectively based on evidence, without discrimination or bias
- **Leadership** – we are all positive role models, always demonstrating flexibility and resilient leadership. We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards
- **Equality, diversity, and inclusion (EDI)** – We continually recognise and promote the value of EDI both within the FRSs and the wider communities in which we serve. We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations, and celebrate difference



ABOUT MERSEYSIDE

Merseyside is an area in the north west of England, on both sides of the mouth of the river Mersey and includes the metropolitan districts of Knowsley, Liverpool, Sefton, St Helens and Wirral.

Merseyside spans 249 square miles (645 km²) of land containing a mix of built up urban areas, suburbs, semi-rural and countryside locations, but most of the land use is urban. It has a central business district at the heart of Liverpool city centre, though each of Merseyside's metropolitan districts has at least one major town centre and outlying suburbs.

Mid 2019 population figures show that Merseyside has a population 1,429,910. Since the 2011 census, the population of Merseyside has grown by 3.5% with each metropolitan district showing overall increases.

Digging deeper into the population of Merseyside, we see:

- Slightly more females than males in Merseyside (51.1% female against 48.9% male)
- More people above the age of 65 (19%) than children aged 15 and below (18.1%). These percentages are higher than north west averages
- Based on the 2011 Census, of the total population of over 65s in Merseyside 98.4% are classed as White and 1.6% Black and Minority Ethnic

Merseyside is one of the most deprived areas in England*, with Knowsley being the 3rd most deprived local authority in England and Liverpool being 4th. But there are better off areas, for example in West Wirral and North Sefton, but large areas of Merseyside fall within the highest ratings of social deprivation, which has the side effects of high levels of poverty, social exclusion and crime.

* Index of Multiple Deprivation (IMD) 2019.



SEFTON

Population: 276,410

Land Area: 216 sq km

Homes: 125,082

Roads: 614.4 miles

Ranked 89 out of 317 local authority areas in the IMD 2019.



WIRRAL

Population: 324,011

Land Area: 220 sq km

Homes: 146,155

Roads: 756.6 miles

Ranked 77 out of 317 local authority areas in the IMD 2019.

KNOWSLEY

Population: 150,862

Land Area: 86 sq km

Homes: 66,027

Roads: 368.5 miles

Ranked 3 out of 317 local authority areas in the IMD 2019.



ST HELENS
BOROUGH COUNCIL

ST HELENS

Population: 180,585

Land Area: 136 sq km

Homes: 81,261

Roads: 460 miles

Ranked 40 out of 317 local authority areas in the IMD 2019.



Liverpool
City Council

LIVERPOOL

Population: 498,042

Land Area: 162 sq km

Homes: 212,446

Roads: 894.6 miles

Ranked 4 out of 317 local authority areas in the IMD 2019.

PREPARING OUR PLANS

When writing our Integrated Risk Management Plan our approach is broken down into three themes that all make a difference to the safety of **people, buildings and places** in Merseyside:

RISK - We identify people, buildings and places where there is a likelihood of an emergency incident happening that would have a potentially serious effect on our communities. For example, we work with the people responsible for buildings and locations to help to reduce that risk and we plan and review how we would deal with an emergency if it did occur.

DEMAND – We use information about incidents that have happened in the past and analyse how we have responded to them, to better understand what happened and how efficient and effective we have been. For example, this enables us to plan to respond effectively and efficiently to similar emergencies that occur in the future.

VULNERABILITY – We use information that we and other organisations collect to identify the types of people who would be most likely to have a fire or other emergency and who would be most likely to suffer harm. This could be because of personal characteristics such as age or illness, or something that might be related to where people live, work or visit such as high levels of deprivation. For example, we use this information to provide services, on our own and with others, to prevent and respond to fires and other emergencies.

Vulnerability can be anywhere on Merseyside so we need resources available everywhere but vulnerability is worse in areas of deprivation of which Merseyside have some of the highest levels.



RESOURCES – Like all organisations, MFRA has a set budget to spend on our staff (including our firefighters), our equipment and our services; we receive our money from grants from central government and Council Tax payments. When deciding how to tackle Risk, Demand and Vulnerability we also have to think about how we spend our budget to make sure we have the most positive impact on our communities.

CONSULTATION AND ENGAGEMENT – We speak and listen to the public about our plans before we write our IRMP, and we do this again before we publish the final Plan. We also consult our staff and other organisations that we work with and that have an interest in the services we deliver, such as Councils and the Police.

Listening to the people involved in our consultation and engagement events helps us understand what you expect of us. This has helped us decide which proposals to include in the following Plan. These proposals explain what we believe are the best ways to spend our budget to deal with the Risk, Demand and Vulnerability in Merseyside in the most efficient and effective way.

You will find more information about Risk, Demand and Vulnerability in Appendix 1.



RISK, DEMAND & VULNERABILITY

RISKS IN MERSEYSIDE

During preparation for the IRMP 2021-24 extensive work was completed around the National Security Risk Register and the Community Risk Register created by the Local Resilience Forum <https://www.merseysideprepared.org.uk/>

Through this work we have identified six high impact incident types that we should focus on in Merseyside:

- Terrorist Related Incidents
- Wildfire
- Fires in large buildings
- Marine Incidents
- Flooding
- Fires at recycling and waste processing plants

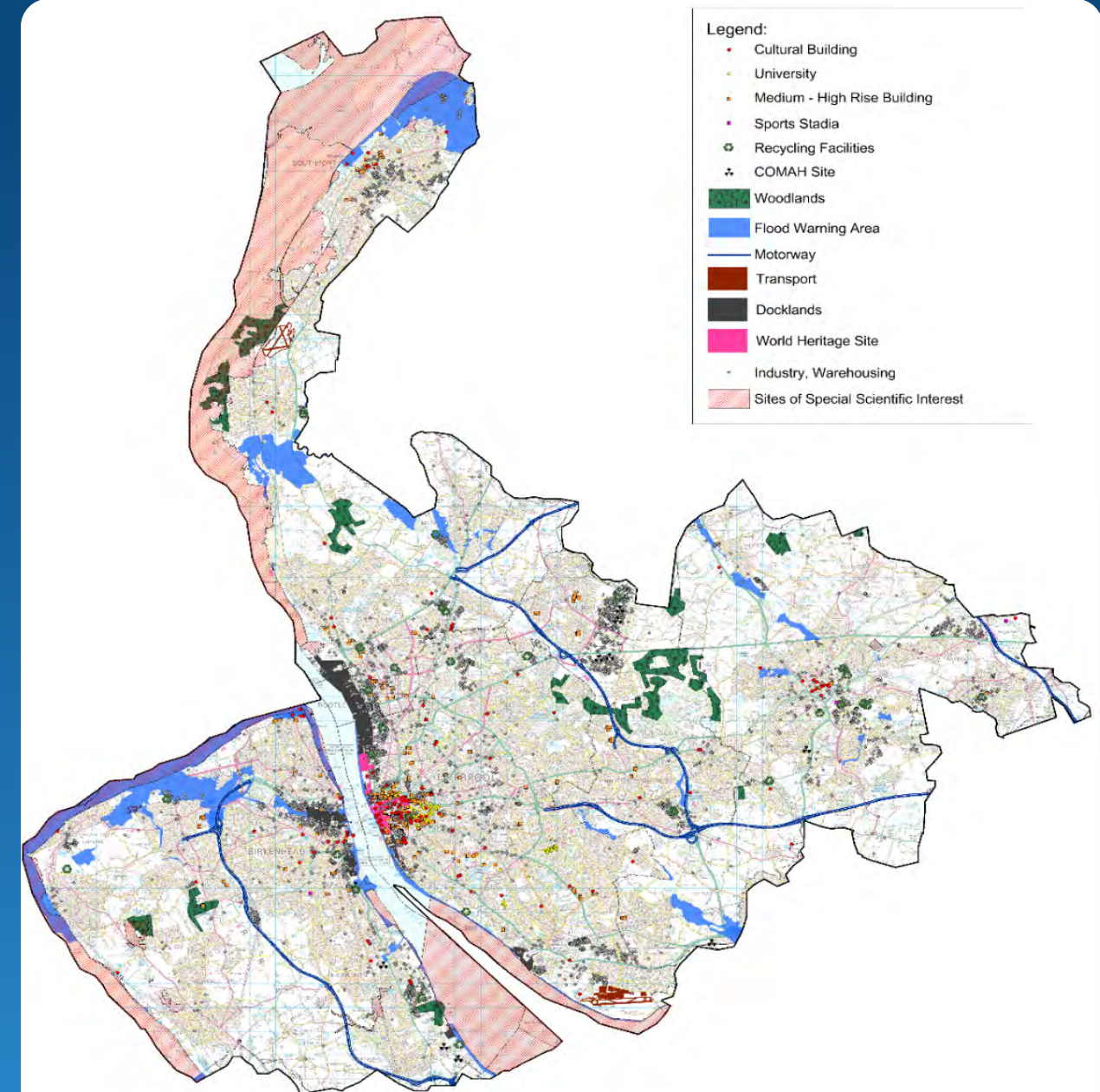
These are the six high impact areas (identified using the NSRA and local community risk register) that we have established because of the impact they can have on the community and on our Service. They tend to occur less often, but take a large amount of firefighters and equipment to deal with them when they do happen, so we must be prepared for that.

This does not mean they are the only risks we are prepared for as there are many other types of incidents that we plan for and respond to. These include air, road, rail, tunnels and heritage sites. Many types of incidents such as road traffic collisions and house fires are sadly much more common and part of our day to day work, even though we also work hard to reduce these.

These risks are factored in to our wider training and exercise programme. Other sections of the IRMP, including those about Vulnerability, Demand and Response provide more information about our plans for those types of incident.

Plotting these risks on a map of the Merseyside region allows us to identify where our risks are and place our resources to meet these risks, as illustrated in the map on page 19.

MAP IDENTIFYING POTENTIAL RISKS IN MERSEYSIDE



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There are areas on this map which are important to the infrastructure of Merseyside supporting the prosperity and heritage of the area. This includes some of our buildings, museums and galleries. We recognise the importance of our role in preserving these precious and valuable assets and what a loss they would be to the Liverpool City Region should an incident occur.

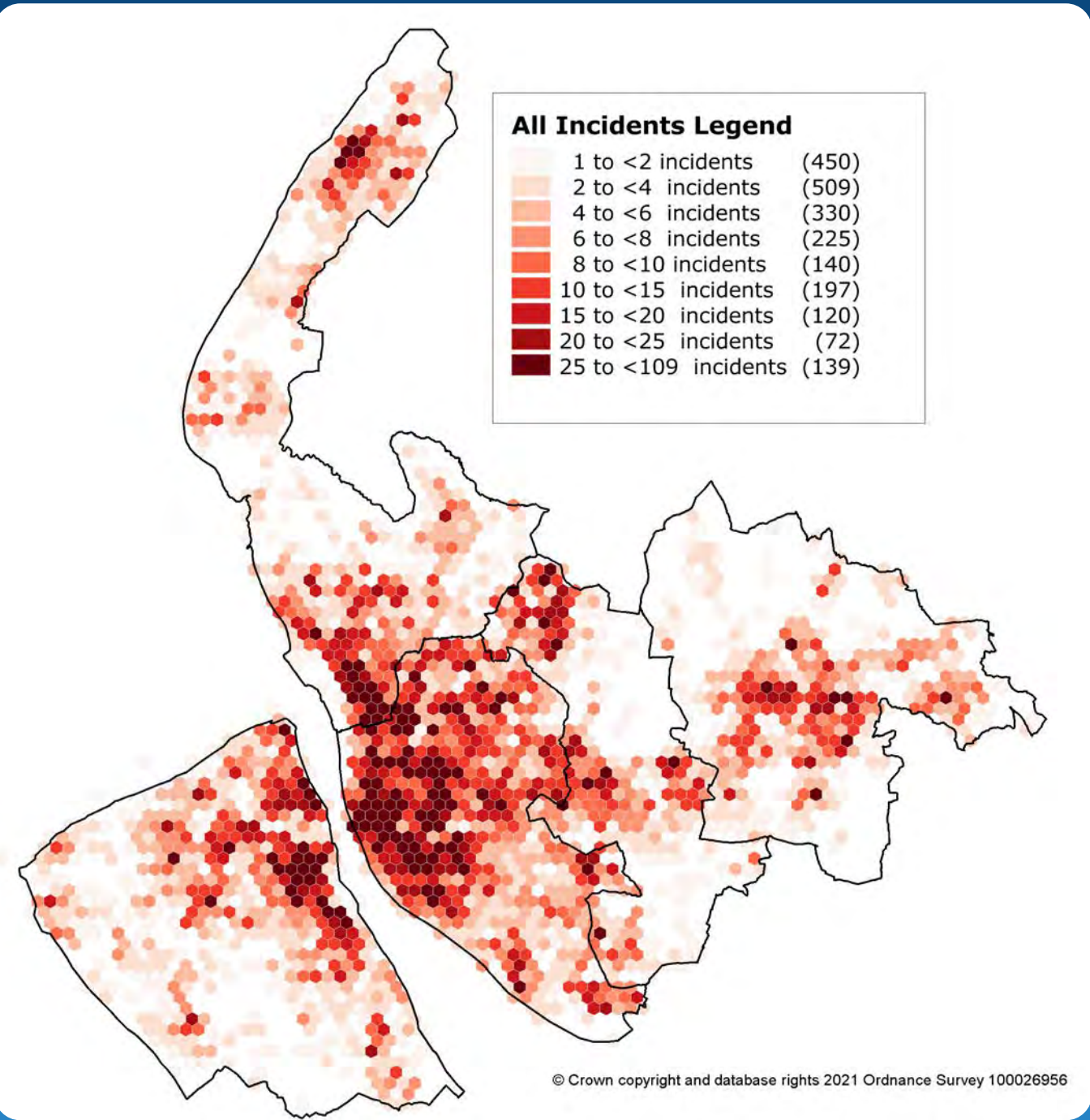
To ensure we can respond appropriately to these risks, we gather site specific risk information and develop operational plans for these places, in addition to holding large scale exercises with partner agencies to test our plans. This ensures we have the right people, with the right equipment in the right place, at the right time.

DEMAND FOR OUR SERVICES

Knowing where emergency incidents happen helps us plan where we base our fire stations, fire engines (and other specialist equipment) and people.

The map below shows all incidents in 2020 and it shows that incidents aren't evenly spread across Merseyside:

MAP SHOWING NUMBERS OF ALL INCIDENTS IN 2020

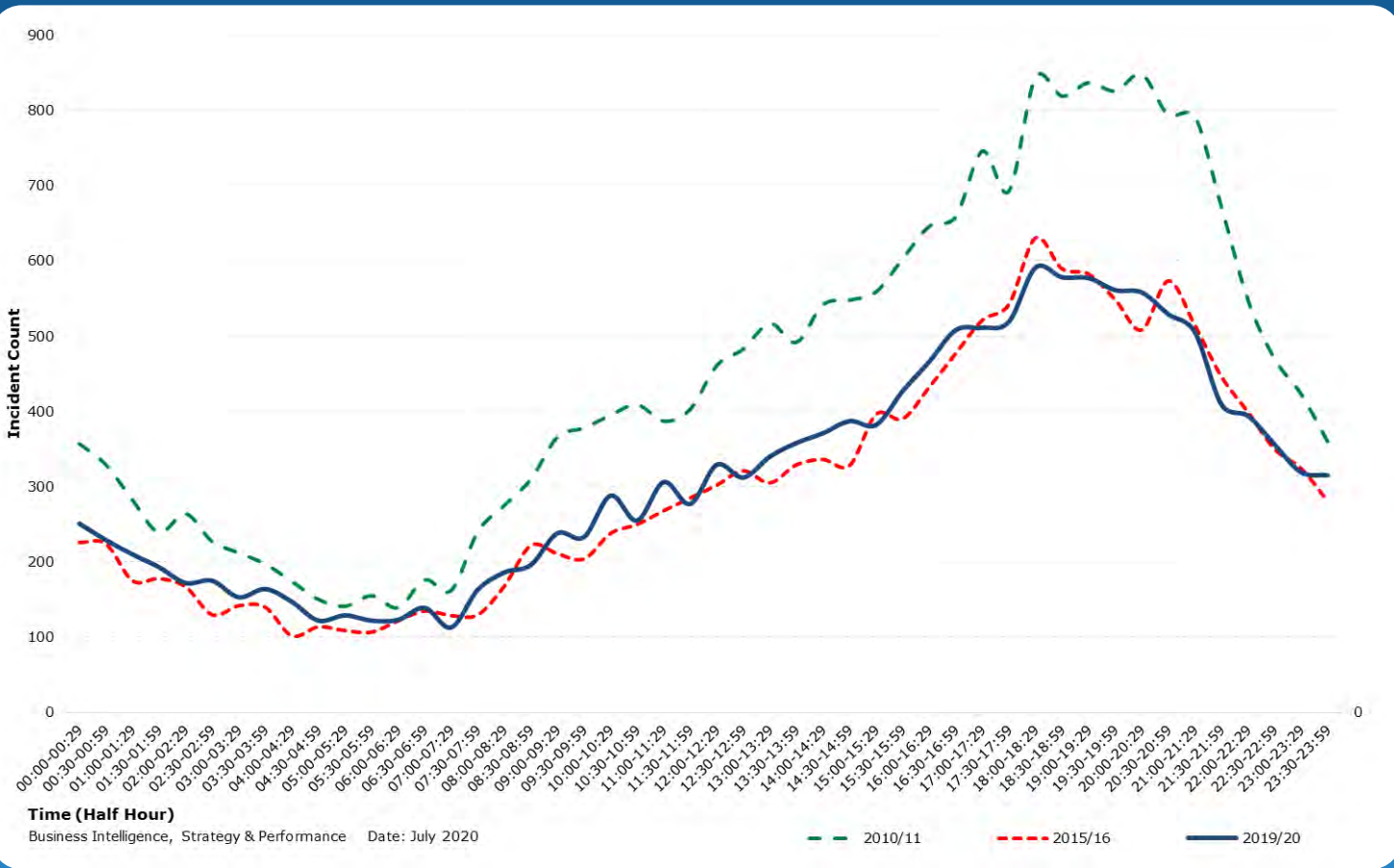


We also know that demand fluctuates between the day and night, crews are twice as busy during the day than at night. Using this knowledge, we ensure we have our fire engines, in the right place at the right time to respond.

ALL INCIDENTS: 01/04/2015 - 31/03/2020

	Day	Night
Count	48,879	28,409
Proportion	63.24%	36.76%

INCIDENTS BY HALF HOUR DURING 2010/11, 2015/16 AND 2019/20



VULNERABILITY IN MERSEYSIDE

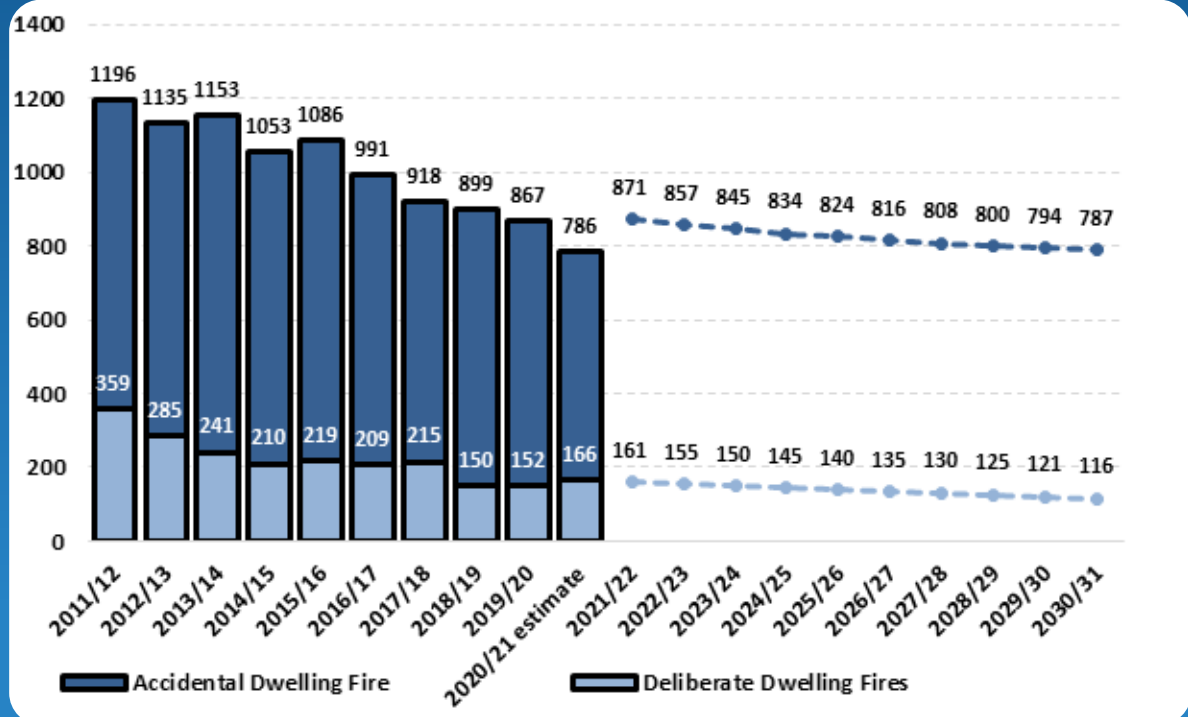
We also need to know where vulnerable people live to help us plan how to deliver our services to help prevent fires and other emergencies. We receive information about people aged over 65 from the NHS that we use to target our prevention services at this most vulnerable group of people and we work with other partner agencies too to help their vulnerable clients.

The graphs below show the success of our Prevention activities showing how the number of both deliberate and accidental dwelling fires have fallen and are projected to fall in the future. We also use this information to help us plan for the future.

ACCIDENTAL DWELLING FIRES AND FATALITIES - 10 YEARS

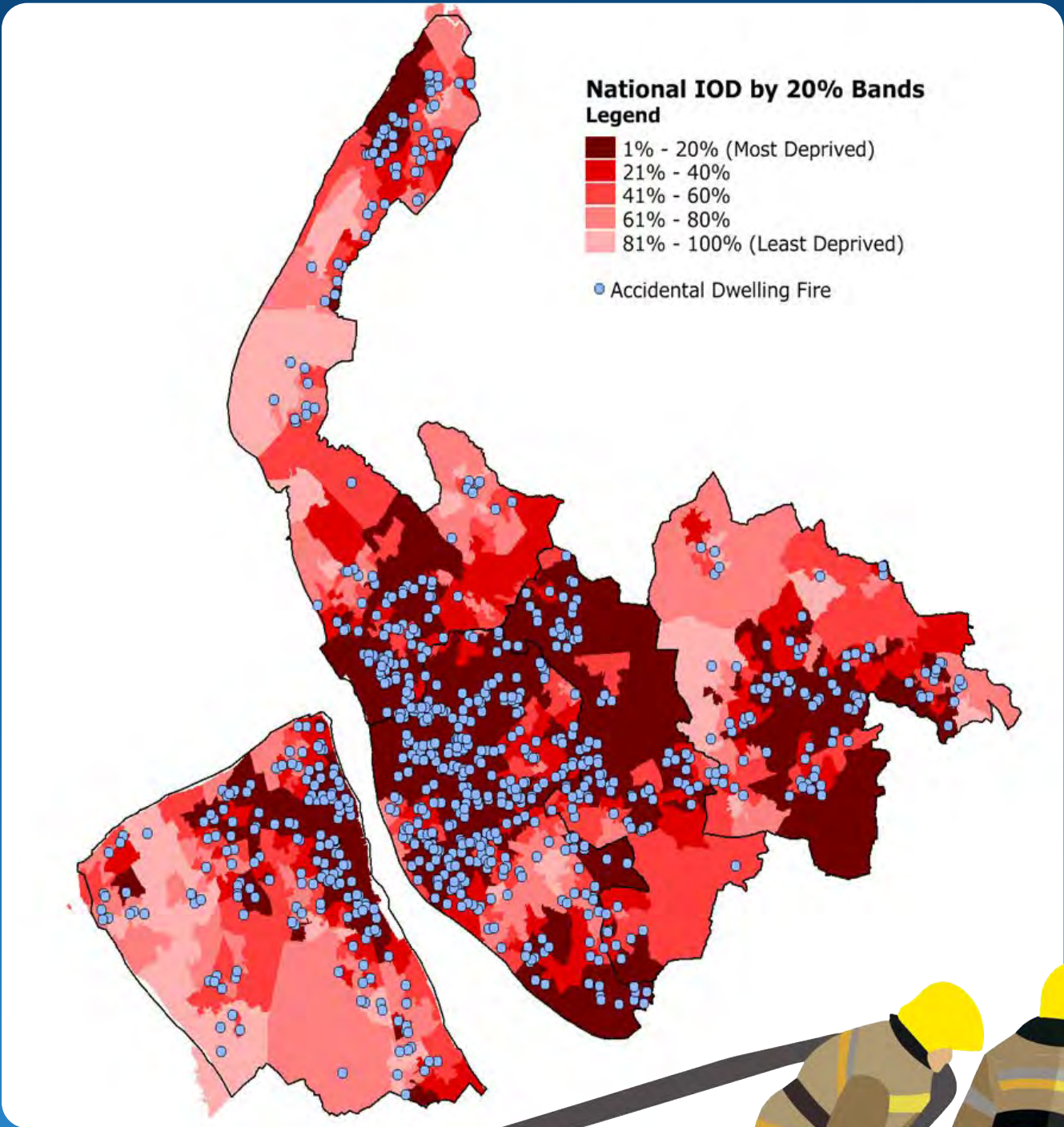


DWELLING FIRE INCIDENTS ATTENDED AND PROJECTED



We also map deprivation and consider how deprivation and fires are connected.

ACCIDENTAL DWELLING FIRES IN RELATION TO DEPRIVATION



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ABOUT US

HOW DO WE INTEGRATE OUR RESPONSE TO BEST SERVE THE PUBLIC?

Around 1,000 people are employed by Merseyside Fire and Rescue Authority at 22 Community Fire Stations, a Marine Rescue station, our Training and Development Academy, Headquarters, Fire Control and vehicle workshops.

Merseyside Fire & Rescue Authority provides the highest level of response to fires and other emergencies, as well as offering a range of services to reduce and respond to risk in our communities. In the past we have had

to deal with budget cuts and they challenged our ability to continue to provide services to the community, but more recently we have been able to increase our fire engines and firefighters by using the money we have differently.

Further details of our budget settlement and financial plans can be found on Page 43.

More information about how Merseyside Fire & Rescue Service works is outlined on the following pages.



OPERATIONAL PREPAREDNESS

The Operational Preparedness directorate considers all the foreseeable fire and rescue related risks that could affect our communities, whether they are local, national or international; from fires to terrorist attacks. Operational Preparedness staff work alongside partners, such as local councils, the NHS, the Police and the Ambulance Service.

These organisations make up the Local Resilience Forum which produces the Community Risk Register; this includes our plans to prevent and reduce the impact of risks that affect Merseyside. This means that our firefighters are prepared for and can respond effectively and efficiently to any emergency.

Operational Preparedness organises our business continuity arrangements (which we must have under the Civil Contingencies Act 2004). The business continuity plan shows how we would deliver our services (plus how we will deliver our National Resilience duties) when something unexpected happens. These plans have been extremely well tested through the COVID-19 Pandemic.



Operational Planning and Intelligence teams work with the Local Resilience Forum on major events such as the Grand National.

Our Equipment and Stores teams research and review fire engines and equipment and follow developments in new fire kit and uniform to keep firefighters safe.

The department also looks after National Resilience assets which are appliances, equipment and specialist vehicles that are based on some of our fire stations. National Resilience assets are provided by the Government for use all over the UK if an unusual or large scale incident occurs (such as widespread flooding).

Our Search and Rescue Team (including international search and rescue), the Marine Rescue Unit and Merseyside Fire and Rescue Control (which also provides National Resilience control services) are also managed by this directorate.

Fire Control are responsible for receiving 999 and other emergency calls and sending the right fire engines and officers to emergency incidents. Fire Control staff know where all fire engines, officers and specialist appliances are across Merseyside and whether they are available to attend an emergency. Our Fire Control also co-ordinates National Resilience assets for the whole of the UK. We have recently successfully recruited eight new fire control staff to enhance the resilience of our Fire Control team.

Operational Preparedness provide firefighters and officers with training and information so they can deal with all emergency incidents safely and effectively. We also run our own Training and Development Academy to help us do this.

We also have a duty to collaborate with other emergency services (Policing and Crime Act 2017) and we do this through our Blue Light Collaboration team who work with our blue light partners to improve efficiency and effectiveness.

The Operational Preparedness department also includes our Transport and Workshops teams who manage and maintain the fire engines and all other MFRA cars and vans and our Estates team who manage all our buildings.





OPERATIONAL RESPONSE

The Operational Response Directorate is responsible for the frontline emergency response to fires and other emergencies. It is made up of three areas: Service Delivery, Health and Safety and Operational Assurance. The directorate supports and protect the safety of firefighters when training or at incidents, improves how we respond to incidents and makes sure that standards of performance are met.

Our 23 fire stations (22 Fire Stations and the Marine Rescue Unit) are strategically placed across Merseyside and the stations are staffed using a variety of shift patterns (working arrangements) to make sure we can provide an effective and efficient response to any incident. The shift patterns range from Wholtime, LLAR (Low Level Activity and Risk), Day Crewing Whole Time Retained and Hybrid (more details can be found on the next page. There is more information about the different working arrangements in Our Response to Emergency Incidents over the page.

All stations are ready to respond, combining duty systems to protect the people of Merseyside 24 hours a day, seven days a week.

Each fire station is staffed by professional firefighters, trained to the highest standards in dealing with incidents, providing community fire safety advice and equipment, inspecting water supplies and gathering risk information. Firefighters complete a 14-week initial training course and then continually train, refresh and update skills throughout their career.

The Health and Safety (H&S) Department works to ensure the Health, Safety and Welfare of all employees and any members of the public that may be affected by what we do (in accordance with the Health & Safety at Work etc. Act 1974 and the Management of Health & Safety at Work Regulations 1999). The team also manages performance monitoring systems, carries out investigations following accidents and other events and supports all departments with risk assessments, technical advice and training.

The Operational Assurance Team (OAT), along with Senior Officers, are responsible for the monitoring of how we respond to incidents and how we follow agreed procedures and consider the health and safety of all our staff when responding to or dealing with fires and other emergencies. The team looks at how we can learn and improve following incidents attended and training. They will recommend training, equipment or changes that are needed to improve how we work and protect the safety of our staff and communities.

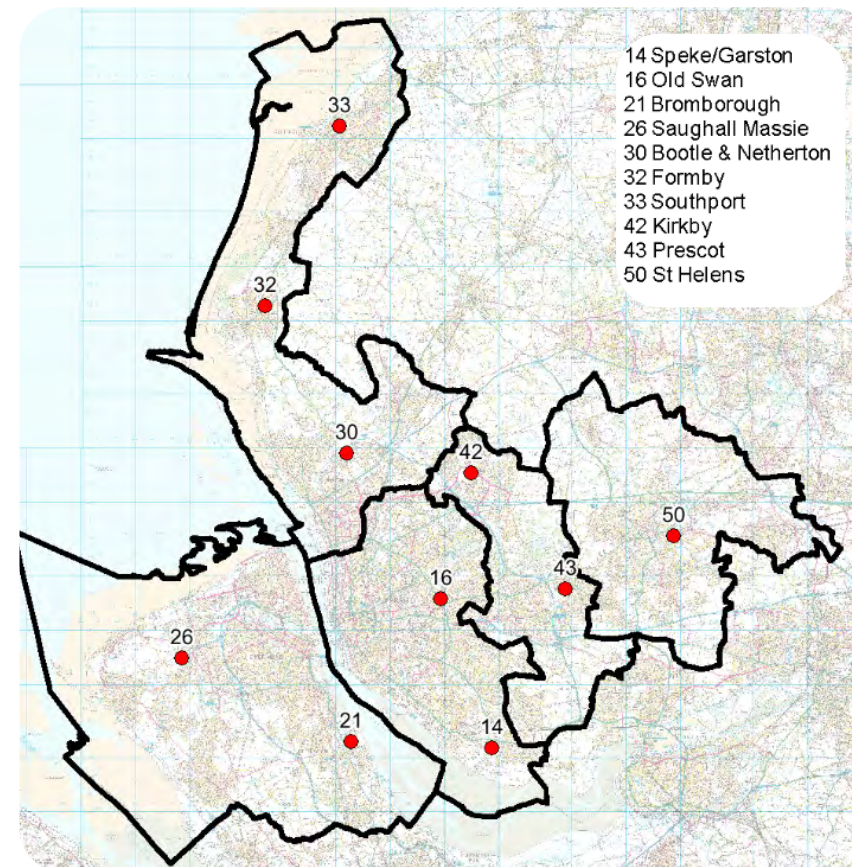
* Life risk incidents are all incident types where there is risk of death or serious injury

** Overall average performance for 2020/21 to December 2020

OUR RESPONSE TO EMERGENCY INCIDENTS

We plan to attend all life risk* incidents in Merseyside within 10 minutes 90% of the time. This is our Response Standard.

To achieve this we have 10 key fire stations (shown on the map below) which means that as long as we have a fire engine available at each one of the 10 key fire stations we can get to the majority of incidents in Merseyside within 10 minutes.



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It is not our target to get to life risk incidents in 10 minutes, this is a minimum standard. In reality our average attendance time is much quicker at 5 minutes 55 seconds** from a fire engine being alerted to an incident by Fire Control to it arriving at the incident. This is one of the fastest response times in the country.

To make sure we make the most efficient and effective response to all incidents we use a variety of staffing systems, detailed below.

WHOLETIME - crewed 24 hours a day, 7 days a week

LLAR (LOW LEVEL ACTIVITY AND RISK) – firefighters are available 1000-2200hrs on station, then available from accommodation on or near the station during the night

DAY CREWING WHOLE TIME RETAINED – firefighters are available 12 hrs a day on station then on a 30 minute recall to provide resilience on stations during busy periods

HYBRID - during the day 2 fire engines are available on station with a 3rd available on a 30 minute recall to duty (retained element) and at night 1 fire engine will be available on station with 2 available on a 30 minute recall (retained element) for resilience. This innovative system allows a flexible working approach for the staff that work within the system and allows the Fire and Rescue Authority to have more resources to call upon when needed at busy times or when we are dealing with a major incident.

Our emergency response fire engines are currently based all over Merseyside in the following way to meet the needs in different areas:



13 stations will remain crewed by wholetime firefighters 24 hours a day, 7 days a week: Southport, Bootle/Netherton, Kirkby, Prescott, St Helens, Old Swan, Saughall Massie, Bromborough, Croxteth, Birkenhead, Toxteth, Speke & Garston and Kirkdale.



6 stations will be day crewed with firefighters available on station for 12 hrs a day then on a 30 minute recall at night. This is for resilience purposes to provide cover on fire stations during busy periods: Crosby, Wallasey, Aintree, Kensington, Liverpool City and St Helens.



4 stations will continue to be crewed using the Low Level Activity and Risk (LLAR) staffing model. Firefighters are available from 1000-2200hrs on station then on recall from accommodation on or near station at night: Formby, Newton le Willows, Heswall and Belle Vale.



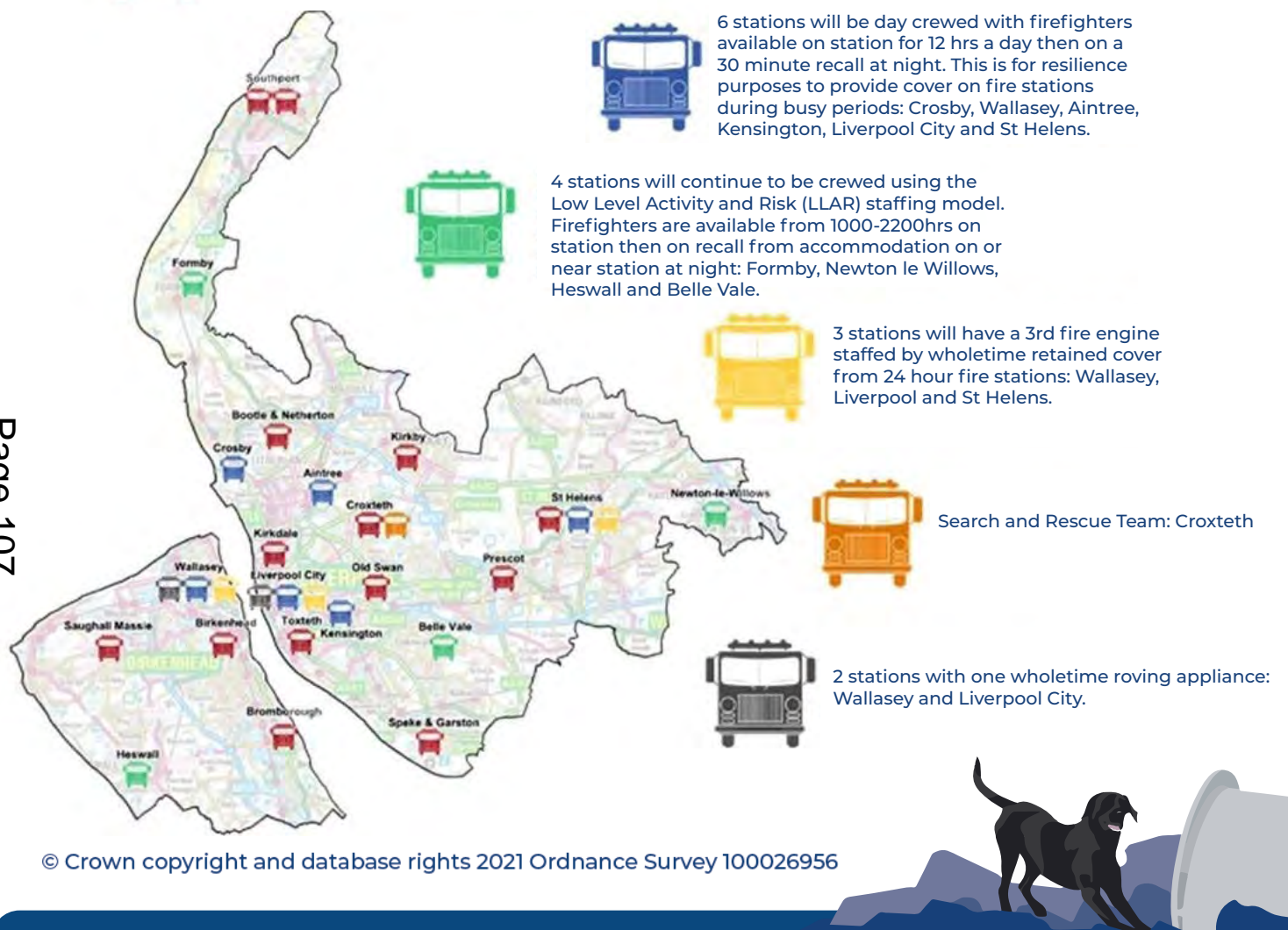
3 stations will have a 3rd fire engine staffed by wholetime retained cover from 24 hour fire stations: Wallasey, Liverpool and St Helens.



Search and Rescue Team: Croxteth



2 stations with one wholetime roving appliance: Wallasey and Liverpool City.



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LEAD AUTHORITY FOR NATIONAL RESILIENCE

Merseyside Fire & Rescue Authority (MFRA) is responsible for the coordination and management of National Resilience and works closely with the Home Office to do that. The Home Office provides additional funding for this.

National Resilience refers to arrangements that reduce the impact of national risks including large scale building collapses, major transport incidents, terrorist attacks, major floods and wildfires. The arrangements managed by MFRA include providing specialist people, vehicles and equipment that are based around the country to deal with these types of incidents.

The National Resilience Assurance Team (NRAT) are responsible for the day to day management of all areas of National Resilience. This team includes staff seconded to MFRA from fire and rescue services around the UK.

The team provides 24/7 specialist cover throughout the year in order to provide support, advice and expertise to anywhere that is experiencing a large scale incident.

MFRA also have responsibility for National Resilience Fire Control (NRFC) which works with NRAT in providing specialist assets to wherever they are required. MFRA also looks after National Resilience training; a programme of national courses that ensure staff working with National Resilience vehicles and equipment are well trained.

MFRA also manages the vehicles and equipment maintenance, making sure they are serviced and checked regularly and equipment is replaced/updated.

PREVENTION

Some of the most important services that we provide help prevent fires in people's homes. This includes a range of activities managed by our Prevention Function and delivered using two approaches; first is our Home Safety Strategy which includes our Home Fire Safety Check. Each year our fire crews carry out approx. 50,000 of these checks. We also provide around 10,000 Safe and Well visits which are carried out by our Prevention Advocates across Merseyside. The Safe and Well visit focuses on key aspects of health and in most cases connects people with partner agencies for further assessment as well as addressing fire safety concerns in the home.

Supporting the Home Safety Strategy, we have Community Safety Strategies that help us to reduce arson and other deliberate fires, improve road and water safety and set out how we work with young people. We work across Merseyside, mainly in the most challenging places.

Our strategies help us set clear expectations for all our prevention activity. They are based on a range



of information of local, regional and national data sources and we use a targeted risk based approach that prioritises people and communities that are most vulnerable. We also make sure that our services are connected to what our local councils, other partner organisations and other fire and rescue services are planning, to make sure we contribute to campaigns and make the best use of our own staff and resources to improve people's lives. Sharing our knowledge and understanding of risks in Merseyside and working in partnership with other organisations also increases our efficiency and effectiveness in the use of resources to help us improve safety for the communities of Merseyside.



PROTECTION (LEGISLATIVE FIRE SAFETY)

We have a legal duty to enforce the Fire Safety Order and promote fire safety in places such as offices, factories, shops, public buildings and high rise buildings. This helps us to reduce the impact of fire in our communities, keep our firefighters safe and protect our heritage and the environment. This helps reduce the number of fire related injuries, loss of life and cost to businesses and the community. We support business and communities to meet their legal fire safety duties.

We have used local and national information to help us identify over 65,000 places in Merseyside that need to comply with the Fire Safety Order. Over the life of this Plan our highly skilled and competent Fire Safety Inspectors will visit 7,500 very high and risk premises, including all of the High-Rise-Residential Buildings in Merseyside, and our firefighters will visit a further 6,336 low to medium risk premises.

During the period of this Plan we will be introducing a new Management Information System and mobile technology that will help us manage the work we need to do and be more efficient and effective.

As well as the Fire Safety Order, we are responsible for enforcing other laws related to fire safety. This includes the safe storage of explosives and petroleum-spirit to reduce the risk of fire and explosion. We do this under the Health and Safety at Work Act 1974. During the lifespan of this IRMP our Fire Safety Inspectors will visit



every registered petroleum storage site in Merseyside. We will also monitor and assess all applications for new Explosive Storage Licences as well as responding to complaints received relating to any of these sites.

Our Building Regulations Team work with local councils to ensure that buildings and the people who use them are protected from the effects of fire. The Building Regulations Team, including our Fire Engineer, respond to over 1000 consultations in a normal year. We will continue to respond to all applications within the specified period of 15 days.

Following the Grenfell Tower fire on June 14th, 2017, we have committed to inspect all High Rise Residential Buildings during the first 12 months of this Plan and to work with building owners to assess external wall systems and to take action to make safe unsuitable cladding. We will also be working with the new Building Safety

Regulator which will be created in 2021. The department has plans in place and has started making changes following the Grenfell Tower Inquiry Phase 1 report, and is preparing for the Phase 2 report which is due in late 2021.

Following the publication of the Grenfell Tower Fire Phase One Report in April 2020 The Government announced £20 million in additional one-off grant funding to Fire and Rescue Services to assist with increased Protection activity.

We will use the extra money from the Government to increase the number of Fire Safety Inspectors and Auditors and to improve the knowledge of our current team and to recruit from our communities' new staff to become Fire Safety Inspectors and Auditors. New starters who do not currently have the high level of technical skills to operate in this environment will receive the appropriate training and practical experience in order to be effective and efficient in their role.

OUR PEOPLE

Our aim at MFRA is to have Excellent People. We will develop and value all our employees, respecting diversity, promoting opportunity and equality for all to ensure that we continue to recruit, train, develop and empower all our staff to deliver our services making the best use of their capabilities and professionalism.

We take a positive action approach to recruitment and promotion that means we encourage applications from people who might not usually think of being a firefighter as a career for them (such as women or some minority ethnic groups).

We want all the people living in Merseyside to see people who look like them amongst our workforce, so we work with community groups, schools and colleges to explain how being a firefighter is such a rewarding career and over recent years we have introduced a range of different ways of working that allow flexibility for staff too.



SUPPORT SERVICES (OUR INTERNAL FRONTLINE)

Although most people will see our fire fighters and Prevention and Protection staff out in our communities, we also have a number of support staff working behind the scenes to make sure the Service runs efficiently and that front-line staff are able to carry out their work effectively.

These departments include direct support for our emergency response staff, Finance, Legal services and Human Resources departments and Estates Management, communications, vehicle management and ICT and information management services.



OUR PLANS FOR 2021-24

EMERGENCY RESPONSE - FIRE ENGINES & FIREFIGHTERS

We plan to make changes to our operational response that will increase fire engines from 29 (plus the Special Rescue Appliance) to 31 (plus the Special Rescue Appliance) by expanding our Hybrid duty system.

We plan to:

- Introduce a Hybrid duty system at Kirkdale fire station
- Combine the stations at Aintree and Croxteth fire stations to create a super-station (Hybrid/Specialist Rescue station) along with a new Training and Development Academy to be built on land at Long Lane, Aintree
- Combine the duty systems at Liverpool City and Kensington fire stations to create a Dual Station Hybrid – including a Specialist Command and Control function
- Introduce a Stinger/Scorpion fire engine at St Helens to replace the complementary crewed Combined Platform Ladder. This type of appliance would allow us to fight all normal fire types, but it can be used as a water tower and also has a lance attached that can be used on roof spaces or light industrial buildings.

The introduction of two new Hybrid stations at Kirkdale and Aintree (proposed Long Lane site) creates two additional fully retained appliances available 24/7 on 30 minute delay.

Our aerial appliances will be based at:

- Liverpool City (45m Combined Platform Ladder) – crewed 24/7
- Southport (34m Combined Platform Ladder) – complementary crewed – it will respond with the fire engine and crew who will operate the appliance
- Saughall Massie (34m Combined Platform Ladder) – complementary crewed
- St Helens (Stinger/Scorpion) – crewed 24/7 or retained

The map on pages 36 & 37 shows how our fire engines would be located and crewed if our proposed changes are approved.

These proposed changes will help us deal more efficiently and effectively with the risks in these areas (e.g. there are more high rise buildings in Liverpool, so it makes sense to locate a longer aerial appliance there) and allow us to replace two old fire stations and an outdated training centre with new buildings (at Long Lane, Aintree).

We believe that we can do this and improve our response to emergencies – our research shows us that the average response time from the new super-station location (shown below) would be slightly faster than it is at the moment because Long Lane is closer to the East Lancashire Road (there is more information in the section about the Training and Development Academy on page 35).

IRMP 2017-20		IRMP Supplement 2019-21		IRMP 2021-24 Proposed Long Lane Site	
KPI	Performance (%)	KPI	Performance (%)	KPI	Performance (%)
Overall Performance	91.7%	Overall Performance	93.7%	Overall Performance	93.9%
Average Response Time	6m 7sec	Average Response Time	5m 52 sec	Average Response Time	5m 50sec



For details of how we delivered the actions from our last IRMP, please see Appendix 3.



CREATING SPECIALIST CAPABILITIES

The work we have done to analyse the risks on Merseyside has helped us understand how moving our specialist appliances to new locations will provide better response to emergencies. The appliances will be based in locations where there is more likelihood of a particular type of risk occurring and as well as the appliances being based at these locations, the firefighters working there will have extra training to give them a higher level of knowledge about these risks and how to deal with them. Whilst these specialisms aren't new to us, we already plan and train for these types of incident. What is different is that we plan to locate these specialisms at specific stations and enhance the skills of the staff at those locations to deal more effectively with such incidents.

We want to create specialist fire stations at:

- LIVERPOOL CITY** – Command and Control (Incident Command Unit and Welfare Pods) - provided on a retained basis (deployed within 30 minutes)
- WALLASEY** – Marine and Ships Firefighting (Off Shore capability) – Breathing Apparatus Support Unit (BASU), General Purpose Unit (GPU) and Marine & Tunnel Pods - provided on a retained basis (deployed within 30 minutes)
- ST HELENS** – Hazmat – Hazmat Environmental Protection Unit (HMEPU) & Bulk Foam Unit Pods - provided on a retained basis (deployed within 30 minutes)
- LONG LANE** – Search & Rescue (Urban Search and Rescue Mods – Specialist Rescue Appliance) – immediately available supplemented on a retained basis
- KIRKDALE** – Terrorist Response Specialist Capability and Flood Response (Mass Decontamination Unit (MDU) / Marauding Terrorist Attack (MTA) Specialist Responder) – immediately available supplemented on a retained basis
- BELLE VALE** – Water (High Volume Pump) inc all LLAR stations – staffed on a whole time (permanent) basis
- HESWALL** – Wildfire – All terrain vehicle – Complementary crewed
- FORMBY** – Wildfire – All terrain vehicle – Complementary crewed

In addition, our drone (aerial) capability will be introduced after being agreed in our previous Plan. This capability will be managed by the Protection team as it will also be used day to day to support their work auditing high risk premises.

The plan to introduce specialist teams will have an initial impact on the time taken to train our firefighters (skill acquisition), so we will also create a temporary capability (a 32nd fire engine) during 2021 aligned to the Comprehensive Spending Review to ensure there are no negative impacts on our emergency response due to specialist training. We will also use this opportunity to explore different flexible and family friendly duty systems and approaches to emergency response.

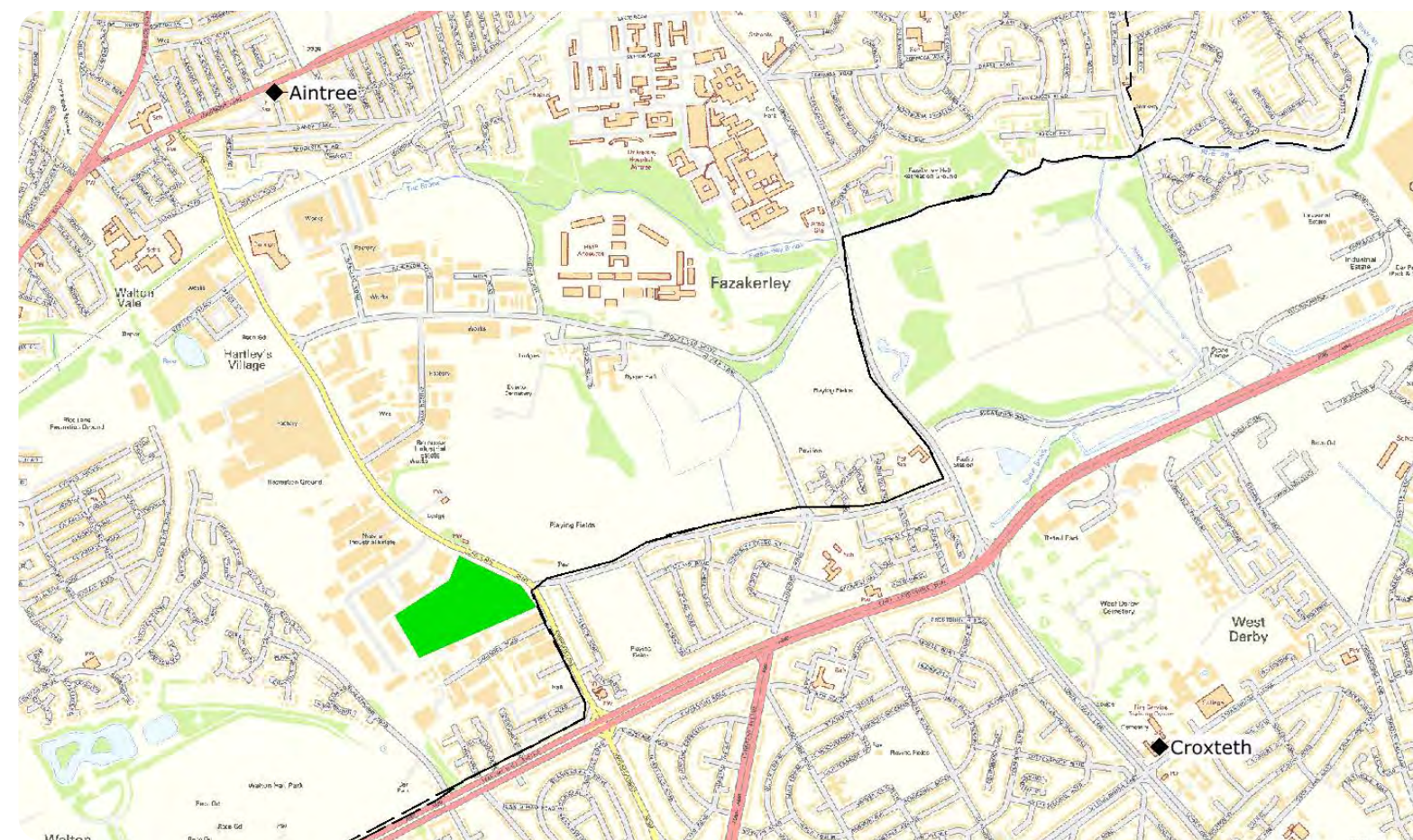
Also, we will continue to work with North West Ambulance Service to develop an Integrated Demand Management Programme for times of high demand such as during the Covid 19 pandemic. This expands our previous IRMP action to enter into Emergency Medical Response alongside the Ambulance Service.

TRAINING & DEVELOPMENT

As mentioned above, our Training and Development Academy is outdated and too small for our needs, it is also in an area where there is very little room to expand. Making sure our staff are well trained is essential to how well we deliver all our services and we believe it is important to invest in new facilities to continue to do this well and to develop a centre of excellence in the future.

We want to:

- Build a £25m state of the art Training and Development Academy. This would see the combination of the fire stations at Aintree and Croxteth to create a super-station (Hybrid/Specialist Rescue station) along with the new Training and Development Academy to be built on land at Long Lane, Aintree
- We are also looking into how a new Training and Development Academy could be used to provide training for other fire and rescue services to support our role as National Resilience Lead Authority and we are working to find funding to help with this
- We used research and analysis to find the best location for a new Training and Development Academy and fire station, and the Long Lane site is the most suitable for us to maintain our level of emergency response for the Croxteth and Aintree areas

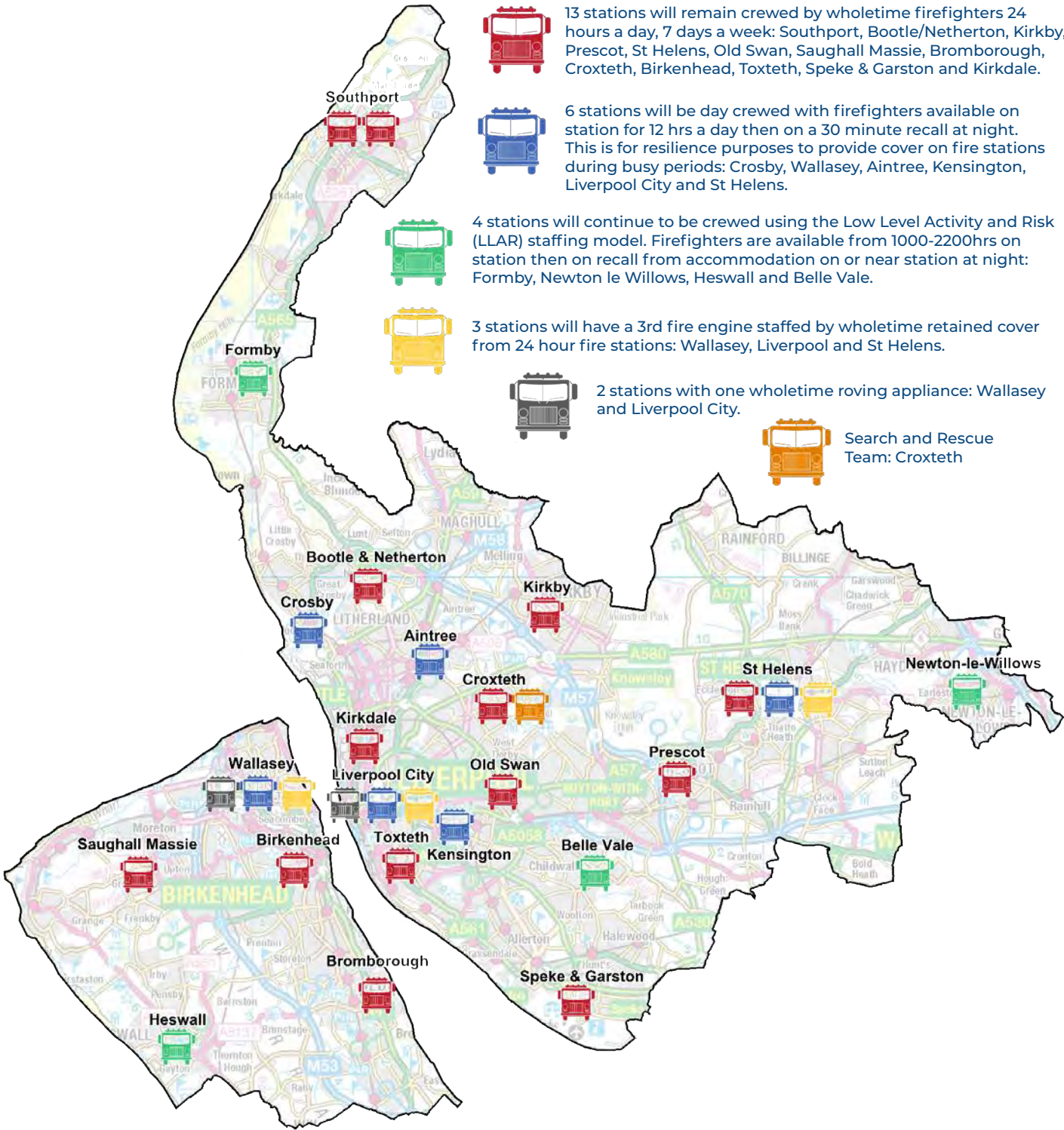


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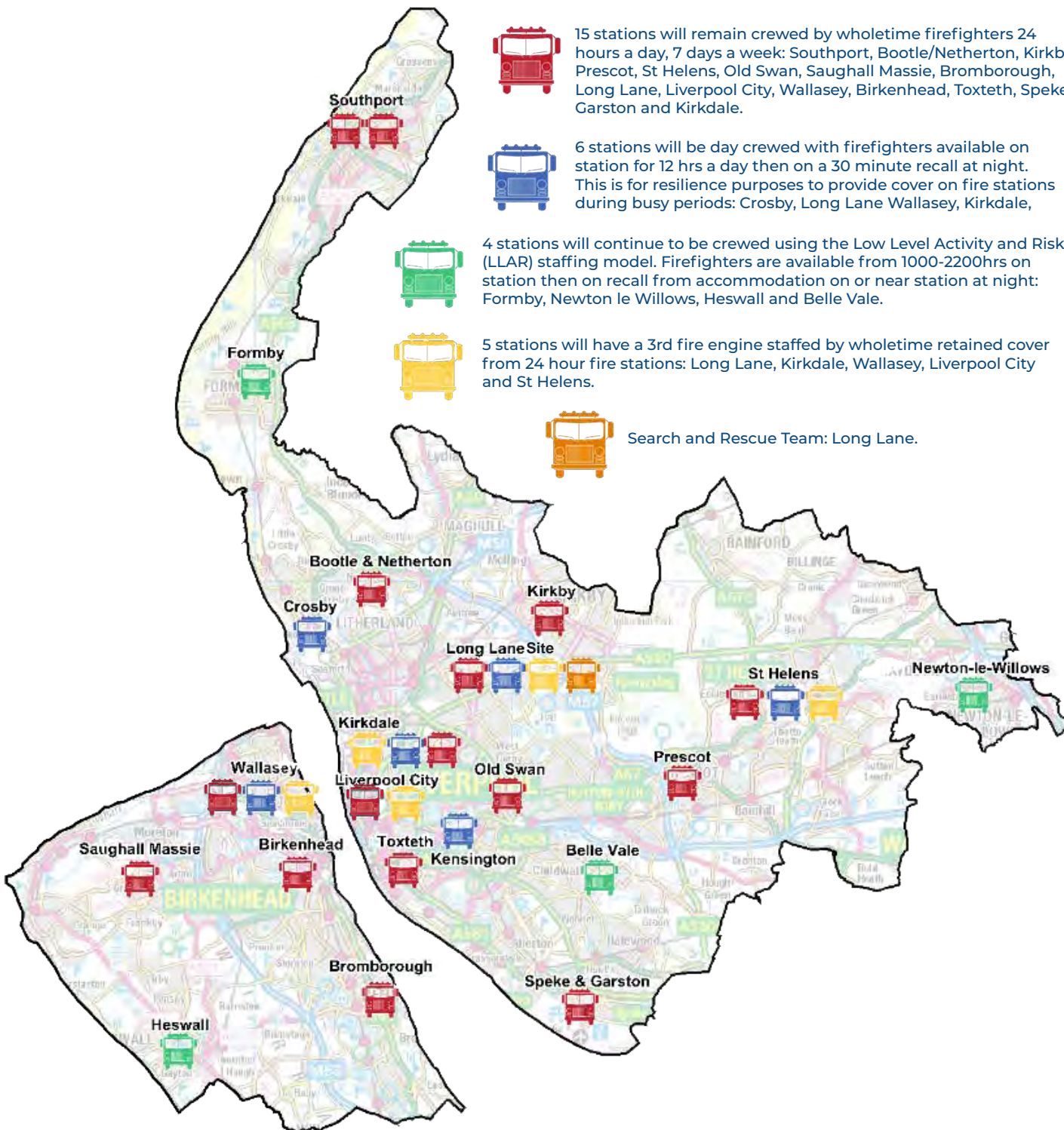
The maps below and on the next page show how our fire engines are currently located and crewed compared to how they would be located and crewed if the proposed changes were approved and the new Training Academy and fire station is approved at Long Lane, Aintree. The totality of the changes, including the location of specialist appliances, are captured in the map in Appendix 4.

**CURRENT RESPONSE
IRMP SUPPLEMENT 2019-2021**



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**RESPONSE PROPOSALS
IRMP 2021-24**





PREVENTION

We will continue with our successful approach of targeting our Home Fire Safety Checks and Safe and Well visits at the most vulnerable people in Merseyside. Our research continues to show us that the over 65s are still at most risk of dying in fires in the home, but we know that poverty and deprivation play a part in increasing risk from fire too, so we want to:

- Continue with our person-focused approach to Home Safety – targeting those over 65 and the most vulnerable due to socio-economic deprivation in Merseyside – knowing that smoke alarm ownership has diminished in these areas
- Complete over 50,000 homes safety visits per year (150,000 in total over the life of this Plan)
- 10,000 Safe and Well Visits per year (30,000 in total over the life of this Plan)
- Reach 6,000 (10%) of homes in the highest deprived neighbourhoods using targeted campaigns based on analysis of accidental and fatal fires data in addition to the Index of Deprivation 2019 which identifies the areas of highest poverty and deprivation
- We will renew our focus on working with the Registered and Private Rented Housing Sector to help us identify those most in need, as well as those aged over 65
- Recruit Prevention staff who truly reflect the diverse communities we serve so we can fully understand and address the inequalities that exist
- Our fire stations and Prevention teams will be joined by staff from all departments to take an organisation-wide approach to monthly themed monthly Community Safety campaigns that help us interact with large numbers of people, often working with partner organisations too.

PROTECTION

Like many other fire and rescue services we want to increase the resources we have available to carry out our legal duties in relation to Fire Safety and our Risk Based Inspection Programme. The tragic Grenfell Tower fire in 2017 has meant, quite rightly, that there is an increased focus on high rise residential buildings and Merseyside Fire and Rescue Service also has responsibilities for safety in relation to petroleum, explosives and underground railways.

We will:

- Build up our team of specialists working in this area by increasing our Protection Officers, initially temporarily using Government funding. The temporary posts will be made up of four uniformed and four non uniformed posts. In the longer term we would like to make these new Protection Officer roles permanent but this will be subject to sustainable funding being made available from government (we are lobbying hard in this regard)
- Visit very high and high risk premises (7,500 over the life of the Plan)
- Introduce a new Management Information System that links the areas of Protection, Firefighter Safety and Prevention activity and keeps all our risk information in one place
- Increase mobile/agile working for staff
- Deliver a full response to Grenfell Tower Fire Inquiry recommendations
- Complete 6,336 medium to low risk visits over the life of the Plan. These will be carried out by our fire station-based firefighters
- Fire Safety Inspectors will visit every registered Petroleum storage site in Merseyside
- Monitor and assess all applications for new Explosive Storage Licences as well as responding to complaints received relating to any of these sites
- In addition, our drone capability will be introduced after being proposed in our previous Plan.



PREPAREDNESS

We know how important it is to plan and prepare to make sure our emergency response services are delivered efficiently and effectively.

We will to:

- Continue working with Blue Light partners to support them and improve services to the public whilst maintaining our response to fires and other emergencies
- Continue to review how up to date operational risk information is gathered and provided to operational staff at incidents and how this can be shared with other fire and rescue services across borders so we can work together effectively
- Provide the most up to date kit and equipment to firefighters to keep them safe whilst making sure that we have the right type of fire engines and other emergency appliances to deal with the risks we have identified
- Make sure that staff know how to command incidents assertively, effectively and safely at incidents. This includes comprehensive training and exercising against all foreseeable risk, including high rise incidents, terrorist attacks, marine response, emergency medical response, flooding and wildfire incidents which will enable us to continue to adapt to an ever changing environment
- We will continue to develop operational plans for all key risks including heritage sites and sites of scientific interest
- Prepare our fleet of vehicles for a move to alternative fuels
- Introduce ways of staffing our Fire Control that reflects the demands on the service, increases the resilience of the team and enhances development opportunities for staff.



NATIONAL RESILIENCE

We will continue to provide a high level of support to the whole UK in relation to National Resilience, coordinating resources to help tackle major incidents such as floods, building collapse, explosion and major fires.

We will:

- Ensure National Resilience capabilities are available and fit for purpose through our assurance process. This includes visits to all fire and rescue services where National Resilience assets are based, large scale exercises and training
- Support the Government’s plans to refresh the National Resilience Assets



FINANCE

Merseyside Fire and Rescue Authority uses a set of Budget Principles to make decisions about how it allocates resources. The Principles are as follows:

- PRINCIPLE 1**
To allocate resources in a way that contributes towards the achievement of MFRA’s Mission, Aims and Outcomes.
- PRINCIPLE 2**
To continue to seek to avoid compulsory redundancy (if possible, given the difficult financial circumstances).
- PRINCIPLE 3**
To choose budget options which minimise negative impact on the delivery of front line services or on firefighter safety.
- PRINCIPLE 4**
To consider budget approaches which ensure the right balance between local and national funding levels and considers the views of local people on the right level of council tax balanced against aspirations for service levels.
- PRINCIPLE 5**
To allocate resources having considered the impact on our diverse communities and our employees.





The Authority has an excellent record for dealing with any financial challenge it faces. For many years now the Authority has maintained a comprehensive Medium Term Financial Plan (MTFP) and capital programme.

During 2010 to 2020 the Government implemented an austerity plan in an attempt to reduce national debt. A significant element of the plan was to reduce the level of Government funding for local government (this includes fire and rescue authorities).

As the Authority had a relatively low council tax base it was more reliant upon Government grant funding to support its revenue budget and therefore suffered a more proportionate financial loss than almost every other fire and rescue authority in the country. The cumulative percentage reduction in Government revenue support for the Authority between 2010/11 (£46.3m) and 2019/20 (£30.8m) equated to a 33% cash reduction or approximately 50% in real terms. That resulted in unavoidable reductions in the front line operational services over this period.

In 2010 the Authority:

- employed approximately 1,000 full time equivalents (FTE) firefighters
- employed 42 FTE fire control staff
- employed 425 FTE support and technical staff
- had 42 wholtime fire appliances immediately available and 1 retained - 43 appliances in total
- had 26 full time fire stations.

The current budget provides for:

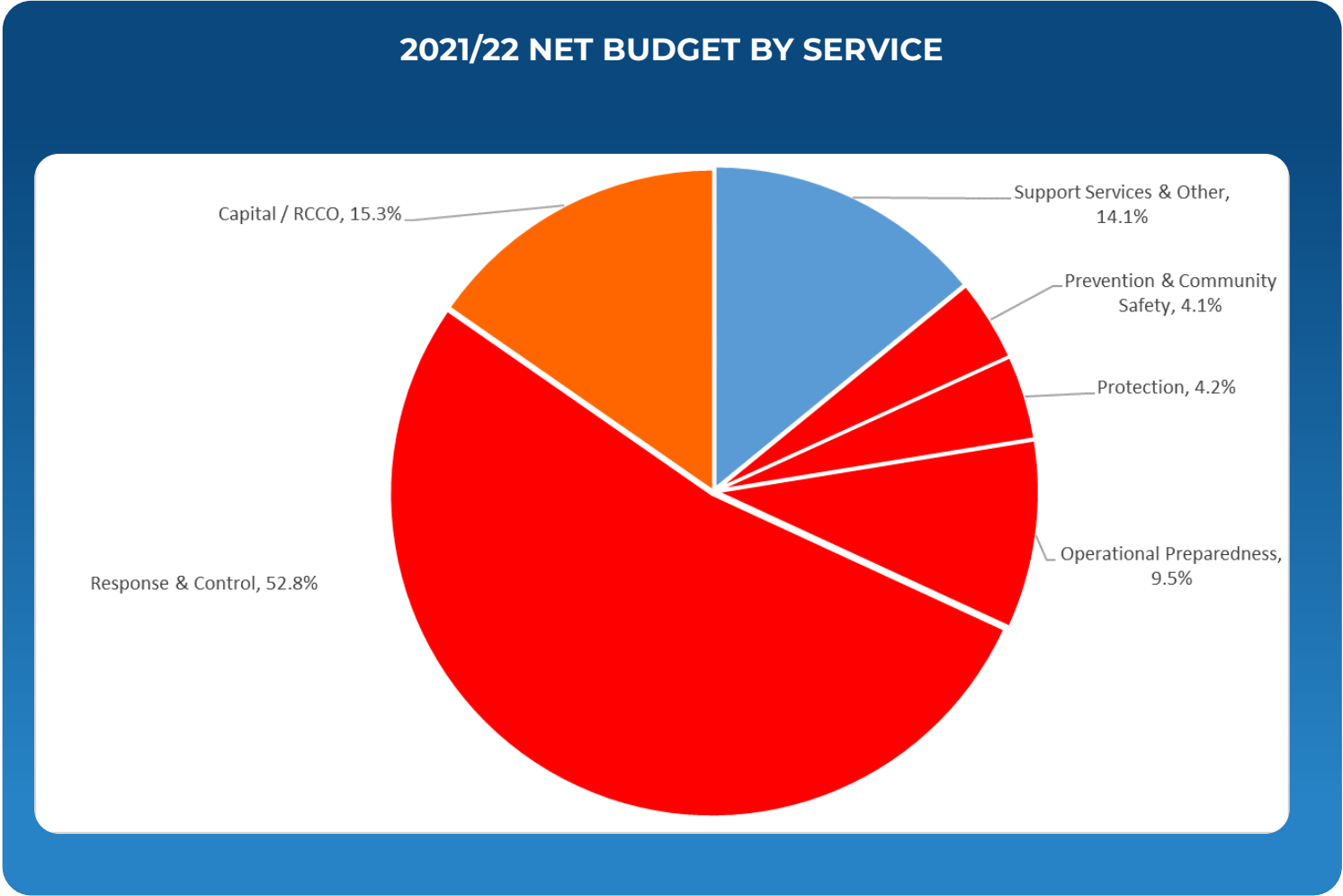
- 642 permanent FTE firefighter, (36% lower)
- 33 fire control FTE, (21% lower)
- 290 FTE support and technical staff, (32% lower)
- Appliances:
 - o Days: 27 immediately available plus 3 on a 30 minute recall
 - o Night: 21 immediately available plus 9 on a 30 minute recall
- 22 fire stations maintained by a variety of demand led duty cover systems.

The updated MTFP covers a five-year period, 2021/2022 – 2025/2026. It takes into account the Government’s 2021/2022 financial settlement and delivers a balanced financial position in 2021/2022 and 2022/2023. A potential financial challenge from 2023/2024 has been identified but due to significant uncertainty over future Government support and future costs (particularly pay awards and the impact of the McCloud remedy), this challenge has been noted at this time.

If any organisation wants to be successful, its budget setting and medium term financial plan must allocate resources to support its key strategic aims and priorities. This is a vital consideration when organisations face periods of severe financial challenge.

The Integrated Risk Management Plan (IRMP) is the key driver in the allocation of the Authority’s resources in response to the risks facing Merseyside. The Authority’s IRMP states the main strategic themes that the Authority is progressing and its plans for the future. The MTFP includes an allocation of resources to deliver the IRMP, including a new £25m Training and Development Academy. The MTFP prioritises the allocation of resources to deliver the Authority’s mission and aims.

The pie chart below shows that most expenditure 52.8% goes on emergency and specialist response. In addition, 9.5% goes on Operational Preparedness and 8.3% on Protection, Prevention & Community Safety. Therefore 70.6% of expenditure is on the “front line” services. The 15.3% on capital costs relates mostly to previous investment in front line assets, fire stations, vehicles and equipment. The remaining 14.1% is on support services.



Our Medium Term Financial Plan (MTFP) provides more information. You can view our MTFP in Agenda Item 6 of the 25th February 2021 [Budget Authority Meeting here](#).





* Age, disability, gender reassignment, race, religion or belief, gender, sexual orientation, marriage and civil partnership, and pregnancy and maternity. We also include a tenth characteristic of Social Economic Deprivation.

EQUALITY, DIVERSITY & INCLUSION

We are committed to equality, diversity and inclusion in relation to our staff and to the services we deliver to our communities. Treating people fairly is a priority of course, but being aware of equality, diversity and inclusion is also important because it means we can tailor our services to meet what people need from us and we can also work to make sure that our staff reflect the people they serve.

Our Equality, Diversity and Inclusion Objectives have been reviewed and refreshed to reflect our aims for 2021-24. They are:

OBJECTIVE 1

Create a strong Inclusive organisation that is positive to rising to the future challenges we face.

OBJECTIVE 2

Ensure that people from diverse communities receive equitable services that meet their needs.

OBJECTIVE 3

Reducing fires and other incidents amongst vulnerable people in the protected groups and deprived areas

OBJECTIVE 4

To ensure that all staff can undertake their role whilst understanding the need for and the benefits of equality, diversity and inclusion

OBJECTIVE 5

To continue to aspire for equality, diversity and inclusion excellence; measuring ourselves against best practise and benchmarking tools within the Fire & Rescue Service and other sectors

During the consultation on this Plan we will consider the impact of our proposals on the nine protected groups*. Full details of our Objectives can be found in Appendix 2.



CONSULTATION & ENGAGEMENT

When planning an IRMP, or any major changes, we meet with groups of people who live in areas of Merseyside to ask them what they think of our ideas and if we are using our resources, including our people, in a fair and cost effective way.

This is what we asked the public about in Autumn 2020 when we were preparing this Plan:

If possible and financially viable, we are considering:

- Maintaining 642 firefighters as a minimum, whilst increasing our retained capabilities
- Increasing diversity through continued 'positive action' recruitment, so our staff reflect the communities we serve
- Directing Prevention activity toward the areas of highest deprivation and the most vulnerable
- Further increasing the number of Protection officers in light of Grenfell Tower Inquiry and recommendations
- Aiming to increase resilience (by increasing the number of fire engines to 30 if possible) – e.g. by introducing innovative duty systems such as Hybrid stations
- Enhancing specialist and non-specialist capabilities for terrorist incidents – providing additional kit and equipment to firefighters
- Ensure specialist capabilities reflect foreseeable risk – and are located/deployed based on that risk – procure 45m combined platform ladder
- Assist the ambulance service when it is facing a surge in demand, like that experienced through the pandemic (whilst maintaining response to fires/other emergencies)
- Work with NWAS to integrate demand management plans including Emergency Medical Response
- Enhancing firefighter training (e.g. high rise incidents, terrorist attacks, marine response, EMR, flooding and wildfire etc.) by building a new training facility that is fit for purpose and reflects new/emerging foreseeable risk
- Using any new training centre to deliver National Resilience training and external courses
- Ensuring all its fire stations are fit for purpose and meet its aspirations/equality duty

As you will have seen, we have based our proposals on what we discussed with the public.



OUR PLANNING PRINCIPLES

We have a set of Planning Principles (below) agreed with the people attending our engagement meetings in 2016/17 and we have checked them with the public every year since then. While developing ideas for this Plan we have considered these principles again.

The public and Fire Authority would:

- like MFRS to maintain a standard 10-minute response to all life-risk incidents across Merseyside, rather than have some areas fall outside of that standard
- prefer MFRS to use wholetime (full-time) firefighters to protect its communities rather than retained firefighters
- like MFRS to secure long-term solutions that protect staff moving forward
- wish to avoid compulsory redundancy
- prefer to keep stations open using different duty systems than close stations unless response times can be improved or maintained
- want performance against the response standard to be a determining factor when implementing change
- expect MFRS to resource to meet the demands placed on the service
- increased focus on Protection as a result of the Grenfell Tower inquiry and recommendations
- expect MFRS to maximise its productivity to protect the public
- like MFRS to keep prevention at the forefront of its work
- support MFRS assisting the ambulance service when it is facing a surge in demand, like that experienced through the pandemic (whilst maintaining response to fires/other emergencies)
- like to see blue light collaboration not integration
- understand the need for MFRS to deliver a balanced budget in line with its medium term financial plan.

The main findings of the Autumn 2020 public engagement meetings were:

- There was support for MFRS factoring risk, demand and vulnerability into the way it uses its resources
- MFRS' previous actions were considered reasonable
- MFRS' Planning Principles were largely considered to be appropriate, but there was support for a couple of 'tweaks'
- Prevention, Protection, Response and Firefighter Training were all thought to be important – but Response more so
- There was strong support for MFRS' proposals





CONSULTATION ON THIS PLAN

We consulted on this draft Plan for 12 weeks from 1st March to 24th May 2021.

The consultation process included the following:

- Publication of the draft IRMP 2021-24 on our website.
- Publicity regarding the launch of the consultation process was published on the Authority website, Portal, Facebook and Twitter pages.
- One online public forum for all districts of Merseyside was hosted via Teams (30 people took part). This followed the five initial public engagement forums that took place in October/November 2020 (previously reported to the Authority).
- Distribution of the IRMP to over 100 strategic partners and other interested parties.
- Meetings with staff Representative Bodies – Fire Brigades Union, Fire Officers Association, UNISON and UNITE.
- Principal Officer talks with staff.
- An online questionnaire on our website for the public and staff (41 responses).

The public consultation forum was **overwhelmingly supportive** of MFRS' package of IRMP 2021-24 proposals, all were considered reasonable.

Online survey results:

- 88% of respondents (36 of 41 valid responses) considered our Response proposals very reasonable/reasonable
- 93% of respondents (38 of 41 valid responses) considered our Training and Development Academy proposals very reasonable/reasonable.
- 95% of respondents (39 of 41 valid responses) considered our Prevention proposals very reasonable/reasonable
- 93% of respondents (38 of 41 valid responses) considered our Protection proposals very reasonable/reasonable
- 93% of respondents (38 of 41 valid responses) considered our Preparedness proposals very reasonable/reasonable
- 95% of respondents (39 of 41 valid responses) considered our National Resilience proposals very reasonable/reasonable
- 88% of respondents (36 of 41 valid responses) considered our Equality, Diversity and Inclusion proposals very reasonable/reasonable
- 98% of respondents (40 of 41 valid responses) considered the draft IRMP and proposals very easy/easy to understand. When writing this IRMP we have endeavoured to write it in plain English.

Consultation with Trade Unions and Staff Associations

All trade unions and staff associations were asked for their views during the consultation period process. Most supported the Plan, the Fire Officers Association also asked to be involved in some of the implementation work and the Fire Brigades Union made a number of comments and suggestions for consideration.

Where appropriate, changes have been made to the Plan and other matters will be picked up during the normal arrangements we have for discussing our plans and services with the trade unions and staff associations.



APPENDIX 1

RISK

During preparation for the IRMP 2021-24 extensive work was completed around the National Security Risk Assessment (NSRA), to produce a Community Risk Register on behalf of Merseyside Resilience Forum. www.merseysideprepared.org.uk

Through this work we have identified six high impact incident types that we should focus on in Merseyside:

- Terrorist Related Incidents
- Marine Incidents
- Wildfire
- Flooding
- Fires in large buildings
- Fires at recycling and waste processing plants

These are the six high impact areas (identified using the NSRA and local community risk register) that we have established because of the impact they can have on the community and on our Service. They tend to occur less often, but take a large amount of firefighters and equipment to deal with them when they do happen, so we must be prepared for that.

This does not mean they are the only risks we are prepared for as there are many other types of incidents that we plan for and respond to these include air, road, rail, tunnels and heritage sites. Many types of incidents such as road traffic collisions and house fires are sadly much more common and part of our day to day work, even though we also work hard to reduce these.

These risks are factored in to our wider training and exercise programme. Other sections of the IRMP, including those about Vulnerability, Demand and Response provide more information about our plans for those types of incident.

We then looked at how we can reduce risk against these incident types:

- Developing a realistic training and exercise programme ensures our plans are robust and fit for purpose
- Core training and eLearning prepares staff for all incident types
- Developing our specialist capabilities, including specialist teams and tactical advisor roles supports our response
- Enhanced training - high rise buildings, terrorist attack, marine response, flooding and wildfire supports how we respond
- Working with the business community and Merseyside Resilience Forum helps us improve the multiagency response
- Supporting business owners/occupiers to comply with the law and taking action when they do not comply helps reduce incidents.

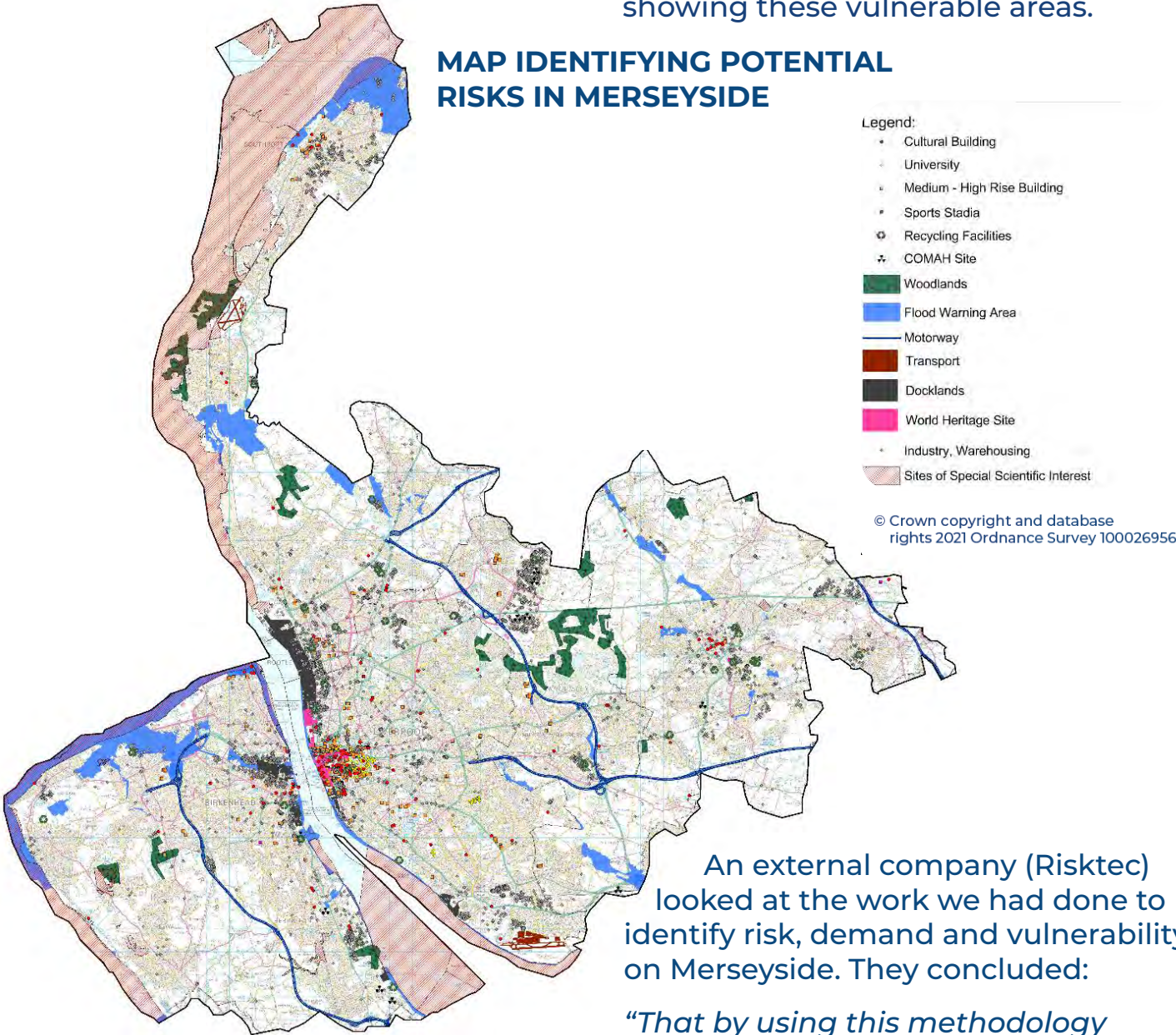
Knowing the foreseeable risks we face on Merseyside has allowed us to create the map on page 55.

Understanding where our risks are helps us plan where to put specialist equipment; e.g. a 45m Combined Platform Ladder where most high rise buildings are; in Liverpool City Centre.

Also, our research tells us that there are areas of Merseyside that are vulnerable because of where they are such as flooding around coasts and waterways, wildfires in woodland and large fires in industrial areas. We know where these areas are and we plan to meet these risks.

There are also areas and buildings with huge cultural and economic value to the region. Our role is to protect these assets, the loss of which could be catastrophic. We have plans in place to prepare, protect, prevent and respond for some of these historic and valuable assets. Below is a map showing these vulnerable areas.

MAP IDENTIFYING POTENTIAL RISKS IN MERSEYSIDE



An external company (Risktec) looked at the work we had done to identify risk, demand and vulnerability on Merseyside. They concluded:

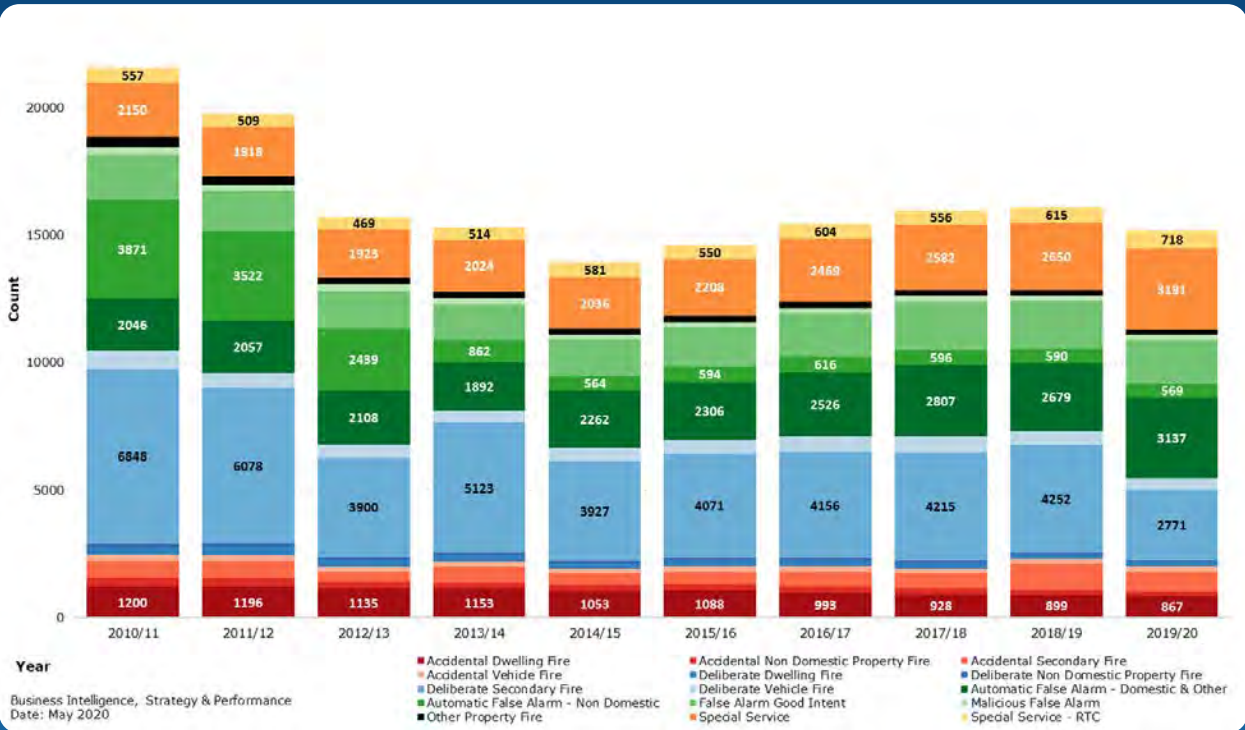
“That by using this methodology MFRS can make a direct link between the outcomes of the National Security Risk Assessment workstream and the IRMP. This will enable the Service to develop its approach to risk management and inform its view on the themes of Risk, Demand and Vulnerability”.

This also helps us understand vulnerable environments in Merseyside (flood plains, sand dunes, Sites of Special Scientific Interest etc.) and this helps us plan the work we do to prevent contaminants entering water courses during incidents.

DEMAND

The majority of incident types have reduced over the last 10 years influenced by our Prevention and Protection activity, with the exception of some Special Service calls. In 2020/21, Incidents where we have helped partner agencies (such as the Police) were double the same period of the previous year. This is not a concern, as we have actively tried to help partners in this way.

10 YEAR DISTRIBUTION OF INCIDENTS BY TYPE

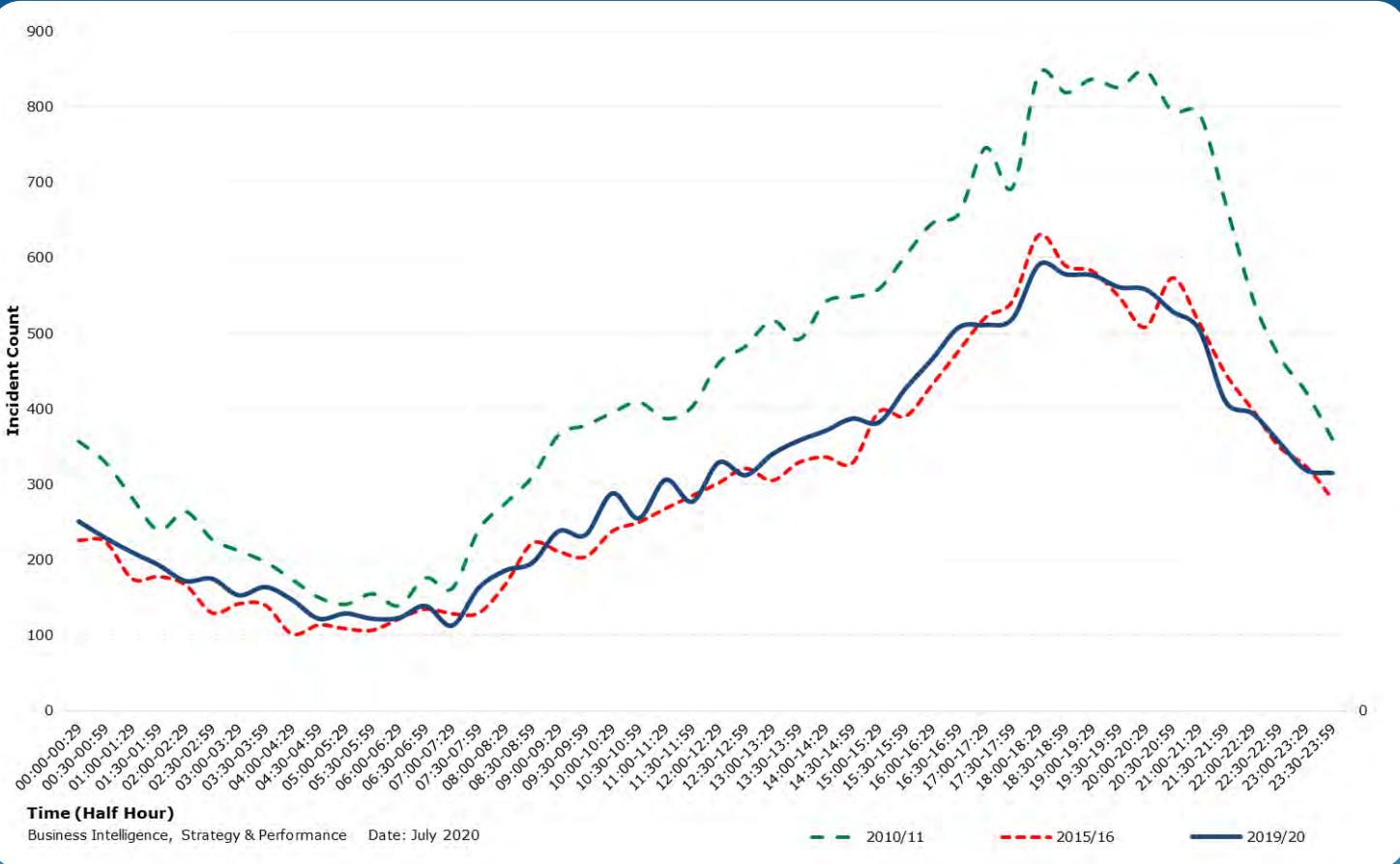


We also know that demand fluctuates between the day and night, crews are twice as busy during the day than at night. Using this knowledge, we can have fire engines ready to respond, in the right place at the right time.

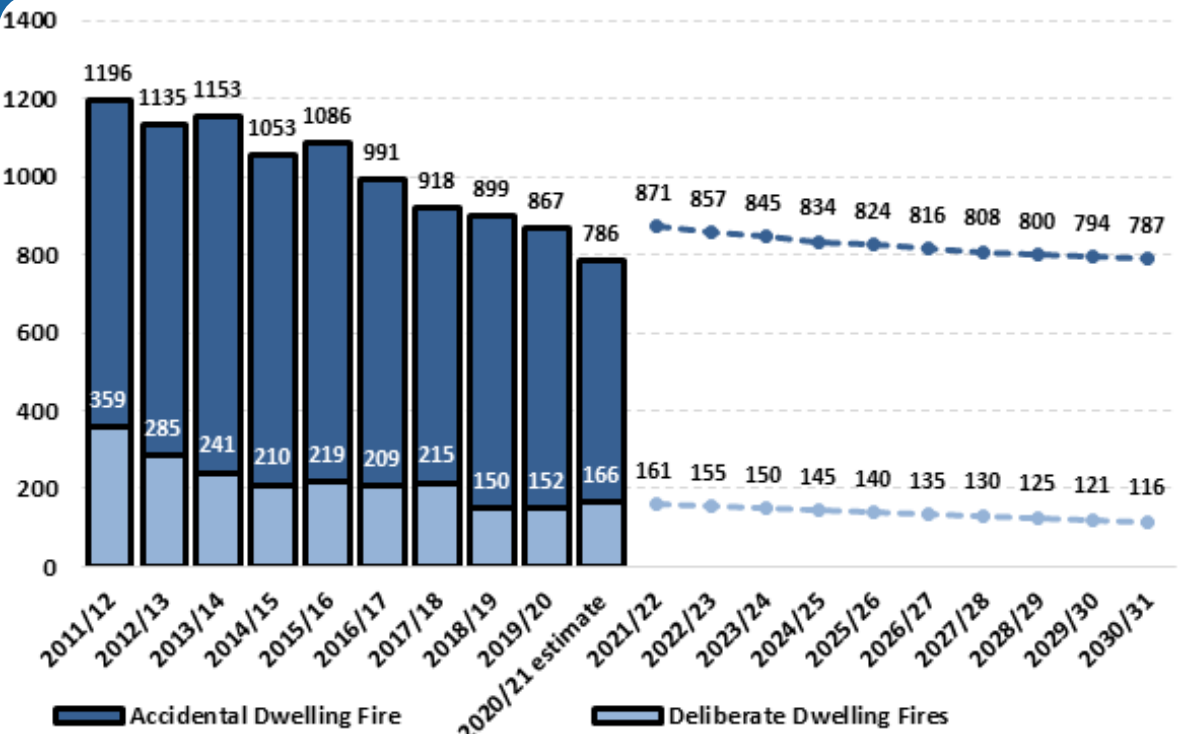
ALL INCIDENTS: 01/04/2015 - 31/03/2020

	Day	Night
Count	48,879	28,409
Proportion	63.24%	36.76%

INCIDENTS BY HALF HOUR DURING 2010/11, 2015/16 AND 2019/20



DWELLING FIRE INCIDENTS ATTENDED AND PROJECTED



VULNERABILITY

Vulnerability presents itself in many different ways. Merseyside Fire and Rescue Service has a strong track record in supporting those who are most vulnerable whether on an individual basis through the delivery of a “Safe and Well” check or “Arson/ Hate Crime Risk Assessment” or working in communities with partners to improve environmental outcomes and reduce health inequality.

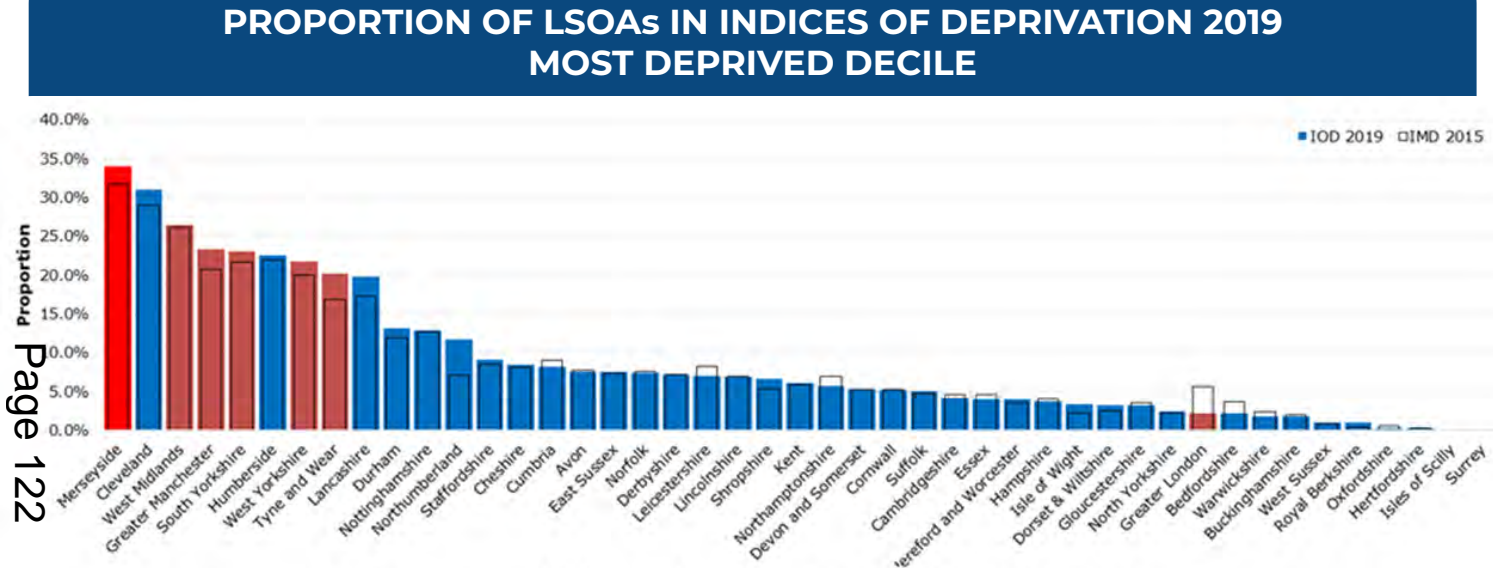
- Through analysis of our data we know that:
- Accidental Dwelling Fire fatalities can occur anywhere
 - There are more Accidental dwelling fires in deprived areas
 - The majority of victims are above the age of 75, male and live alone
 - Smoking is still one of the main causes of fire.

We deliver community reassurance campaigns in line with National and Local priorities; directing our campaigns toward those most at risk has been successful in reducing both accidental fires in the home and deliberate anti-social fires in our communities.

We are fully committed to working together with our partners to keep the public safe and this remains at the heart of everything we do.

Vulnerability is important, so we don't spread our resources evenly.

The map below shows that some areas of Merseyside are more deprived than others and in general the most deprived areas also have the most accidental fires in the home. We also know that vulnerable people can live anywhere, for example, the over 65s, so we focus our Prevention activities in particular areas and on particular types of people.



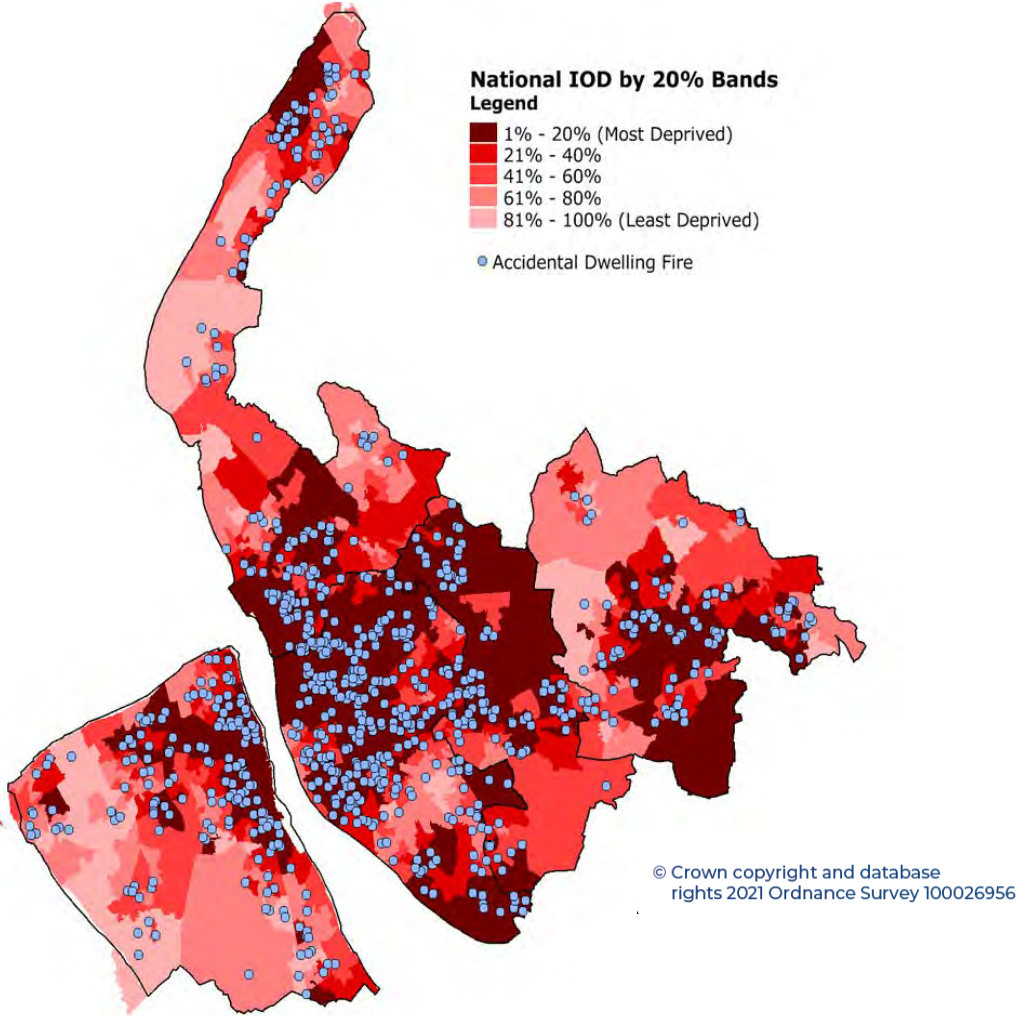
Page 122

Merseyside has the highest proportion of the most deprived areas in England according to the Government’s Index of Deprivation 2019.

The consequences of the Covid 19 pandemic will affect all of us but may have more impact on those communities already facing hardship. Our prevention strategies will be focused on supporting those with greatest need. Merseyside has greater levels of deprived neighbourhoods (as defined within the Government’s Index of Deprivation 2019) and an ageing population.

This has been highlighted this past year (2020/21) due to the COVID pandemic and the number of people identified as “shielded or most clinically vulnerable” within our community. Alongside the clinically vulnerable residents being supported by local councils and NHS partners, there are a number of other groups who may also need support in the coming months and years as a result of the self-isolation and lockdowns with this in mind we will renew our focus on working with the Registered and Private Rented Housing Sector to help us identify those most in need, as well as those aged over 65.

ACCIDENTAL DWELLING FIRES IN RELATION TO DEPRIVATION



An external company (Risktec) looked at the work we had done to identify risk on Merseyside. They commented:

“...it was clear to the review team that MFRS takes a proactive approach to understanding its community and in its efforts to obtaining data to identify the most vulnerable individuals and communities within their area, and this data is used to target prevention activities in the community”.

APPENDIX 2: EQUALITY, DIVERSITY & INCLUSION

We are proud of the work that we have been doing in relation to Equality, Diversity and Inclusion and the full details of our Objectives are set out in this section of the Plan. We are happy to report that the Service performs better than most fire and rescue services when we look at the amount of Black and Minority Ethnic (BAME) people we employ as firefighters compared to the Merseyside local population.

The tables on page 61 are from Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services State of Fire Report 2019.

They said: “A diverse workforce should offer a broad range of experiences and backgrounds. Diversity can help to improve innovation, decision making and service to the public. Services also need a diverse workforce to be able to draw from the widest possible pool of available talent”.

According to the 2011 Census, 14.6 percent of the English population were from an ethnic minority group. A very small number of services are representative of the communities they serve in terms of ethnicity, but the vast majority are not. Merseyside is one of the few fire and rescue services where the percentage of BAME staff is representative of the BAME population in the local area.

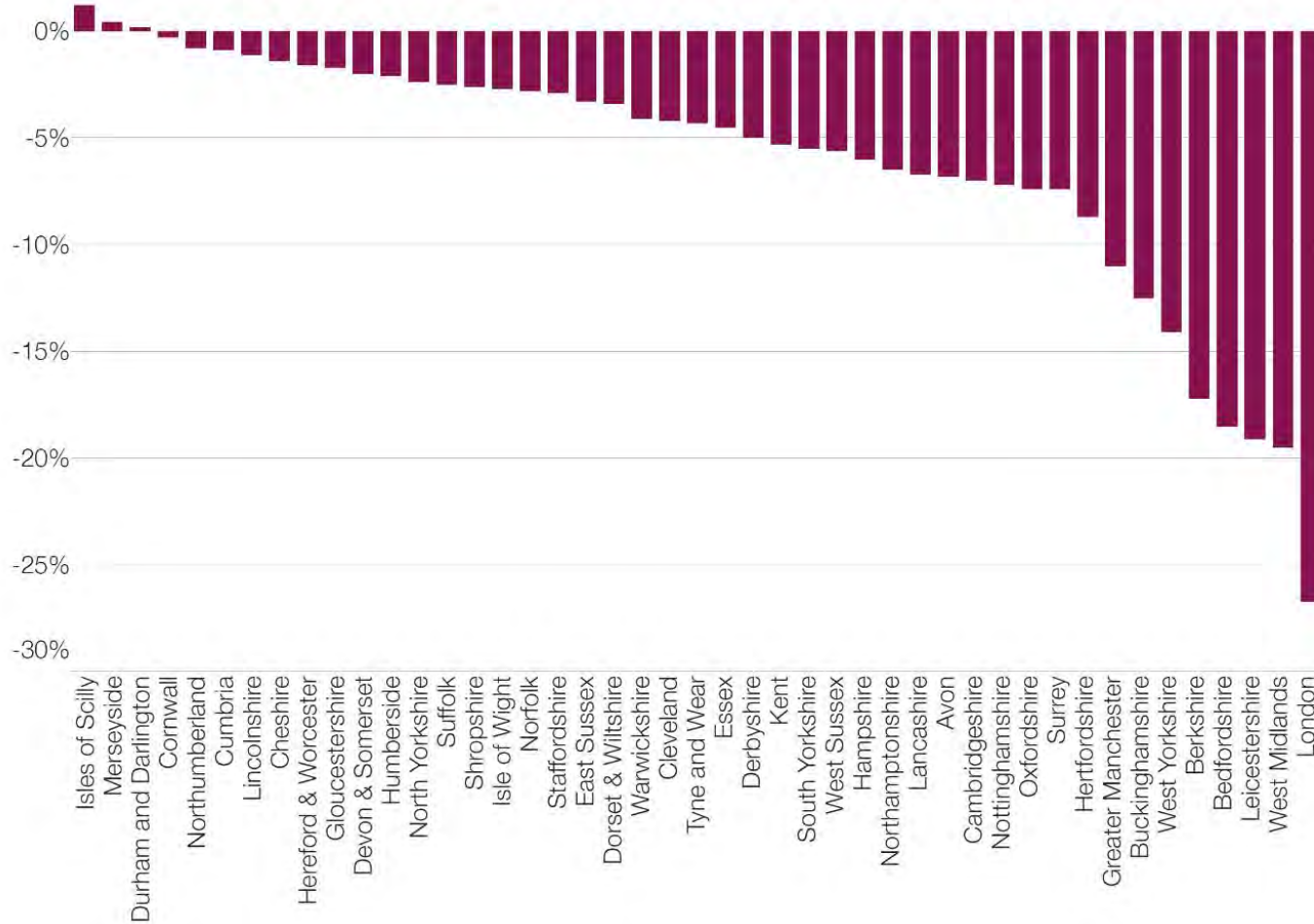
The percentage of female firefighters varies hugely across English fire services. In 2019, the percentage ranged from 2.9 percent to 15.6 percent of all firefighters. Merseyside FRS have the second highest number of female firefighters in England at 10%.

The good performance we’ve seen in relation to BAME and female firefighters is the result of our commitment to equality, diversity and inclusion across the Service and the way we consider that in the services we provide and the way we recruit new staff.

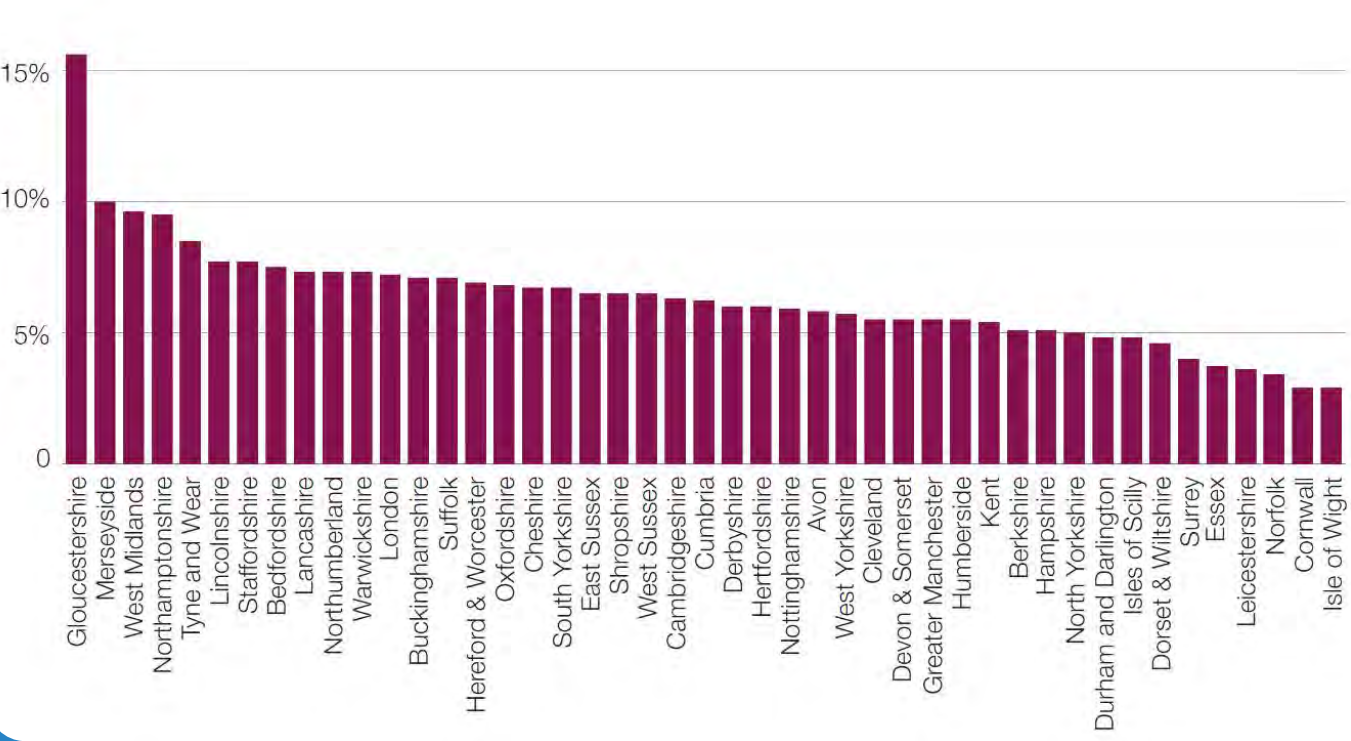
We want to carry on embedding equality, diversity and inclusion and with the help of our staff networks we have revised our Objectives to better reflect where we are now and what we want to do next.



PERCENTAGE POINT DIFFERENCE BETWEEN THE SERVICE'S BAME RESIDENTIAL POPULATION & ITS BAME FIREFIGHTERS AS AT 31ST MARCH 2019



PERCENTAGE OF FEMALE FIREFIGHTERS AS AT 31ST MARCH 2019



EQUALITY, DIVERSITY & INCLUSION OBJECTIVES

Our Equality, Diversity and Inclusion Objectives have been reviewed and refreshed to reflect our aims for 2021-24. They are:

OBJECTIVE 1

Create a strong Inclusive organisation that is positive to rising to the future challenges we face.

OBJECTIVE 2

Ensure that people from diverse communities receive equitable services that meet their needs.

OBJECTIVE 3

Reducing fires and other incidents amongst vulnerable people in the protected groups and deprived areas

OBJECTIVE 4

To ensure that all staff can undertake their role whilst understanding the need for and the benefits of equality, diversity and inclusion

OBJECTIVE 5

To continue to aspire for equality, diversity and inclusion excellence; measuring ourselves against best practise and benchmarking tools within the Fire & Rescue Service and other sectors

Full details of our objectives are included on the next five pages.



Objective 1

Create a strong cohesive organisation that is positive to rising to the future challenges we face.

Action	<ul style="list-style-type: none">Increasing the diversity of our workforce and volunteers to increase the number of people from underrepresented groupsDelivering Positive Action programmes across all occupations, for recruitment, progression and retention where under representation exists, and learning from and sharing resultsWork across all departments to increase knowledge and understanding of what is needed to carry out a role and how to progress e.g. understanding fitness tests for new recruits and pathways for progressionWorking with local diverse communities to build better relationships with people and organisations that can promote MFRA as employer of choice to those groups underrepresented in our workforceEncourage staff to act as role models at all levels throughout the organisationContinuing to monitor the workforce and encourage more disclosure of diversity information by staff; including Disability, Sexual Orientation and Religion and BeliefWorking with all our staff to ensure that MFRA is an inclusive place to work, where everyone feels they can be themselves.Continue to work with our Senior Sponsors and staff networks to ensure that MFRA is an inclusive place to workReviewing progression and promotion across all levels of the organisation to understand any perceived barriers to promotion and progression and addressing them
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How we will measure our success	<p>We will see:</p> <ul style="list-style-type: none">Increased diversity in our workforce and volunteers, at all levels, in order to reflect the local community we serveIncreased applications for vacancies, at all levels, by people from the protected groups currently under representedWe will be clearly supporting the progression, promotion and retention of staff across the organisation and especially those from currently underrepresented groups
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How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability:
We'd like our workforce to better represent the makeup of our communities and will work to encourage applications from under-represented groups when we carry out any internal or external recruitment

Objective 2 Ensure that people from diverse communities receive equitable services that meet their needs.	
Action	<ul style="list-style-type: none">• Carry out activities to help us know and understand our diverse communities including:<ul style="list-style-type: none">- Gathering data and intelligence to help us know and understand our diverse communities better in line with our legal responsibilities and best practice such as the National Fire Chiefs Council Strategic Improvement Plan and the Equal Access to employment and services summary- Engaging with diverse communities to understand their needs in relation to the services we provide- We will standardise the data we collect and use it to evaluate what we do and target services at the most vulnerable people and communities- Improving Equality Monitoring of the services we deliver to our communities (e.g. HFSC Monitoring, Business Safety Audits) and take account of satisfaction levels with our services provided through ongoing community engagement and consultation• Carrying out Equality Impact Assessments on services and policies that affect the diverse communities we serve
How we will measure our success	We will have meaningful data and information that helps staff develop effective activities, campaigns and events that result in better engagement with diverse communities across Merseyside (including diverse businesses) and services that meet their needs.
How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability: This work will strengthen our services to meet the needs of a wide range of diverse communities. By understanding people’s needs and carrying out engagement we can ensure that those groups are fully supported by the Fire and Rescue Service to help reduce risk.	

Objective 3 Reducing fires and other incidents amongst vulnerable people in the protected groups and deprived areas	
Action	<ul style="list-style-type: none">• Continuing to prioritise Home Fire Safety Checks for vulnerable people and in vulnerable places• To continue to work closely with Businesses owned and/or operated by people from protected groups to aid increased fire safety amongst those groups• Continuing to engage with young people and others in deprived areas to reduce anti-social behaviour• Increasing the Equality Monitoring and reporting of Home Fire Safety Checks, Business Safety Audits, hate crime and safeguarding• Analysing our performance each year using the Performance Indicators (PI’s) that relate to fire deaths, injuries and accidental dwelling fires. We will introduce measures as necessary to contribute to the reduction in these incidents• To use social media and other communication channels as a platform for safety messages and other campaigns, measuring the impact
How we will measure our success	<ul style="list-style-type: none">• We will contribute to a reduction in fires, deaths and injuries and other relevant incidents.• We will contribute to increasing the knowledge, understanding and importance of Fire safety to residents and business owners across Merseyside
How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability: By better understanding the impacts for diverse community groups in terms of Fires and other incidents we can measure whether there are any disproportionate outcomes for the protected groups of: Age, Gender, Ethnicity, Religion, LGBT and Disability	



Objective 4 To ensure that all staff can undertake their role whilst understanding the need for and the benefits of equality, diversity and inclusion*	
Action	<ul style="list-style-type: none">Continued development and delivery of equality and diversity trainingEmbedding Equality and Diversity in our volunteering programmes and youth engagement.Helping Authority Members understand their role in scrutinising the organisation's delivery of equality and diversity outcomesCarrying out Equality Impact Assessments ensure that our Policies and services maximise any positive impacts and minimise any negative impacts on people from protected groups.Creating a diverse supplier base for goods and services in our procurement proceduresSupporting and recognising the work of our staff networks in helping MFRA to understand and better support our diverse groups of staff and their contribution to the organisation.The continued development of the Senior Sponsors roles within the organisation to support our staff networks and promote key issues related to their chosen protected characteristicUsing staff survey results to understand levels of engagement in relation to the protected groups
How we will measure our success	<ul style="list-style-type: none">Staff will feel better equipped to manage their functions and delivery of services to all communities in an inclusive way. This could be measured through:<ul style="list-style-type: none">Staff Engagement SurveysThe assessment of outcomes delivered to different groupsCommunity feedback from after the incident reports and other customer satisfaction surveysMonitoring the impact of training sessions completed around Equality and DiversityReviewing the grievance, complaints and disciplines to ensure there is no disproportionate impact.We will see an improvement in levels of engagement amongst staff from the protected groups
How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability: This helps the organisation to meet its Public Sector Equality Duty to have due regards to understand and meet the needs of different protected groups and foster good relations between groups	

Objective 5 To continue to aspire for ED&I excellence; measuring ourselves against best practice and benchmarking tools within the Fire & Rescue Service and other sectors	
Action	<ul style="list-style-type: none">Undertake an external ED&I Audit to identify and assess our current ambitions and identify key targetsIdentify external benchmarking tools and awards currently available within ED&I sectors
How we will measure our success	<ul style="list-style-type: none">We will use external ED&I audit to identify our current position and identify key areas for development moving forward, seeing improvements as a result.We will assess those results by undertaking external benchmarking such as the Employers Network for Equality and Inclusion (ENEI), assessment against the NFCC Strategic Improvement Plan and undertaking the Disability Confidence peer review to achieve Level 3 (Disability Confident – Leader)
How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability: Taking part in an assessment helps us to integrate our commitments to promote equality and diversity across all functions of the organisation. This assists with meeting the Equality Act 2010 – Public Sector Equality Duty to ensure that we are having due regards to the needs of staff and public we serve around the 9** protected groups.	

** To ensure that staff are better equipped to deliver their roles whilst showing due regard to the need to: “eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who don’t.”*
– The Public Sector Equality Duty - Equality Act 2010

*** The 9 protected groups are: age, disability, gender reassignment, race, religion or belief, gender, sexual orientation, marriage and civil partnership, and pregnancy and maternity. MFRS also include a tenth characteristic of Social Economic Deprivation.*

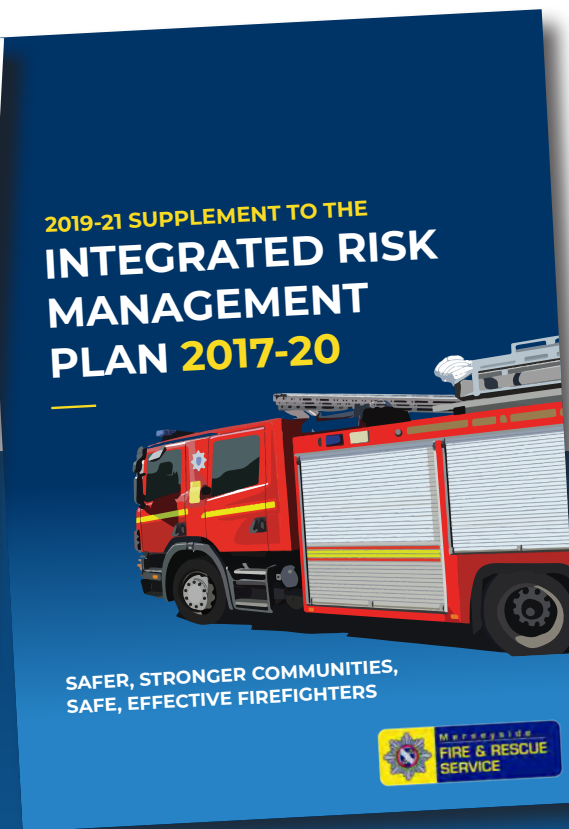


APPENDIX 3:

OUR PREVIOUS IRMP

Our previous IRMP commitments to you – some highlights since our last Plan

- We are delivering three firefighter courses a year which has helped us achieve an increase to 642 firefighter posts service-wide
- We completed the mergers of four stations; Upton and West Kirby to a new station at Saughall Massie and then St Helens and Eccleston to a new fire station in St Helens town centre. This allowed us to open two new modern fire stations to replace end of life stations in places where we could maintain our Response Standard
- We have increased the number of available fire engines by the introduction of the 'Hybrid' duty system at three locations; Liverpool City, Wallasey and St Helens, this system combines elements of Days, Nights and Retained duty systems whilst also maintaining immediate cover with at least one 24/7 fire engine
- We have improved our emergency response and resilience by increasing the number of fire engines from 26 to 30 through new and innovative working patterns changing wholetime shifts to days only crewing (with retained cover provided at night)
- We have reviewed the location of our specialist appliances to determine what is the most suitable location based on the risk and demand in the area, this is ongoing and will continue into this new Plan
- MFRA are the National Resilience Lead Authority and this fully embedded within the organisation
- MFRS Prevention Advocates are delivering Safe and Well visits to vulnerable people across Merseyside alongside Home Fire Safety Checks delivered by operational crews and Prevention staff



- We have developed a team of volunteers to support engagement events, work with other community stakeholders to identify vulnerable people and to support the service directly in the delivery of community reassurance and CFA themed campaigns
- MFRA remain committed to working with NWS to support their response and during the Covid pandemic we have worked closely with our blue light partners assisting in food and prescription delivery, training our staff to drive ambulances and face fitting masks for NHS and care staff
- Our Detection, Investigation and Monitoring team (part of our approach to National Resilience) currently trains with Merseyside Police Matrix team to enhance response capability to major incidents
- North West Ambulance Hazardous Area Response Team are based at Croxteth fire station this means that fire and rescue and ambulance service teams work closely together
- Cross border risk information is now being shared with other fire and rescue services
- Cross border training with our neighbouring FRS's supports that sharing of risk to make sure we can help each other to fight fires just over our borders
- A risk based fire safety inspection programme for commercial premises has been developed and implemented so we can work with building owners to help them make sure that the highest risk buildings in Merseyside are safe.



ALTERNATIVE FORMATS

We are committed to ensuring that all our information is fully accessible for all communities across Merseyside, we have included this document on our website which can be accessed from our webpage <https://www.merseyfire.gov.uk/about/equality-diversity-and-inclusion/>

We also provide a free speech, reading and translation service using ReciteMe to help people who require online reading support access our documents this can be located on the front page, top right of our website by clicking the button called "Accessibility".

If you would like a copy in Arabic, Bengali, Chinese, French or Somali, please contact us:

BY POST: Diversity Team
Merseyside Fire & Rescue Service
Service Headquarters
Bridle Road
Bootle
Liverpool
L30 4YD

BY PHONE: 0151 296 4422

BY EMAIL: diversityteam@merseyfire.gov.uk

ARABIC

Diversity: أو ،الصينية أو ،البنغالية أو ،العربية باللغة نسخة أردت إذا
على بنا الاتصال يرجى ،الصومالية أو ،الفرنسية

Team, MF&RS Headquarters, Bridle Road, Bootle, Liverpool,
L30 4YD diversityteam@merseyfire.gov.uk. 4422 أو 296 0151 الإلكتروني البريد أو
كبيرة طباعة بحروف أيضًا متوفر

BENGALI

আপনি আরিব, বাংলা একটি কিপ চান, চীনা, ফরাসি বা সোমালি করুন যোগাযোগ ডাইভারসিটি
দল আমাদেব, MF & আরএস সদর, রশ্মি েরাড, Bootle, লিভারপুল L30 4YD. টেলিফোন
এবং মিনি কম 0151 296 4422 বা ইমেইল diversityteam@merseyfire.gov.uk. বৃহত্তর মুদ্রণ
এছাড়াও উপলব্ধ.

CHINESE

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&RS总部, 马勒路, 布特尔, 利物浦L30 4YD. 电话和小型机0151 296 4422 或电邮
diversityteam@merseyfire.gov.uk. 在较大的打印也可以。

FRENCH

Si vous souhaitez obtenir une copie en arabe, bengali, chinois, contactez s'il vous
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Courriel diversityteam@merseyfire.gov.uk. Egalement disponible en gros
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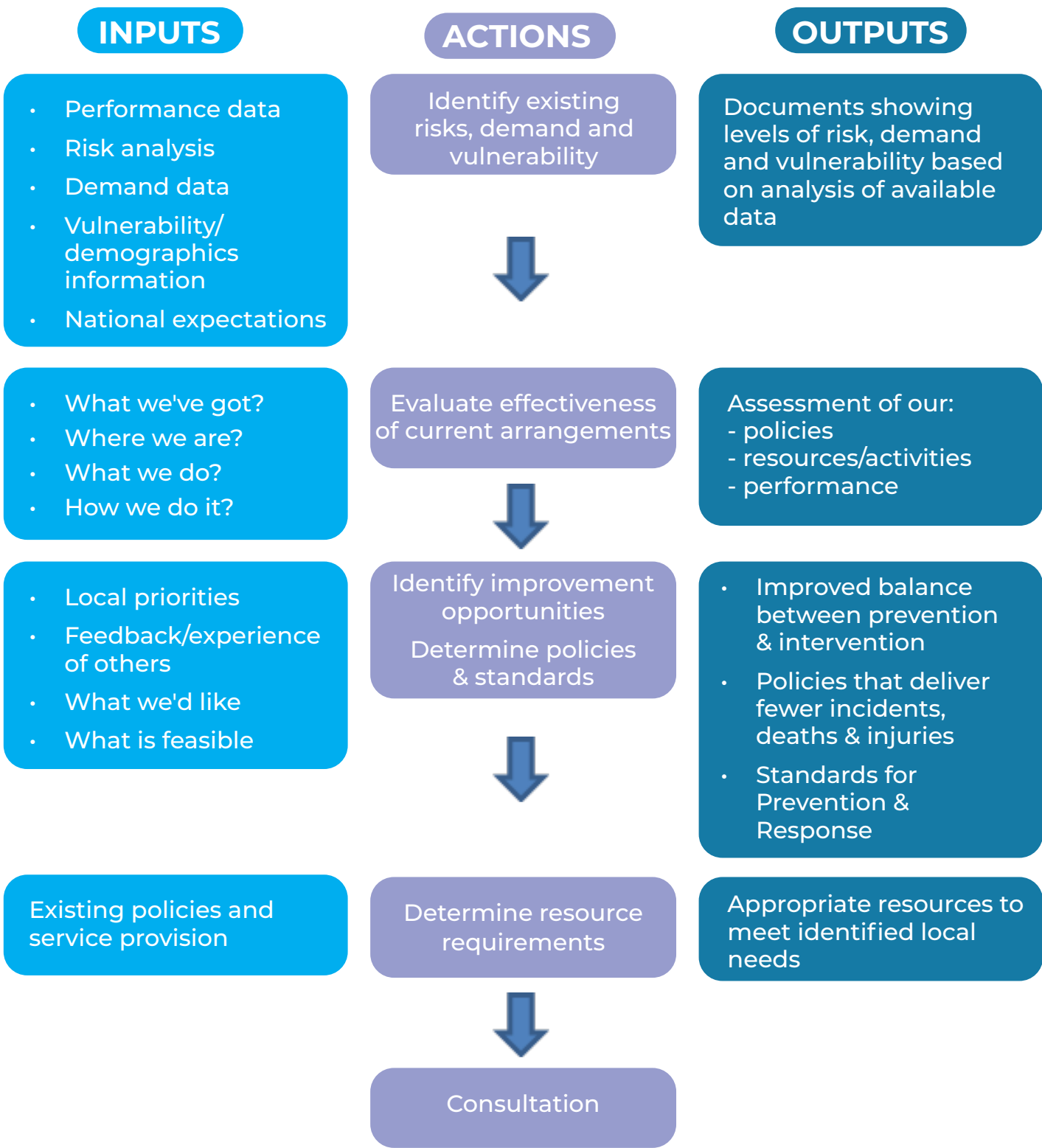
SOMALI

Haddii aad rabtid nuqul Carabi, Bangaali, Shinees, Faransiis ama Soomaali fadlan
la xiriir kooxda Diversity, Merseyside Fire & Rescue Service, Headquarters Service,
Bridle Road, Bootle Liverpool L30 4YD. Telefoonka: 0151 296 4422 ama Email:
diversityteam@merseyfire.gov.uk. Sidoo Kale waxaa heli kartaa iyadoo far
waaweyn ah.



FIRE AUTHORITY INTEGRATED RISK MANAGEMENT PLANNING OVERVIEW

PLANNING PROCESS










APPENDIX 4:

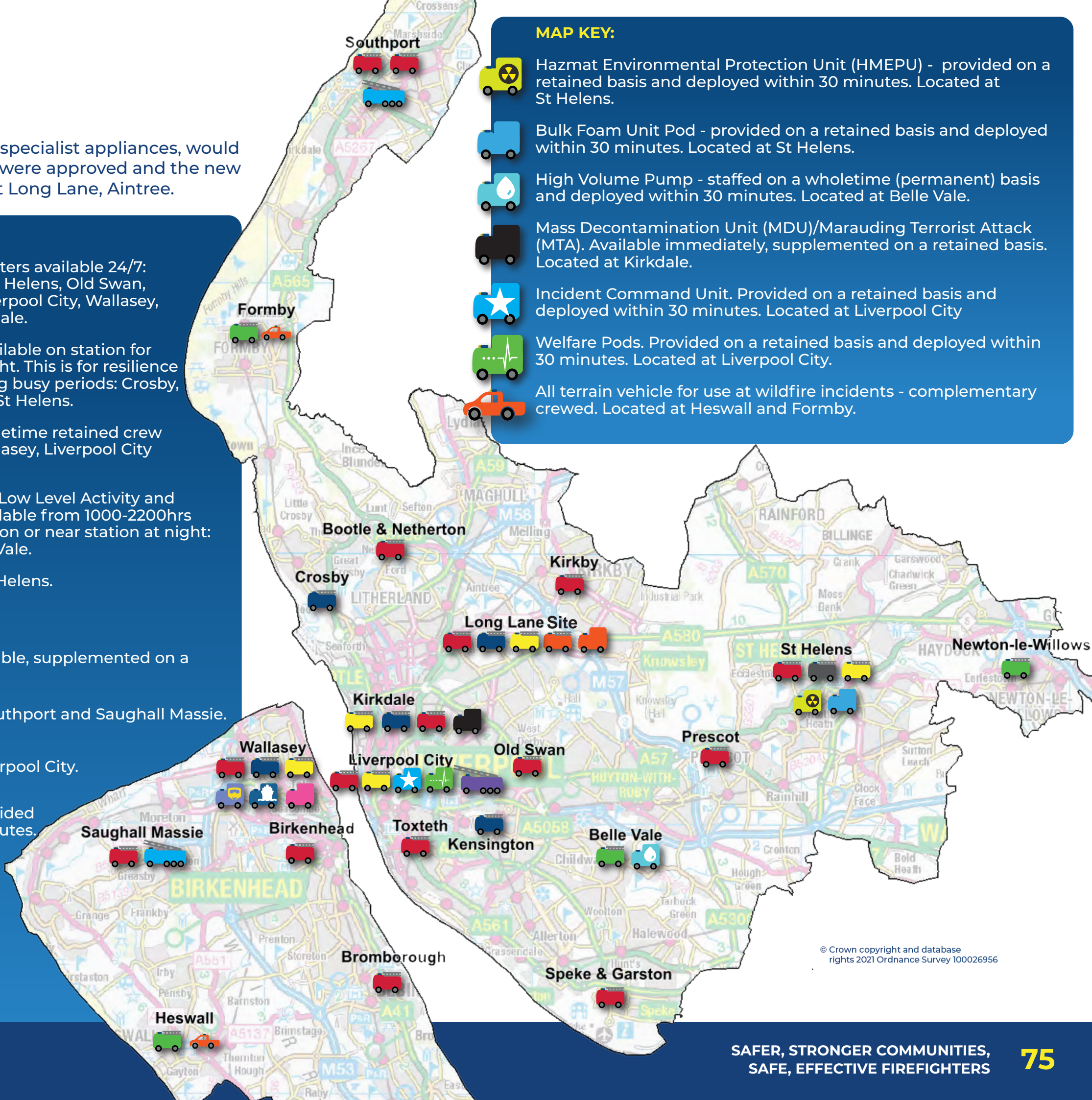
This map shows how our fire engines, including specialist appliances, would be located and crewed if the proposed changes were approved and the new Training Academy and fire station is approved at Long Lane, Aintree.

MAP KEY:

-  15 stations will be crewed by wholetime firefighters available 24/7: Southport, Bootle Netherton, Kirkby, Prescott, St Helens, Old Swan, Saughall Massie, Bromborough, Long Lane, Liverpool City, Wallasey, Birkenhead, Toxteth, Speke & Garston and Kirkdale.
-  6 stations will be day crewed by firefighters available on station for 12 hours a day, then on a 30 minute recall at night. This is for resilience purposes to provide cover on fire stations during busy periods: Crosby, Long Lane, Wallasey, Kirkdale, Kensington and St Helens.
-  5 stations will have a 3rd engine staffed by wholetime retained crew from 24 hour stations: Long Lane, Kirkdale, Wallasey, Liverpool City and St Helens.
-  4 stations will continue to be crewed using the Low Level Activity and Risk (LLAR) staffing model. Firefighters are available from 1000-2200hrs on station then on recall from accommodation on or near station at night: Formby, Heswall, Newton-le-Willows and Belle Vale.
-  New Stinger/Scorpion fire engine located at St Helens.
-  Search & Rescue Team: Long Lane.
-  Urban search & rescue pods. Immediately available, supplemented on a retained basis. Located at Long Lane.
-  34m Combined Platform Ladders located at Southport and Saughall Massie.
-  45m Combined Platform Ladder located at Liverpool City.
-  Breathing Apparatus Support Unit (BASU). Provided on a retained basis and deployed within 30 minutes. Located at Wallasey.
-  General Purpose Unit (GPU). Provided on a retained basis and deployed within 30 minutes. Located at Wallasey.
-  Marine & Tunnel Pods. Provided on a retained basis and deployed within 30 minutes. Located at Wallasey.

MAP KEY:

-  Hazmat Environmental Protection Unit (HMEPU) - provided on a retained basis and deployed within 30 minutes. Located at St Helens.
-  Bulk Foam Unit Pod - provided on a retained basis and deployed within 30 minutes. Located at St Helens.
-  High Volume Pump - staffed on a wholetime (permanent) basis and deployed within 30 minutes. Located at Belle Vale.
-  Mass Decontamination Unit (MDU)/Marauding Terrorist Attack (MTA). Available immediately, supplemented on a retained basis. Located at Kirkdale.
-  Incident Command Unit. Provided on a retained basis and deployed within 30 minutes. Located at Liverpool City
-  Welfare Pods. Provided on a retained basis and deployed within 30 minutes. Located at Liverpool City.
-  All terrain vehicle for use at wildfire incidents - complementary crewed. Located at Heswall and Formby.



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**MERSEYSIDE
FIRE & RESCUE
SERVICE**

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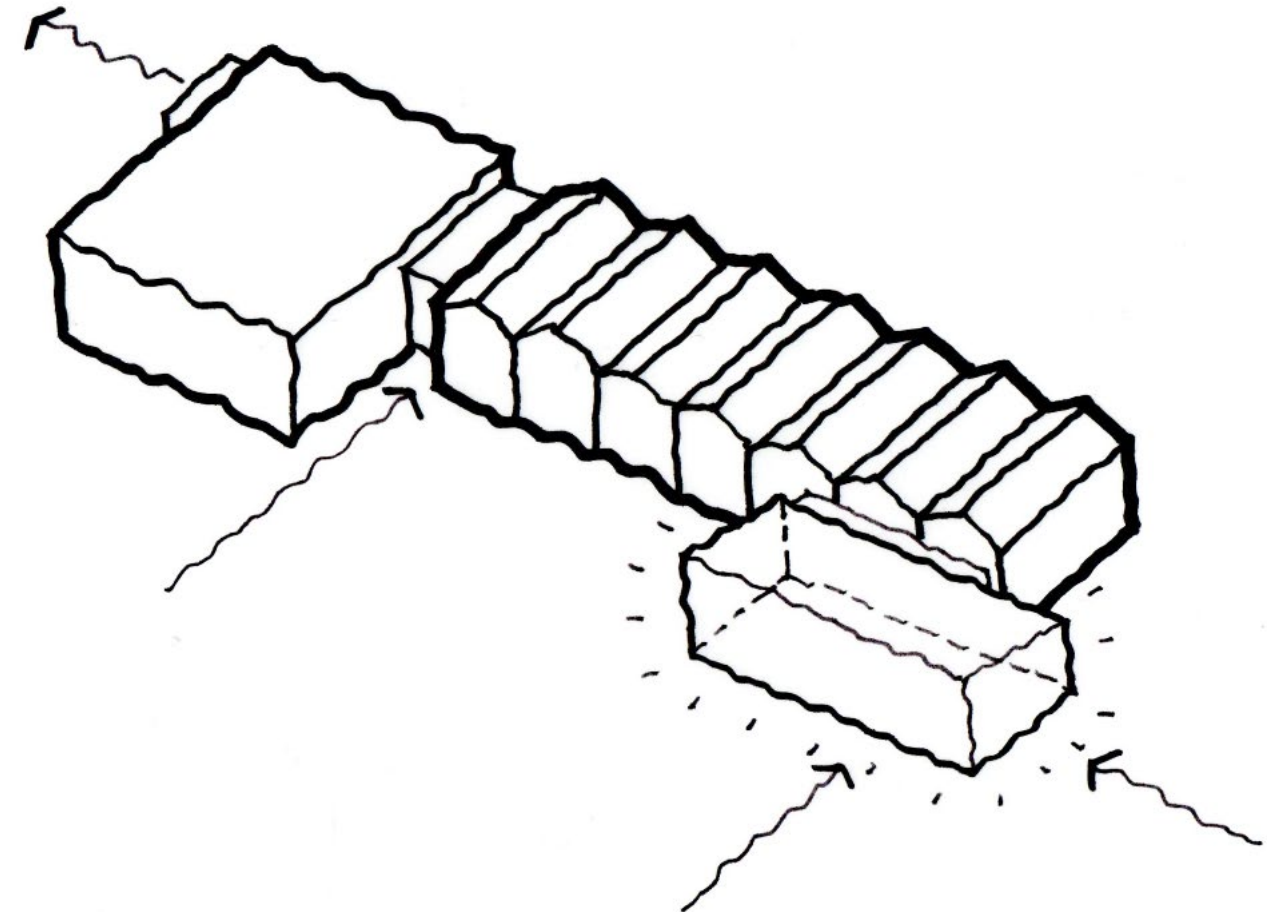
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Merseyside Fire and Rescue Authority
Training and Development Academy

Stage 2 Design Report

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Revision
P1
P2
P3
P4
P5
P6

Date
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11 August 2021
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25 October 2021

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Introduction

Ryder Architecture have been commissioned by Merseyside Fire and Rescue Authority (MFRA) to design and develop the proposal for a new state of the art Training and Development Academy (TDA).

The facility will replace and relocate an existing TDA facility, whilst combining two existing operational fire stations at Aintree and Croxteth to provide a new facility that will meet the client's mission of achieving excellence in all: fire fighting training, operational response, legislative fire safety and people.

Ryder have worked closely with the client to develop the concept design proposal described and documented within this report. It should be borne in mind that the brief is still under review and so the proposals should be viewed as a work in progress that will form the basis of the developing design.

Project Overview

Vision

Merseyside Fire and Rescue Authority (MFRA) propose to build a new state of the art Training and Development Academy (TDA) which will allow them to expand and increase training, with the potential to become a centre of excellence for national training. As part of that project, MFRA also want to create a new super station to replace two fire stations that are reaching the end of their useful life, whilst securing an improvement in their response times.

Current Facilities

The current Training and Development Academy and Croxteth Fire station was opened in the 1970's. This existing six acre site is landlocked with no site expansion possible and is restricted on all boundaries, by a cemetery, a secondary school, a main road and local housing.

Consequently, the existing site offers limited means in regards to providing enhanced training facilities with significant financial investment being required in the short, medium and long term in order to ensure the existing site remained fit for purpose.

The TDA provides the central location for the provision of operational training to front line firefighting crews across Merseyside Fire and Rescue Authority, as well as commercial training delivery to a number of external clients and stakeholders. In addition, the TDA site provides a venue for meetings, conferences and non operational training course delivery and supports the Prince's Trust and Fire Cadets programs. Furthermore, the site hosts training events and exercises that form part of the National Resilience training programme and has been utilised as a venue for a number of large scale major exercises for national and international stakeholders but given its limitations it struggles to accommodate the required scale for the delivery of national exercises which are a necessity for MFRA due to our position of Home Office Lead Authority, where the organisation plays a pivotal role by co ordinating the United Kingdom's response to national emergencies.

The current TDA's restrictive size, age and layout also limits any national and international training opportunities along with any of the associated income generation for MFRA and the wider Liverpool City Region. It is acknowledged that enhancing and refurbishing the existing TDA site is feasible; however, the geographical and physical limitations of the current site would not future proof or enable the full provision of the essential training needs of the authority required to safely train all their staff and external stakeholders.

Croxteth Fire Station, is the permanent location of the Service's Search and Rescue Team and houses two front line appliances in addition to a number of additional assets associated with their role with the National Resilience response framework. North West Ambulance service HART team is also based at Croxteth, the current site does not meet the national requirements for the Hazardous Area Response Team. Neither does it fully meet the Equality Duty. These shortcomings cannot be left unaddressed.

Aintree Fire Station is nearly 100 years old and offers limited scope for redevelopment opportunity and lacks the essential facilities required for a modern day Fire and Rescue station.

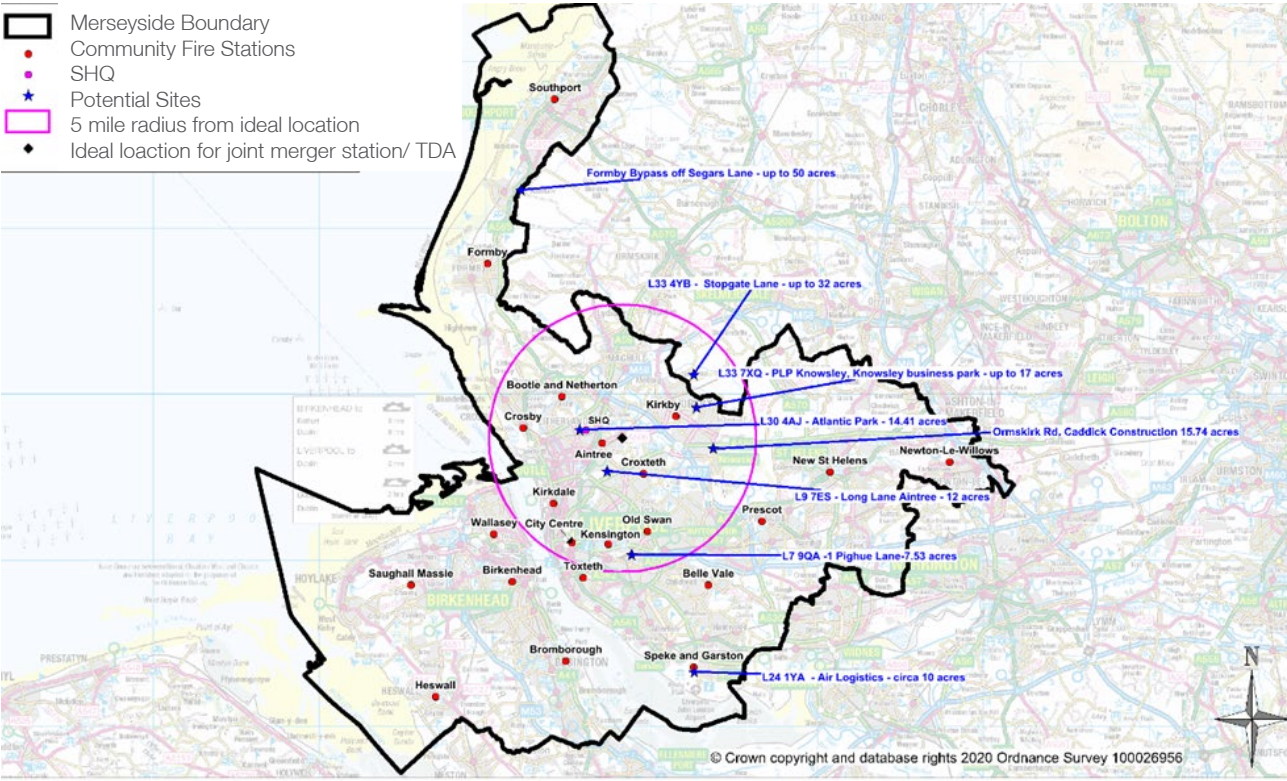
The intention would be to accommodate both Croxteth and Aintree fire stations at the new TDA site without reducing the number of fire engines or firefighters. This move and subsequent associated changes will actually improve the Services response times across Merseyside.

Alternative Sites

MFRA sought to identify a site which is available and also suitable from which responding fire appliances could reach all areas of Croxteth and Aintree within the approved response times. MFRA have examined all the available sites, with the Long Lane site considered the optimum location for MFRA to maintain the levels of fire and other emergency cover for the Croxteth and Aintree areas more than any other option identified.

The Long Lane site offers MFRA a very good opportunity to develop a world class Fire and Rescue Training centre for the following reasons:

- The site is well located in regards to the highway network with ease of access to major trunk routes
- The site is of sufficient size at 12 acres to accommodate our current training requirements and future proof the Authority's changing demands
- The site is centrally located within the Merseyside region to meet our central training strategy



MFRA potential sites

The Brief

Description of the Client Brief

Merseyside Fire and Rescue Authority’s aspiration is to grow and enhance their training offer which would generate employment opportunities for local people whilst redeploying over 40 staff who are currently involved in the delivery of training at Croxteth. These relocation proposals will also include the bringing together of emergency response assets from Croxteth and Aintree Fire and Rescue Stations, in effect the site will employ over 40 training staff alongside up to 60 operational staff on a daily basis with that expected to increase further as the training opportunities offered by the site develop.

Client Requirements

The new site will allow for:

- A new four bay Operational Fire Station (OFS)
- A new Training and development building
- Indoor Training Facility, for use in adverse weather and for demonstration purposes for the local community
- Urban Search and Rescue (USAR) garage
- Bespoke training facilities with scope to include a Fire Behaviour Unit, this will incorporate varied training scenarios for the modern day fire fighter
- Provision of external training which will also incorporate added provision for National Resilience (NR) focused training requirements
- An opportunity to provide training facilities that are currently only accessible via provision from external partners, eg high rise
- Specialised practical classrooms
- Increased car parking spaces

Key Drivers

The following principles are identified:

- Functionality
- Health and safety
- Future proofing
- A standardised approach
- Sustainable design and construction

The Site

Site Location

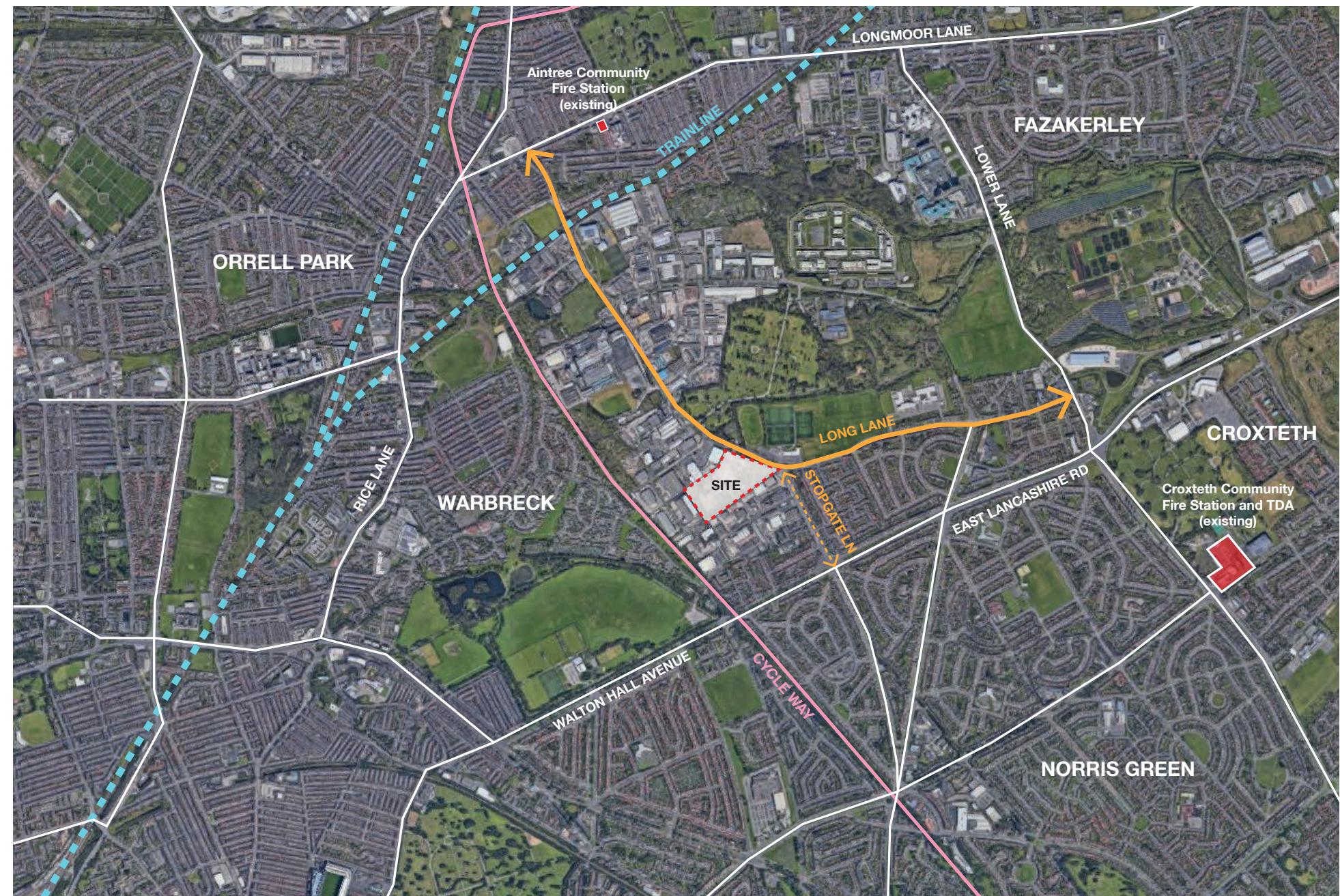
The proposed site is located at 100 Long Lane, Liverpool, L9 7BG

Site Description

The site is located opposite Everton Cemetery, approximately midway along Long Lane close to the junction with Stopgate Lane within a predominantly commercial / industrial area. There is existing access into the site off Long Lane.

The site is bounded on three sides by industrial and commercial units, whilst the boundary along Long Lane is fenced off with concrete panels.

The site comprises of a large area of open space, the open space extends out from the entrance to approximately halfway across the site. This area is relatively flat and covered in crushed concrete and brick material. A series of manholes and inspection hatches are located in this area. An area of planted saplings and adolescent trees and a large accumulation pond at the rear of the site which sits lower than the front part of the site. There is an existing sub station on the site which will require access.



Planning Statement

Pre Application Consultation

A pre application meeting was held with Planning and Highways Officers from Liverpool City Council on 21 July 2021.

This discussion addressed the application site and the principle of development on the site, policy assessment, location of the proposal, design considerations, the access arrangements and the scope and content of the planning application submission.

A further pre application submission maybe required to discuss design and the site layout, in more detail.

Planning pre application response dated from the 30 July can be found in the Appendix.

Site Context



Surrounding context



1 View from Long Lane



2 Current site entrance from Long Lane



3 Everton Cemetery view



4 View from Stopgate Lane



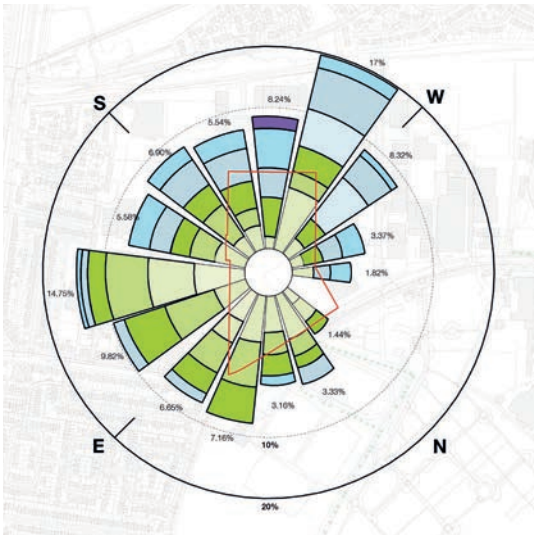
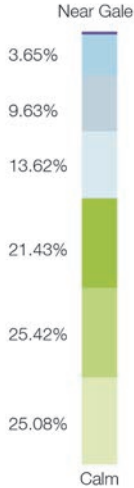
5 Entry to furniture superstore from Long Lane



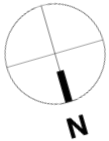
Existing site condition

Site Analysis

- Site location
- Residential area
- Light industrial area
- Retail area
- Primary route
- Secondary route
- Sun path
- Wind direction



Average wind directions across the year



Site analysis

Site Development

Red, Amber, Green Zones

As well as protecting the public, MFRA strive to protect the wellbeing of its staff. With this in mind the new TDA site will have a fully risk assessed decontamination procedure and will be split into red, amber and green zones.

Red zones are areas of the site where operational training / activity is being conducted. This may include carbonations burns for realistic fire training and PPE / RPE is needed to protect personal from contaminants. These areas will need to be carefully managed with stringent H&S measures in place to control hazards and mitigate risk(s). Amber zones are area(s) of the site will be in close proximity to operational activities and staff or visitors may need or be in Fire Kit PPE. For example this may include practical classrooms or appliance bays/vehicle and equipment storage areas. Amber zones also include wash and change areas where they can fully decontaminate. Green zones are clean areas where there should be no operational activity requiring the need for Personal Protective Equipment (PPE / Fire Kit). This area(s) of the site will be more corporate.

As a priority for preventing cross contamination, the operational station and training centre will establish and strictly maintain designated zones. PPE should never be worn in areas of the station designated a clean zone.

Site Development Concept

The new vehicular entrance will provide site access for personal and emergency vehicles, the access to the site has been moved centrally on Long Lane. The new location creates a physical division between the operational and training zones. The operational zone will include the operational fire station, USAR garage and facilities with a turning circle provided for easy movement to eliminate reversing on the site. Appliance vehicles will egress via an apron in front of the station. A one way system for appliances and other emergency vehicles is essential to ensure safe access and egress from the site.

On the opposite side of the shared access road is the staff and visitor car parking adjacent to the TDA building, which can be utilised by the community.

Beyond a secure fence line, deeper into the site are the external training facilities. They have been separated from pedestrian and non training vehicular movement to alleviate the risk of collisions.

Pedestrian access routes connect to a landscaped courtyard in front of the main TDA entrance, acting as a gathering space and focal point outside both the main entrance. Safe pedestrian routes have been separated from vehicular movement to enable a pedestrian focused environment with clearly defined routes into and around the site.

The TDA building is set back in the site creating attractive open outdoor spaces, which can be used for MFRA parades and ceremonial gatherings.

The overall building concept comes from the desire to maximise street frontage whilst being able to sperate clean zones from practical zones.

The rear of the TDA building will allow access to the external training zones through wash and changing facilities. The building layout creates a compact and efficient footprint whilst maintaining an open feel that maximises access and views to the outdoors.

The natural attenuation pond at the rear of the site is under review. It is proposed that attenuation ponds will be located around the site for surface water attenuation which will enhance natural habitats and create an area where staff can use as an external wellbeing space.



Training Facilities

The MFRA 'Training Model' was used to identify what training rigs MFRA required at its new Training and Development Academy.

The model is predicated on the following:

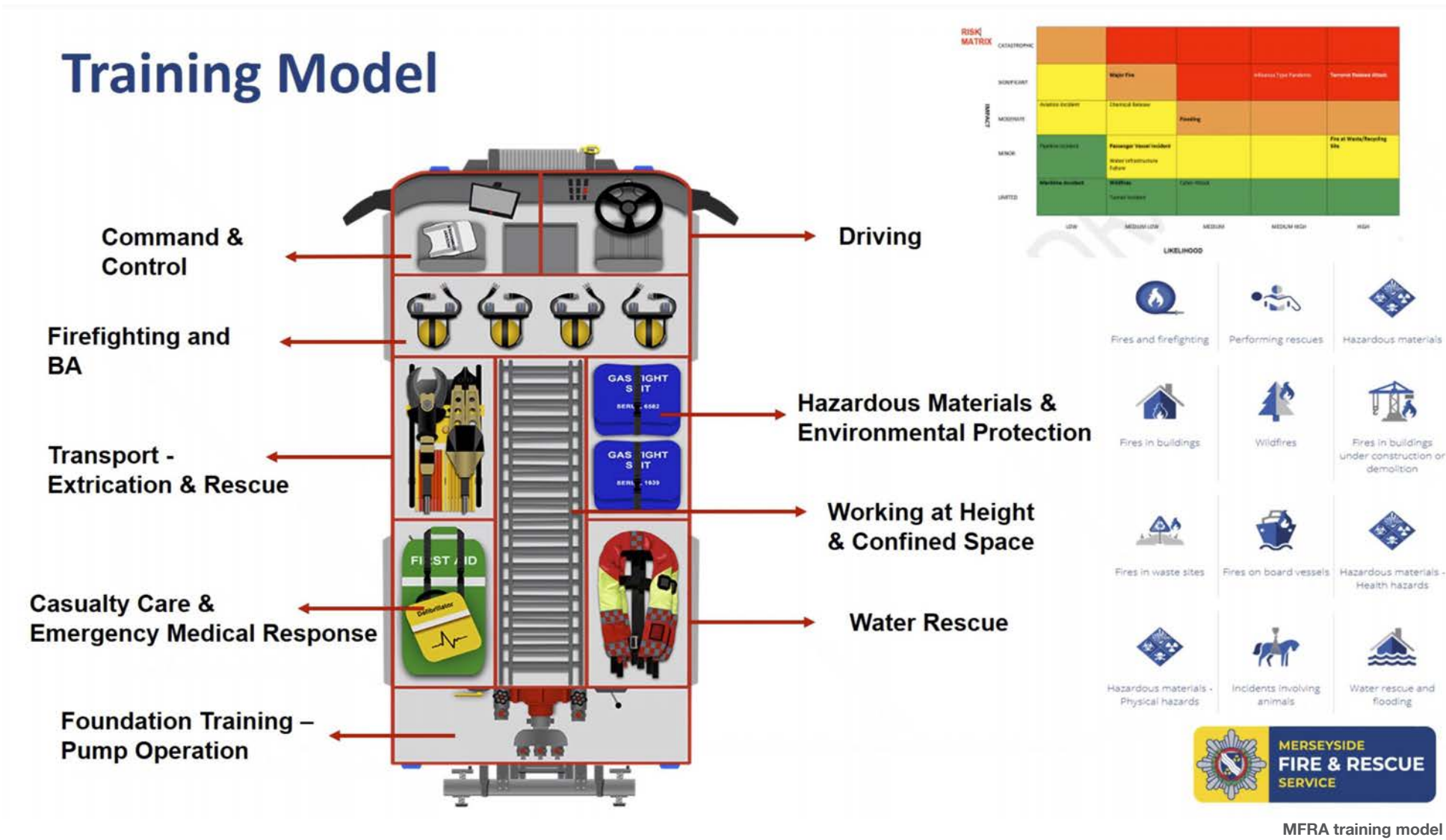
- The core training required for MFRS staff to be competent in areas risk critical to their role
- National Security Risk Assessment (NSRA – Produced by Cabinet Office) – Foreseeable risk at a National Level (Example: MTA)
- Community Risk Register (CRR – Produced by Merseyside Resilience Forum) – Foreseeable risk at a Local/Merseyside Level (Example: MTA, Marine, High Rise etc)
- Empirical Data – Incident Data provided by MFRA's Strategy and Performance Directorate (Example: Types of primary fires attended)
- Significant Incident Reports – Information provided by Ops Assurance Team including significant incident reports, case studies and learning from public inquiries etc
- Cognisance of National Operational Guidance and Emerging Risks such as Lithium Ion Batteries

Along with the current training facilities currently provided at the TDA site, there is a requirement for additional training rigs to be acquired to support the training delivery of a modern day firefighting service. The risk across Merseyside has changed and will continue to change and there is a requirement that MFRS train against all foreseeable risk, for example: High Rise training (Grenfell Tower Inquiry) and Marauding Terrorist Attack Training (Kerslake Report), increased marine risk, flood and wildfire and only through the building of a new facility will this enable MFRS to address these gaps in our current provision thus ensuring local, national and international firefighters are trained to the highest standard for the risks they will ultimately face.

The facilities will immerse firefighters in real life operational situations making them better equipped and skilled to keep the community and surrounding areas safe.

The external training zones have been set out so that multiple courses can be run concurrently and safely. All of the zones will interact with each other to create realistic and immersive emergency incidents within a safe training environment and will be accessed from a roadway so that appliances can arrive to varying scenarios.

Each zone will have a practical classroom for associated teaching / learning.



Access - Pedestrian and Vehicular

Car Parking and Vehicular Flow

A total of 200 car parking spaces have been provided for staff and training facility users as well as for community visitors. This includes 10 accessible parking bays which are located near to the key building entrance points. Staff will be encouraged to use sustainable transport methods to get to work including cycling, car sharing and public transport. EV charging points will also be provided.

The site road layout will enable operational fire appliances to enter the site via a shared central access point but be separated from the car parks and training areas. A vehicle apron will be provided in front of the station to enable fire appliances and other emergency vehicles to exit and clear the building in a non emergency situation and then wait for a suitable break in the traffic.

Pedestrian and Cycle

Operational staff will be provided with a weatherproof secure lockable cycle store within the confines of the operational part of the site. A similar facility will be provided to the front of the building for visitor cycles. The footpaths infrastructure on the public highway is outside the domain of this project; however our proposals will integrate with the surrounding pathways and landscaping are designed to gather visitors toward the building entrance without providing any hinderance to those with movement or sensory impairments.

Accessibility

The new facility will provide a modern, barrier free environment, with the flexibility for additional adaptation and aids to be incorporated to suit individual needs if required.

Access to the public highway

A traffic assessment and vehicle tracking drawings will be undertaken with the full application.

Access - Inclusive

The new builds will be designed in accordance with equality legislation and building regulations to ensure they are fit for purpose, fully accessible to end users and visitors who may require disabled access, suitable for those who wish to practise their faith and facilitate nursing mothers etc.

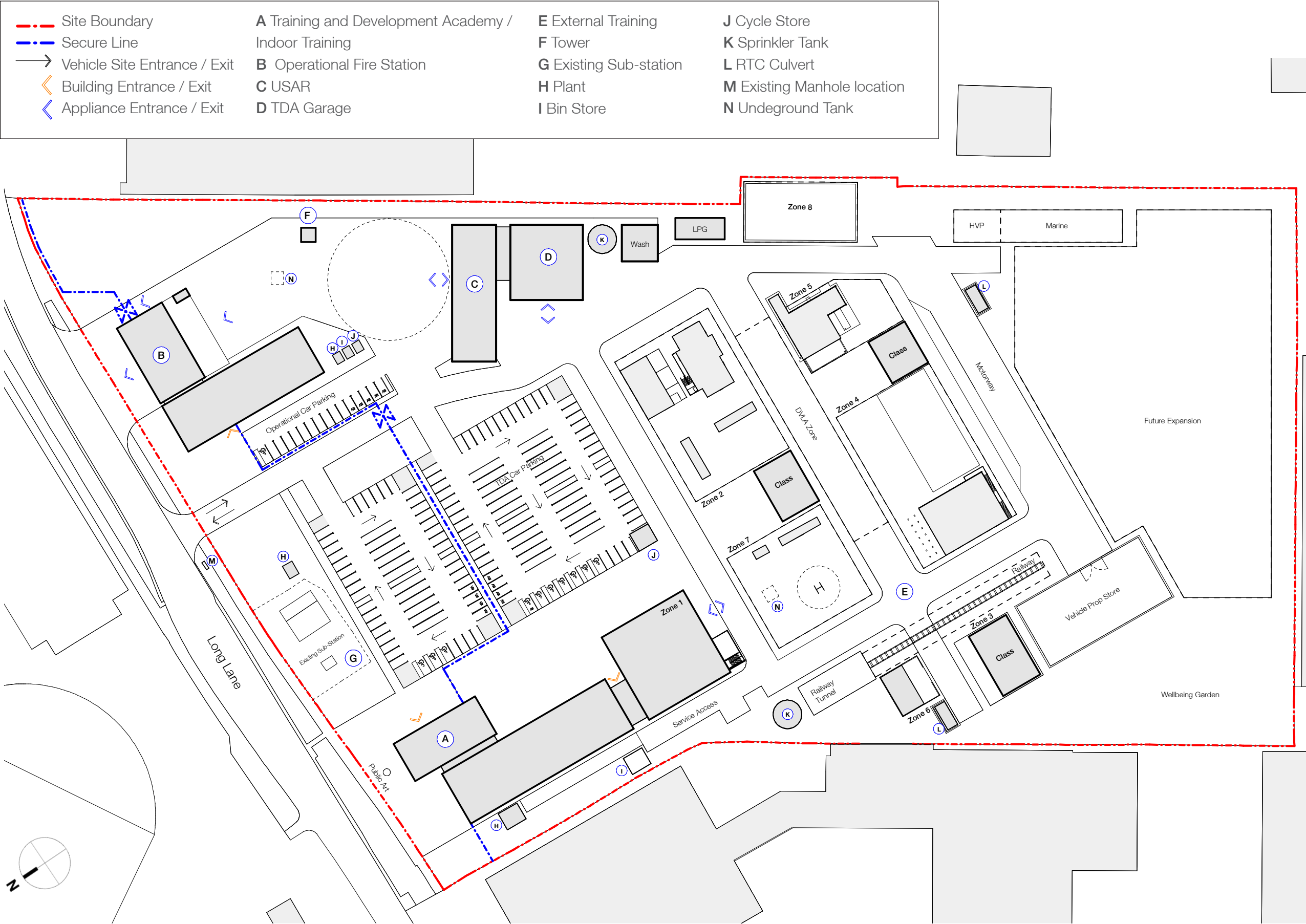
Access to the building: The external works will be designed to provide easy access to the buildings with falls no greater than 1 in 20 locally and 1 in 60 to the main entrances. Access into the building: All entrances have level thresholds. The main entrance will be provided with doors that can be operated automatically.

Entrances will be afforded with enough space to ease circulation and such that the feeling of being in the way should not be apparent.

Vertical and horizontal circulation through the building: Vertical access will be manageable by a compliant passenger lift and by stairs that can be utilised by the ambulant disabled. Horizontal circulation is eased by well proportioned corridors and adequately sized doors. Toilet and changing facilities: Accessible toilet and changing facilities have been provided in accordance with the Output Specification. These will be located in strategic locations on all levels.

The application of all of these measures will support inclusion, race relations and equal opportunities and deliver a facility that supports and that is not a hindrance to the Authority's obligations to satisfy the requirements of the Equality Act 2010.

Site Arrangement



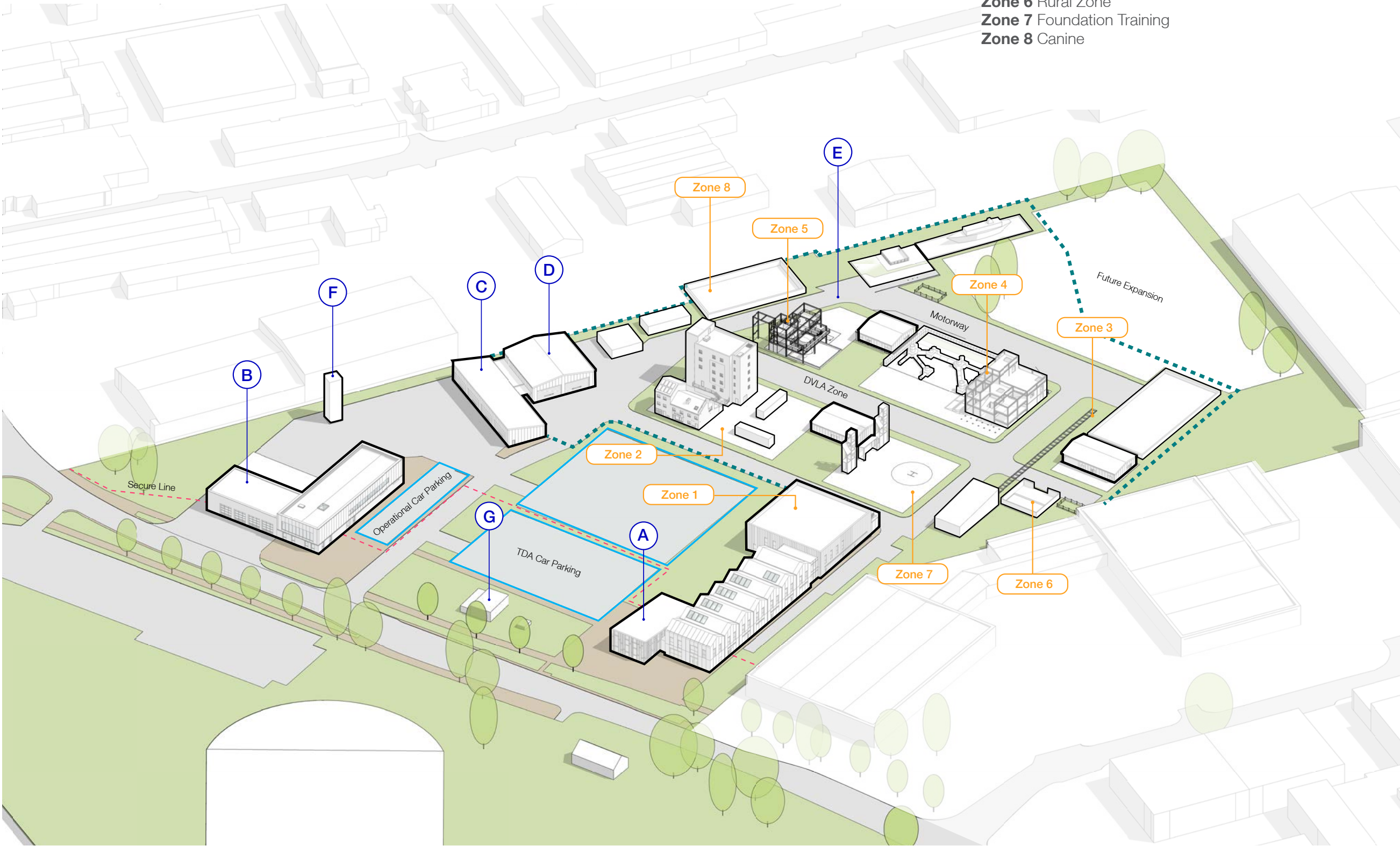
Site View

A Training and Development Academy / Indoor Training
B Operational Fire Station
C USAR
D TDA Garage

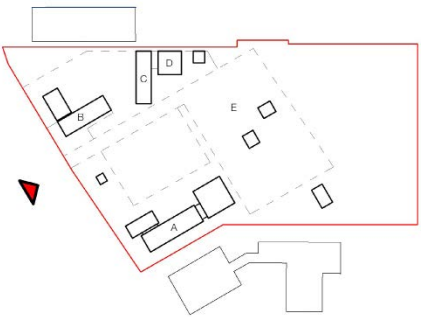
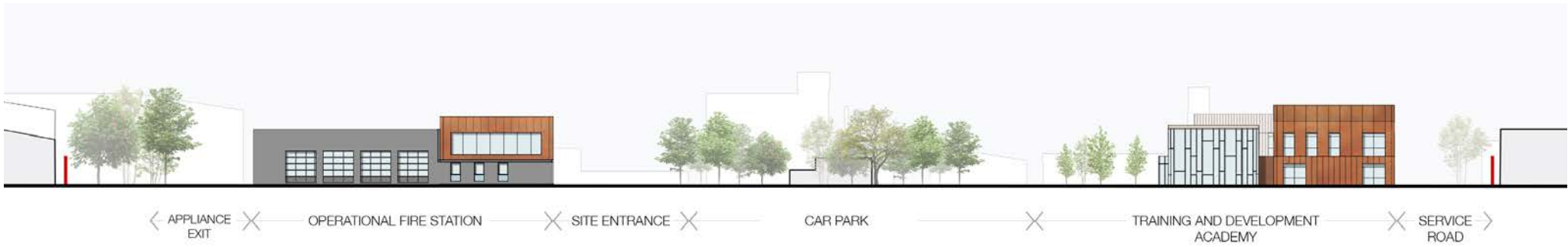
E External Training
F Tower
G Existing Sub-station

Car Parking
Secure Line
External Training Zone

Zone 1 Command and Control
Zone 2 BA Tactical Firefighting Fire's in the Built Environment
Zone 3 Transport and Extrication
Zone 4 National Resilience
Zone 5 Hazmat Environmental Protection
Zone 6 Rural Zone
Zone 7 Foundation Training
Zone 8 Canine

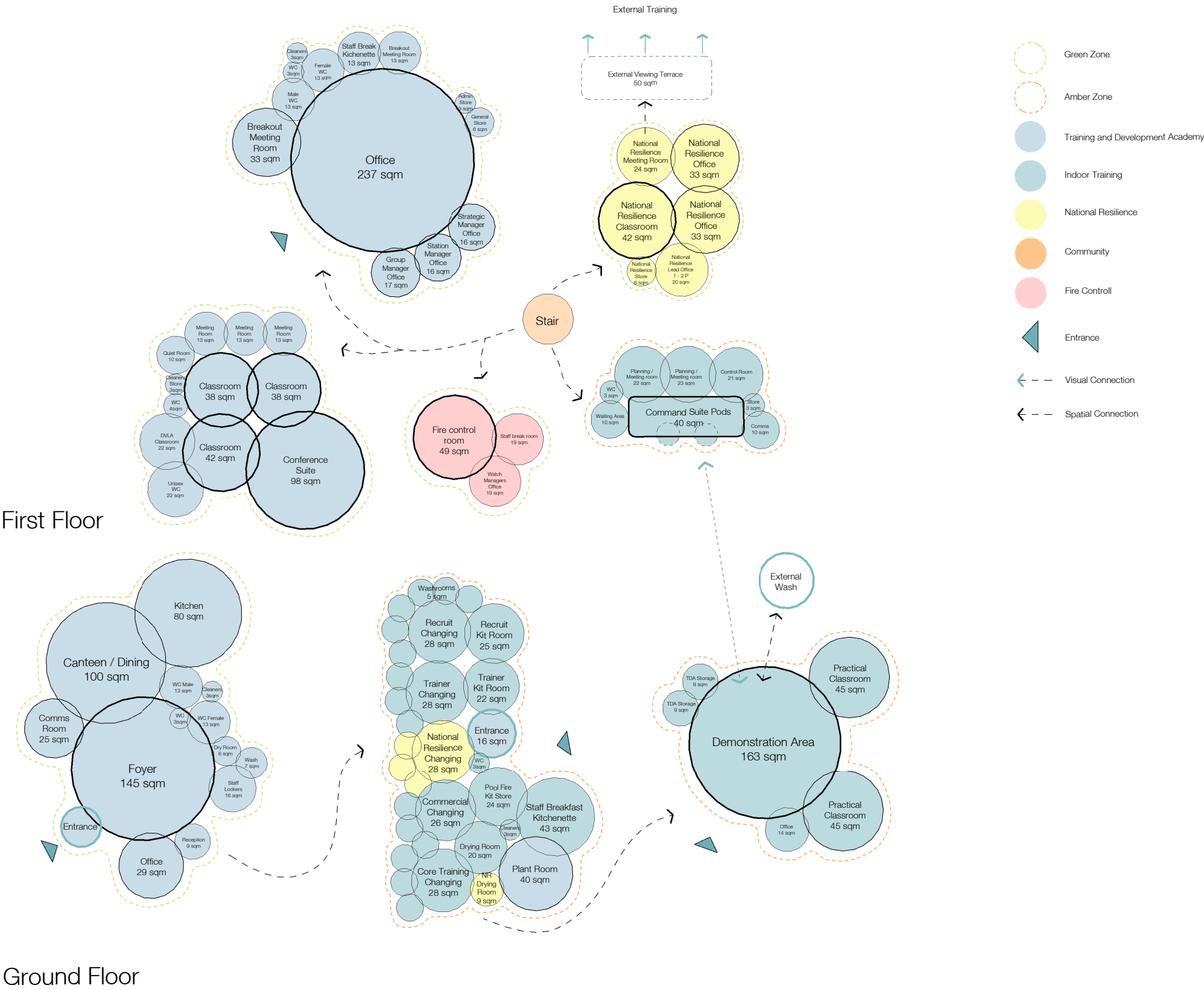


Street View
Long Lane



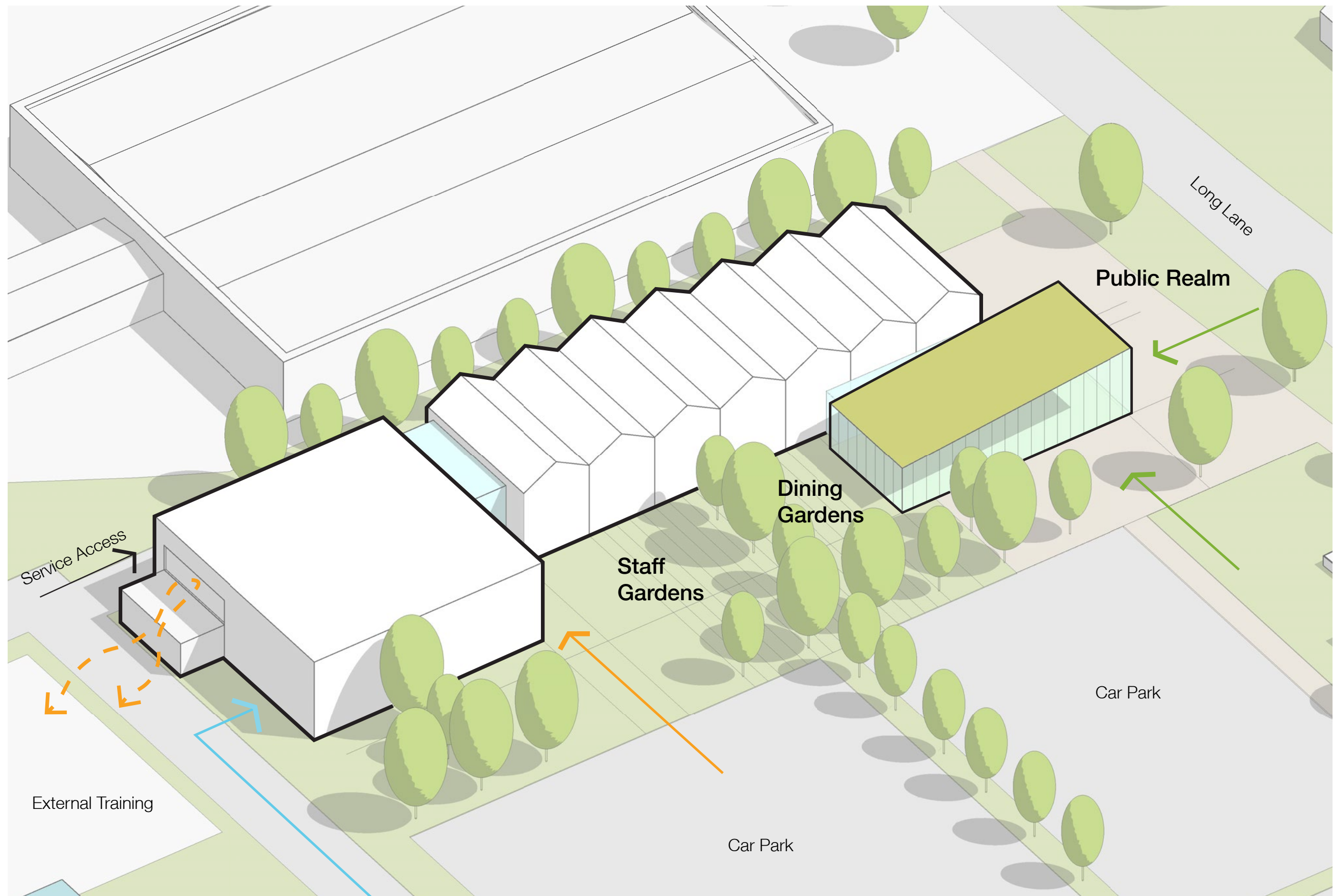
Training and Development Academy

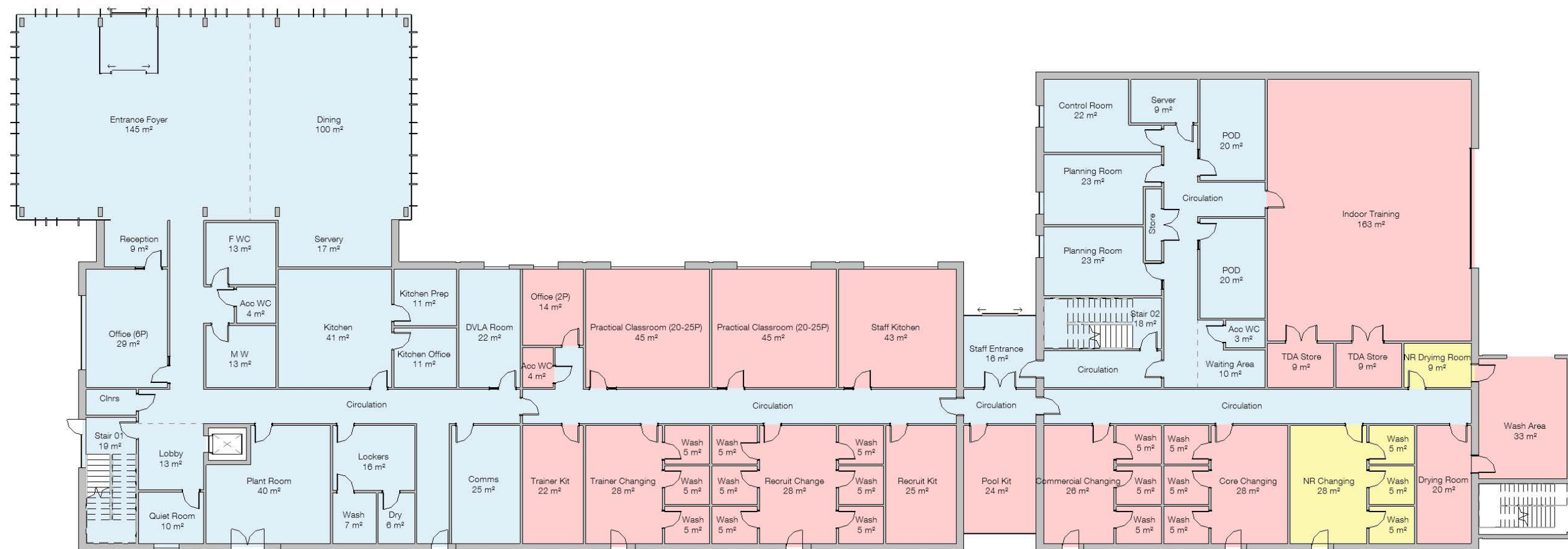
Schedule of Accommodation



Training and Development Academy

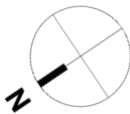
Concept Massing South View





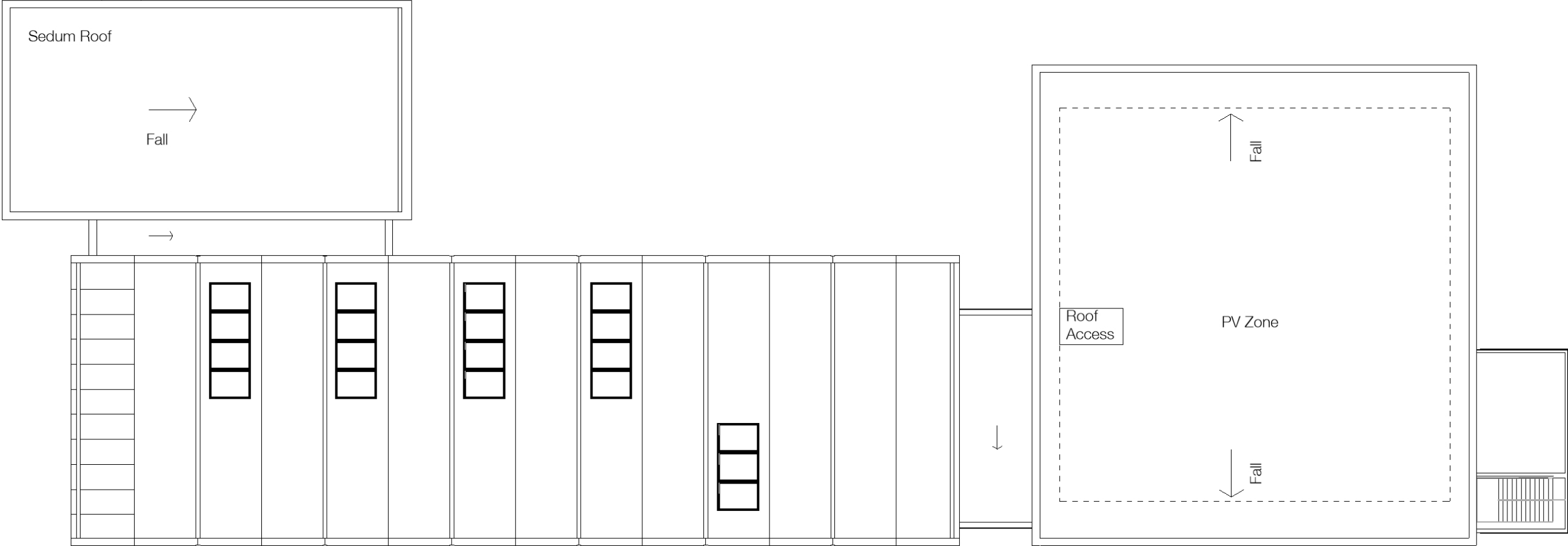
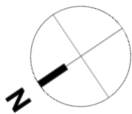
Training and Development Academy

Concept Plan - First Floor



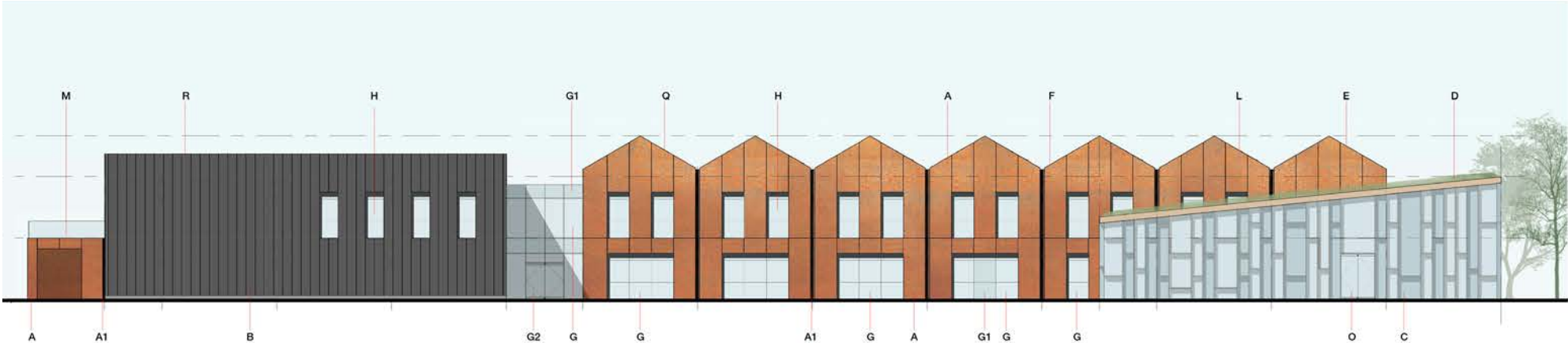
Training and Development Academy

Concept Plan - Roof

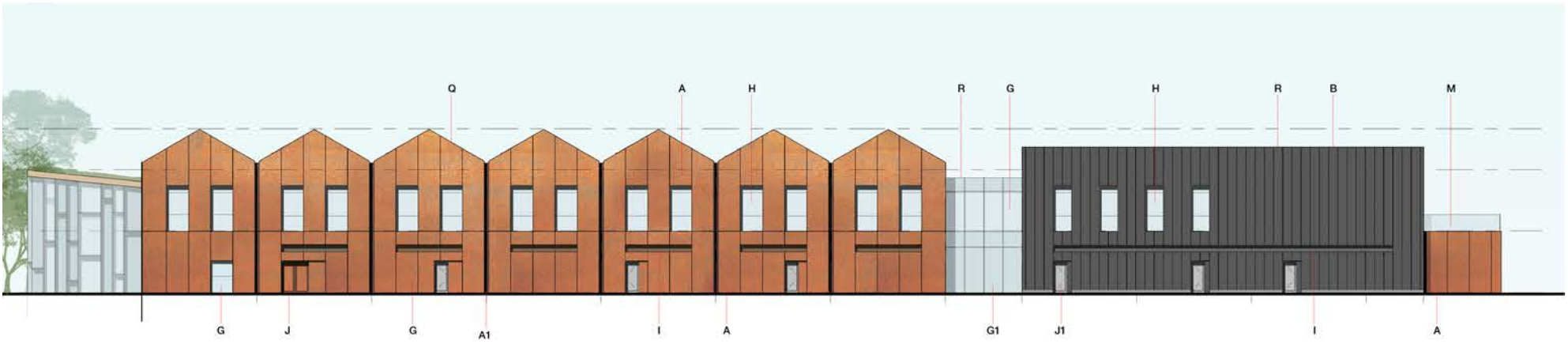


Training and Development Academy

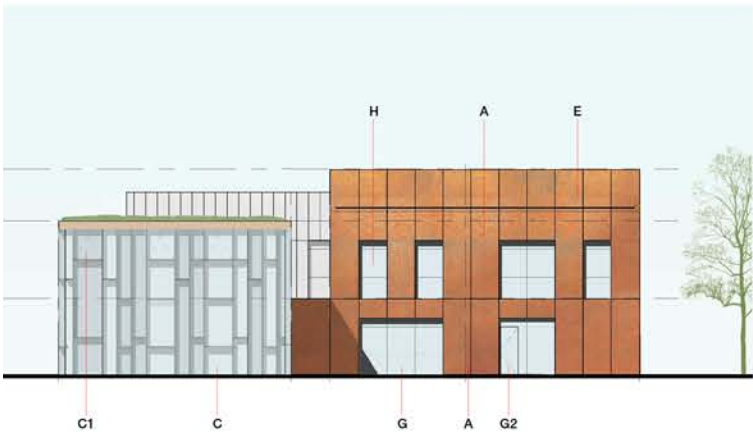
Elevations



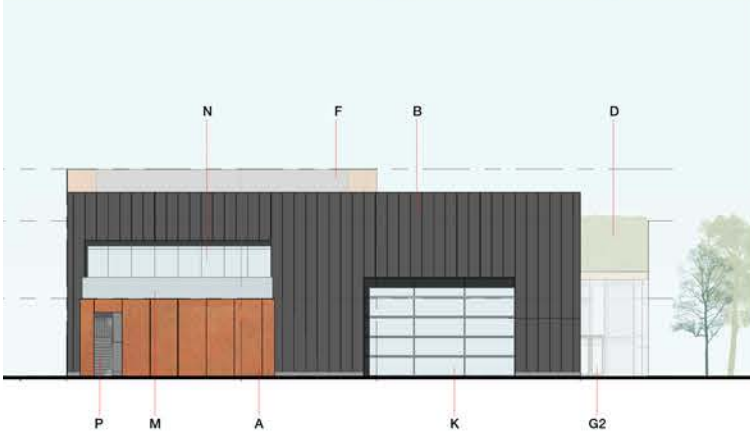
South-East Elevation



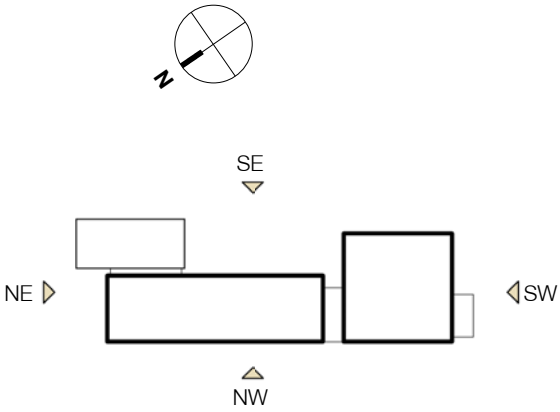
North-West Elevation



North-East Elevation



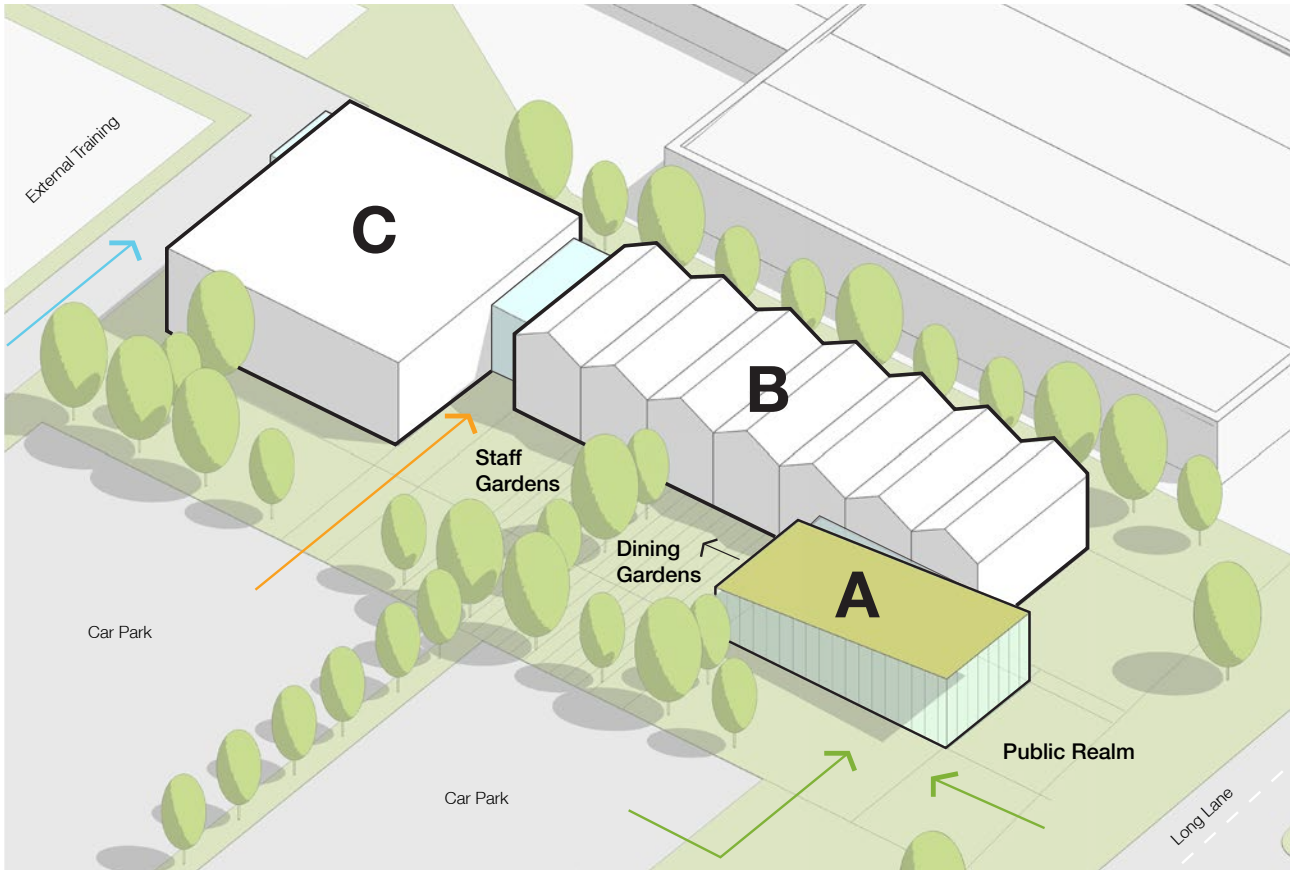
South-West Elevation



- A** Corten weathering steel rainscreen cassette with concealed fixings. Preformed corten panels to all corners and window reveals including cills, jambs and soffits. Typically 1425mm panel width
- A1** 100mm recessed vertical corten weathering steel feature channel
- B** Dark grey composite insulated panel system with 150mm brick plinth. Typically 600mm panel width
- C** Aluminium double glazed curtain walling with extended capping
 - Internal glulam framed structure
- C1** Glazed AOV for summer cooling
- D** Sedum roof with fascia and soffit to match the extended capping.
 - Exposed liner tray and exposed services internally
- E** Corten weathering steel cassette roof panels to front gable only with concealed gutter
- F** Aluminium standing seam roof
- G** Double glazed curtain walling
- G1** Glass look-a-like panels integrated into curtain walling system
- G2** Double glazed door integrated into curtain walling system
- H** Aluminium double glazed window
- I** PPC Aluminium louvre panel
- J** Corten overclad steel door
- J1** Steel door
- K** Fully glazed sectional overhead door
- L** Aluminium double glazed roof lights.
 - To vaulted ceiling above open plan office
- M** Frameless glazed balustrade to terrace
- N** Aluminium double glazed bi-fold doors
- O** Structural glass system to main entrance lobby walls and roof with silicone seal joints. Automatic glazed sliding doors.
- P** External escape stair
- Q** Corten parapet capping to extend over the parapet by 750mm
- R** PPC parapet capping

Training and Development Academy

Architectural Expression and Materiality



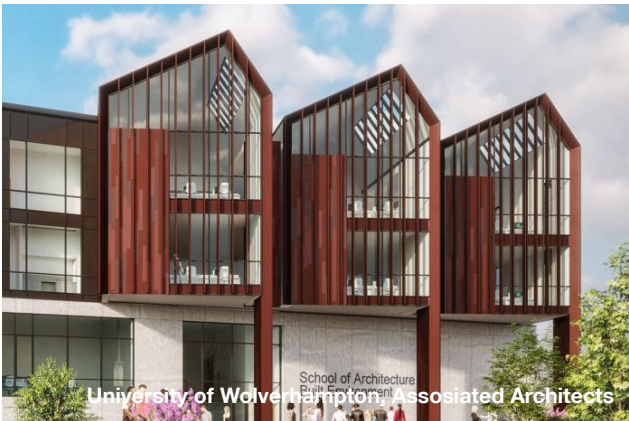
A
Light transparent vertical expression (beacon)
Glass and timber



B
Duo pitch expression
Corten steel



B
Duo pitch expression
Corten steel



C
Solid vertical expression
Vertical metal cladding

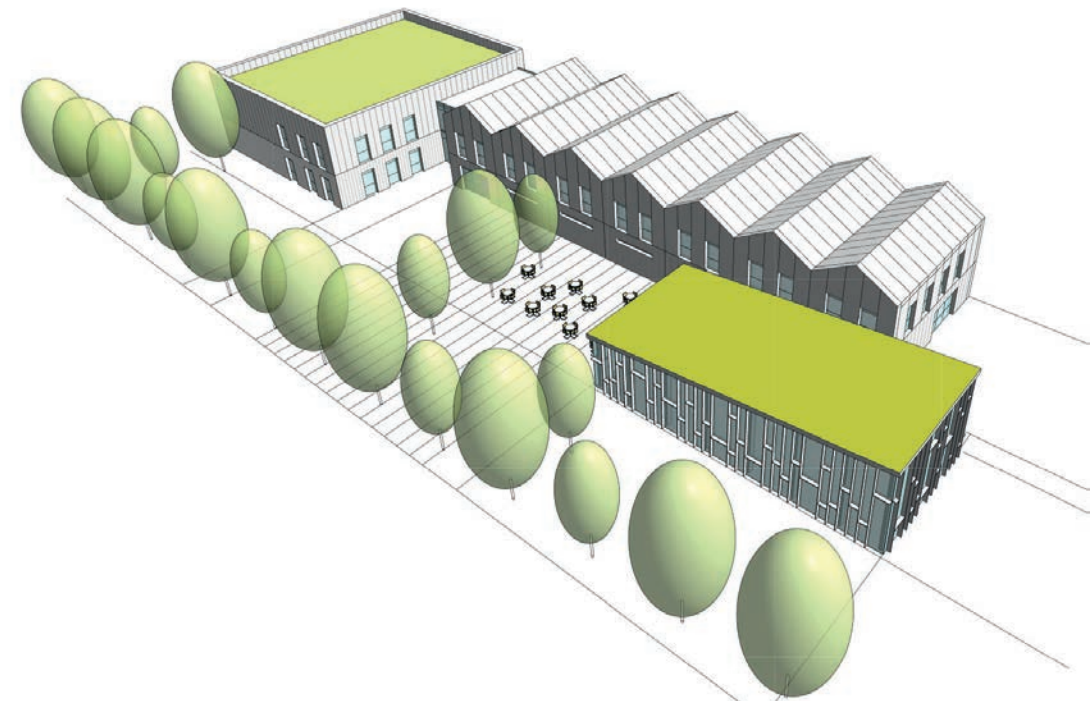
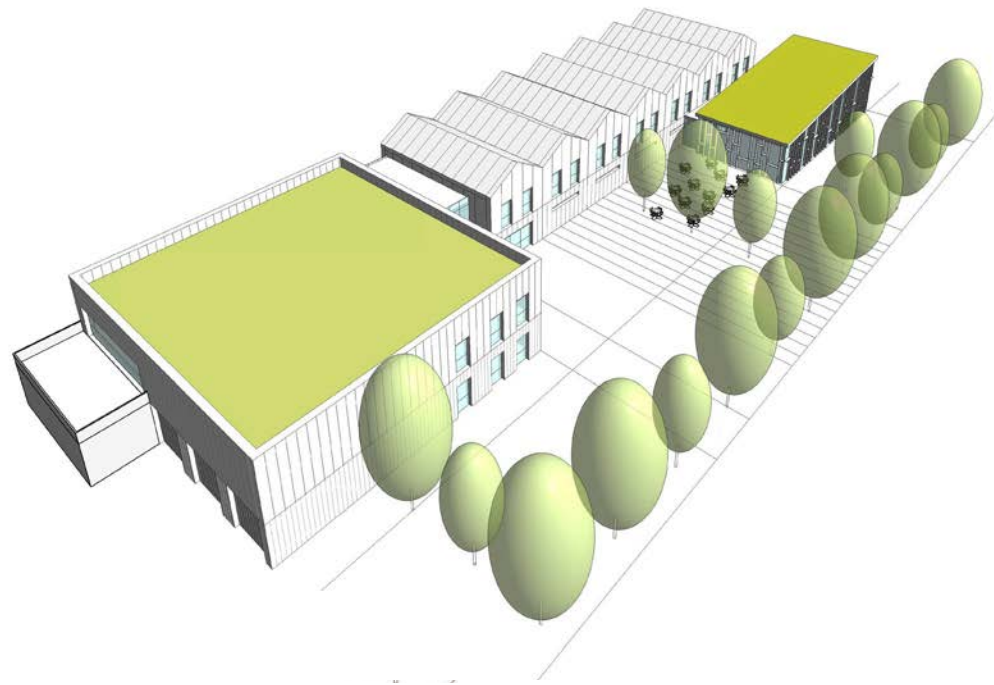


C
Solid vertical expression
Vertical metal cladding



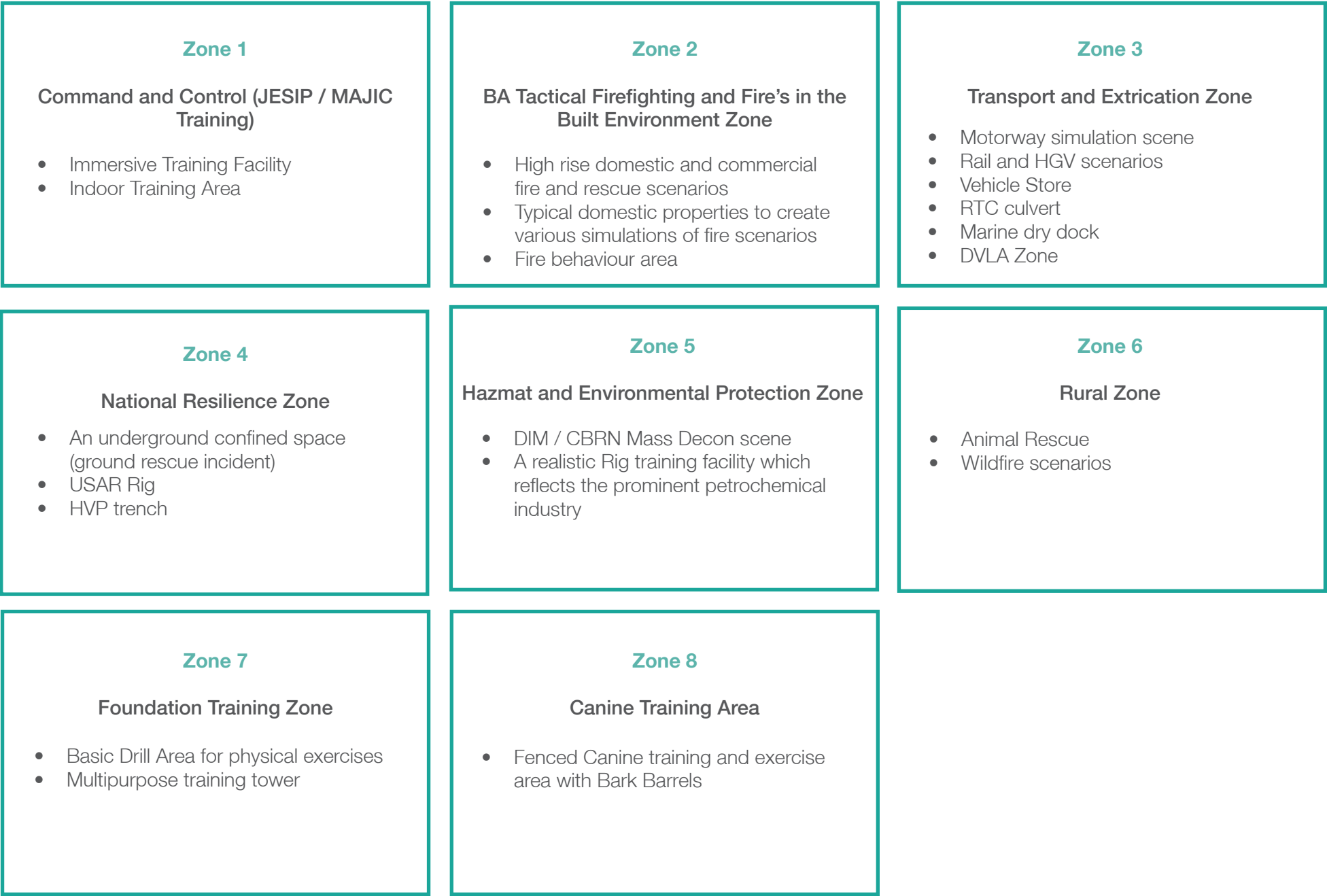
C
Solid vertical expression
Vertical metal cladding

Training and Development Academy Concept Visual



Adjacencies

Red Zone - External Training



External Training Arrangement

- 1 Command and Control

a Immersive Training Facility

b Indoor Training Area
- 2 BA Tactical Firefighting

Fire's in the Built Environment

a Multi storey firehouse to include high rise firefighting scenario

b Fire behaviour area

c Terraced housing
- 3 Transport and Extrication

a RTC Motorway

b Railway

c Vehicle prop store

d Vehicle wash

e RTC culvert

f Uneven road for appliance

g Marine dry dock

h. DVLA driving zone
- 4 National Resilience

a USAR Rig

b Rubble pile with confined space tunnels

c Hot cutting pegs

d HVP trench
- 5 Hazmat and Environmental Protection

a Industrial simulation Rig, Petrochemicals, Tower with crane boom

b Hazardous material spillage
6. Rural Zone

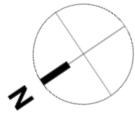
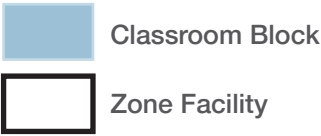
a. Animal rescue trench and embankment
- 7 Foundation Training

a Drill / practice area. Mass decon setup area

b Multipurpose 3 storey tower

c Training tower with covered spray wall
- 8 Canine Training

a Canine training and exercise

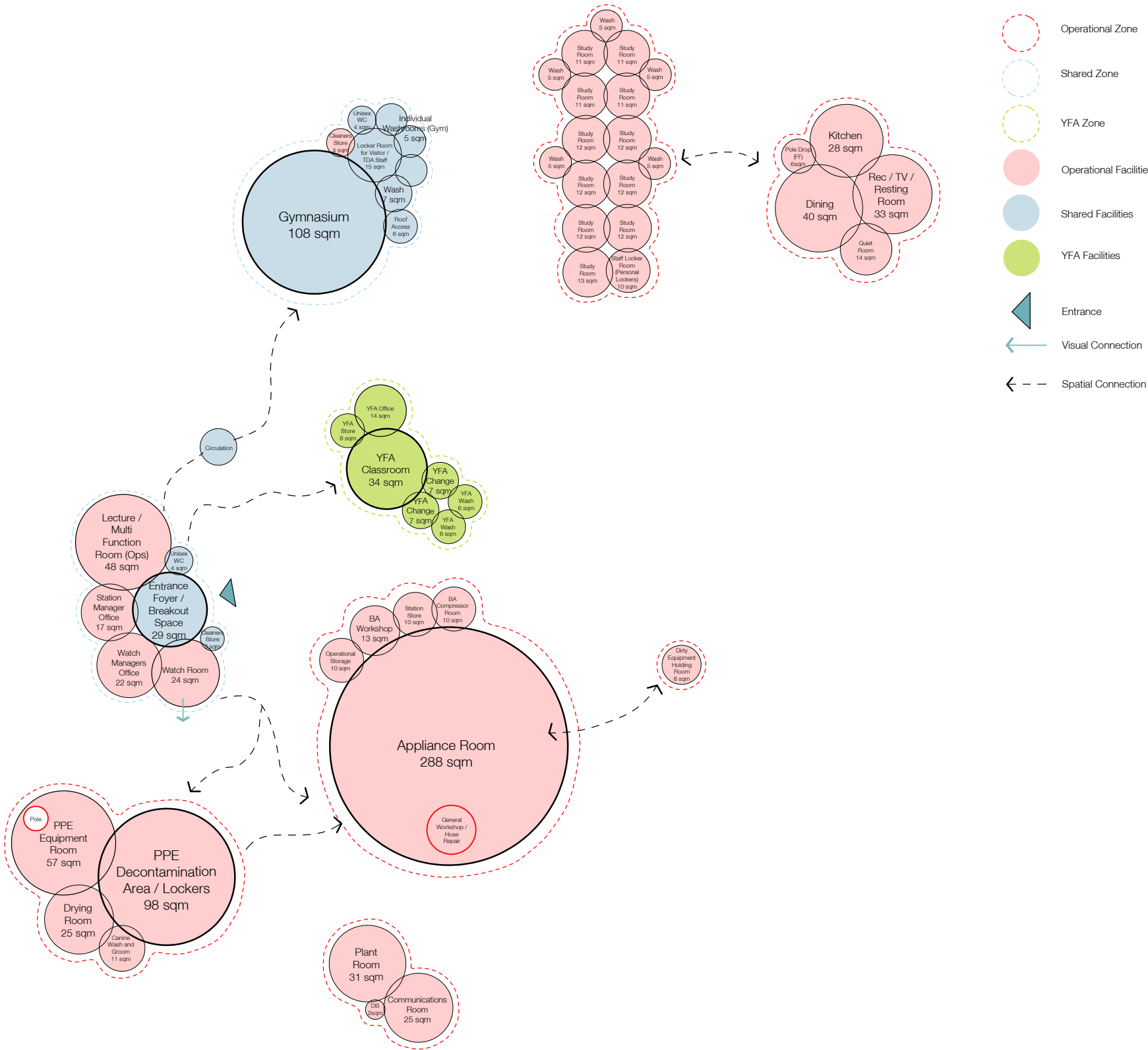


Operational Fire Station

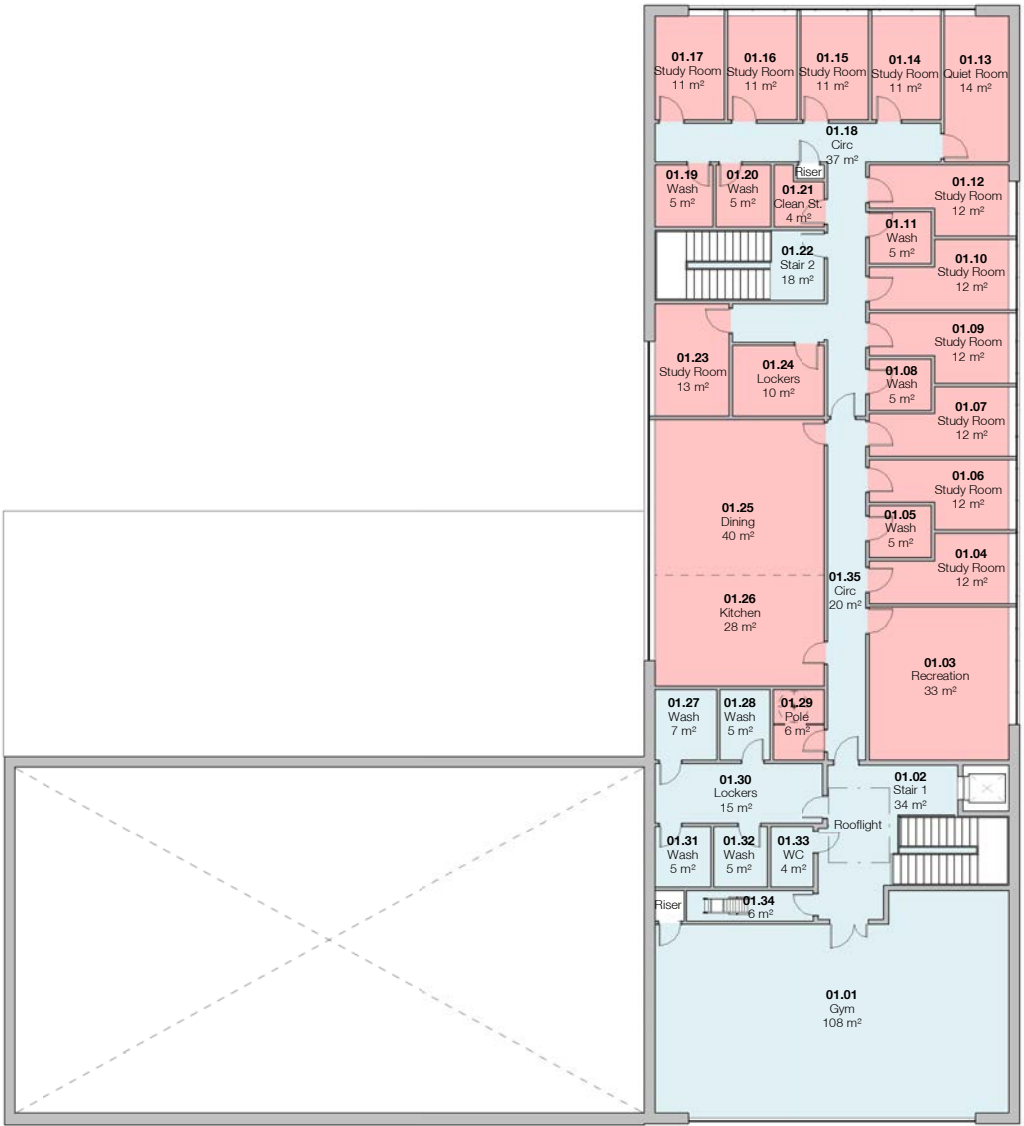
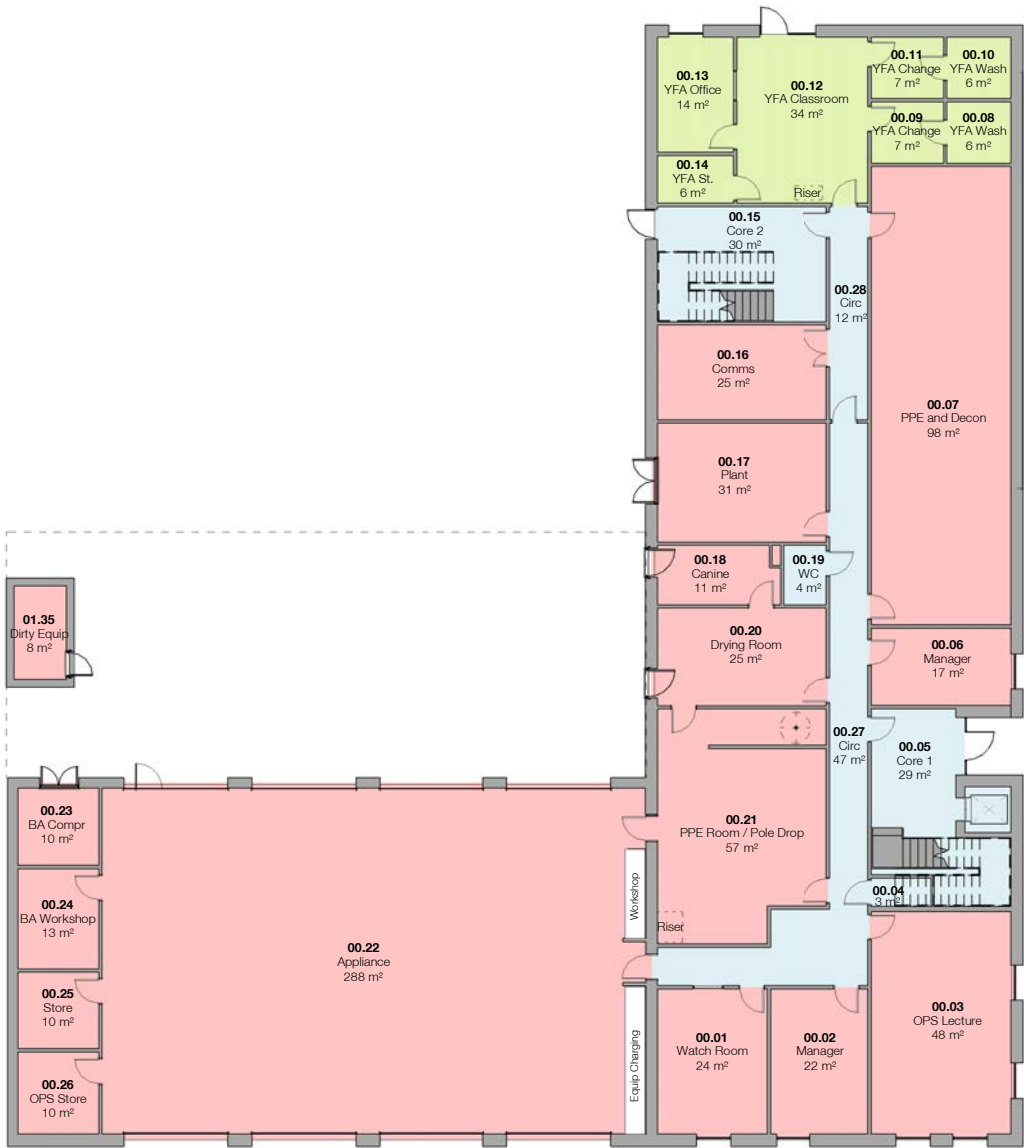
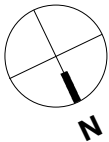
Schedule of Accommodation

First Floor

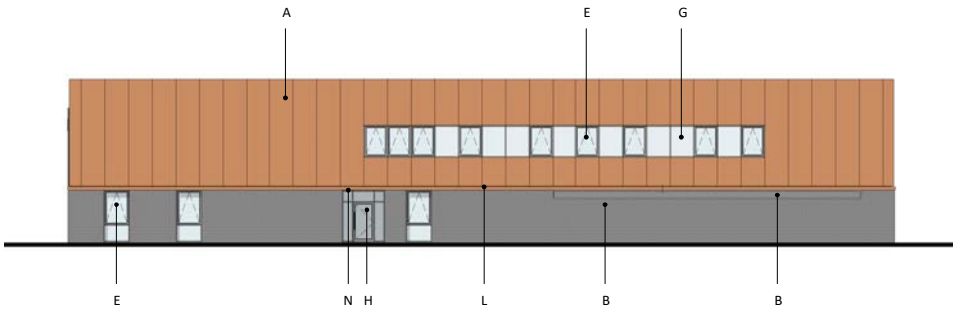
Ground Floor



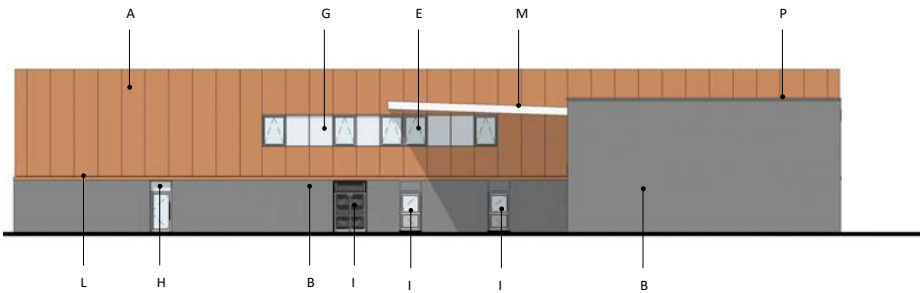
Operational Fire Station Concept Plans



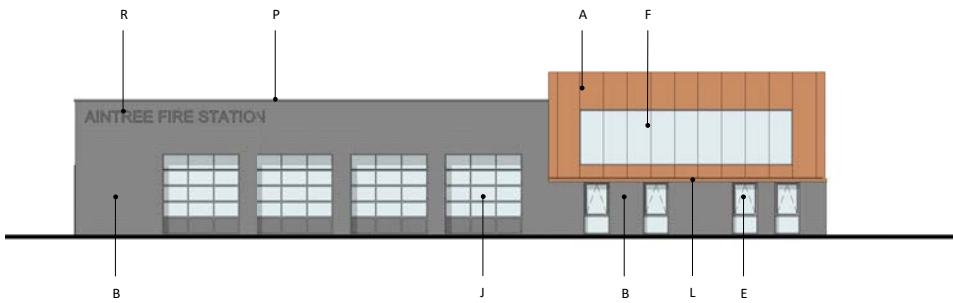
Operational Fire Station Elevations



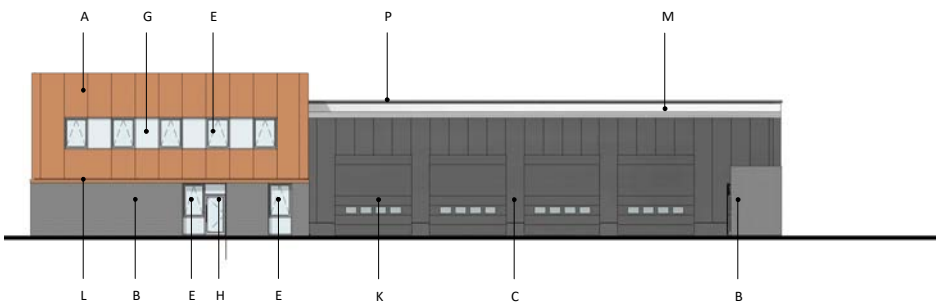
North-West Elevation



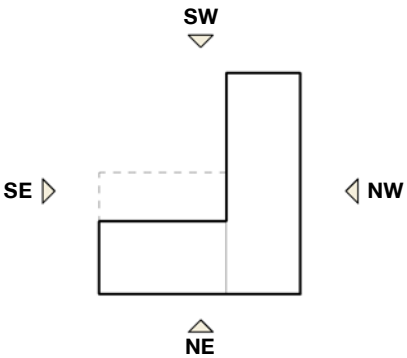
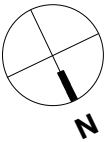
South-East Elevation



North-East Elevation



South-West Elevation



Materials Key

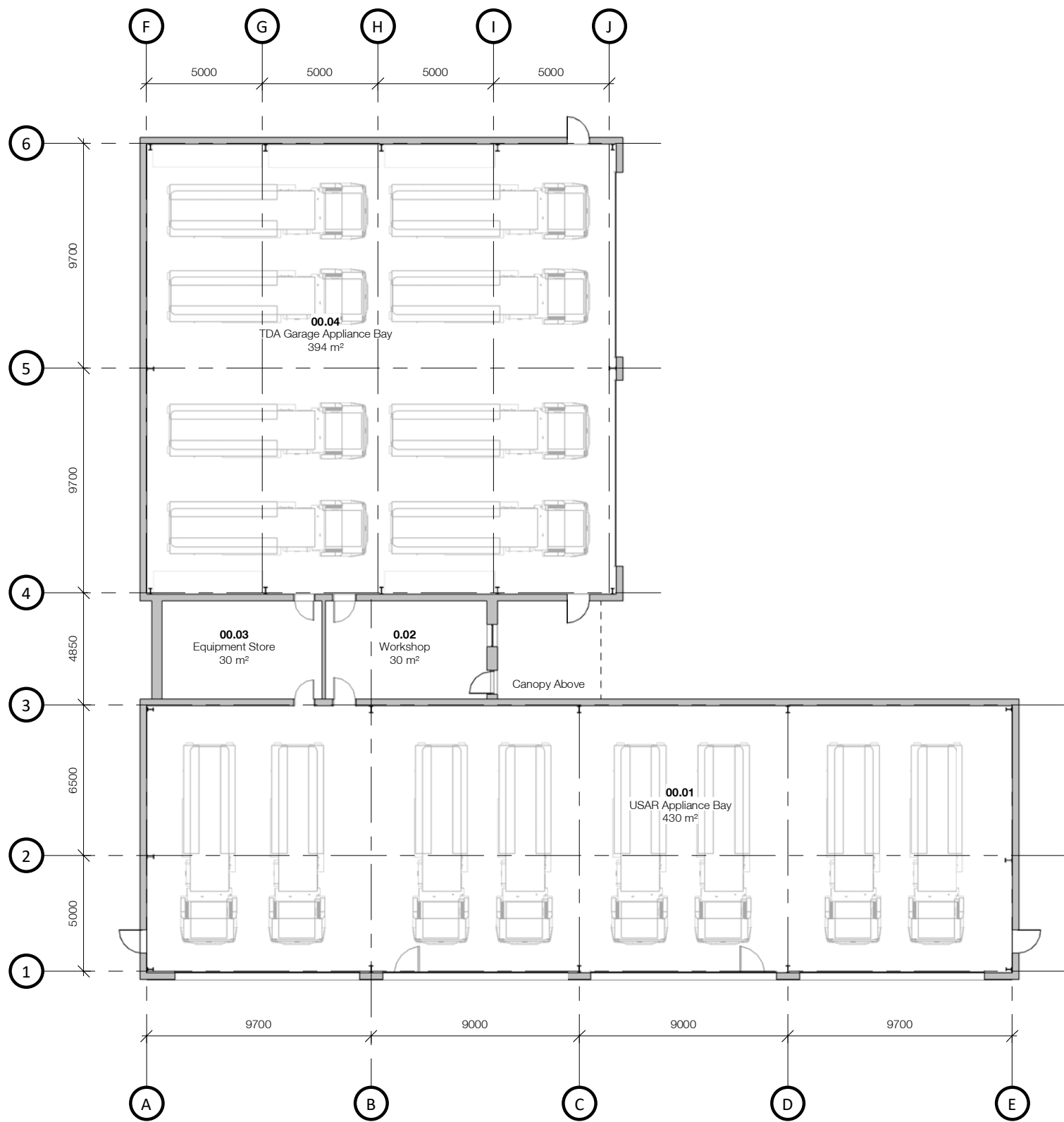
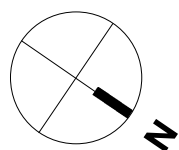
- A Corten weathering steel rainscreen cassette. Preformed corten panels to all window reveals including cills, jambs and soffits
- B Grey charcoal brick with grey mortar
- C Black composite insulated metal panel fixed vertically
- D PPC aluminium glazed curtain wall
- E PPC aluminium window
- F PPC capless aluminium glazed curtain wall
- G Glazed lookalike spandrel panel
- H PPC aluminium glazed doorset integrated into curtain walling system
- I Solid/ Louvred PPC proprietary steel doorset
- J Fully glazed appliance bay sectional overhead doors
- K Partly glazed appliance bay sectional overhead doors
- L Preformed corten secret gutter
- M Galvanised steel profiled single skin roof cladding over wash area
- N PPC aluminium soffit panel
- O Brushed stainless steel signage
- P PPC parapet capping to brickwork
- Q PPC Louvres
- R Brushed Stainless Steel Signage

Operational Fire Station Visual



Ancillary Buildings

USAR and TDA Garage

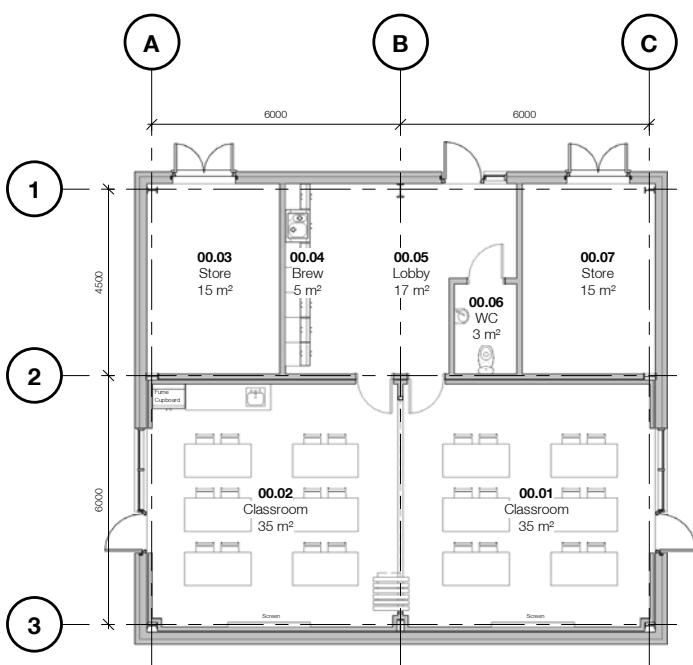
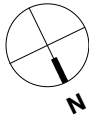


Ancillary Buildings

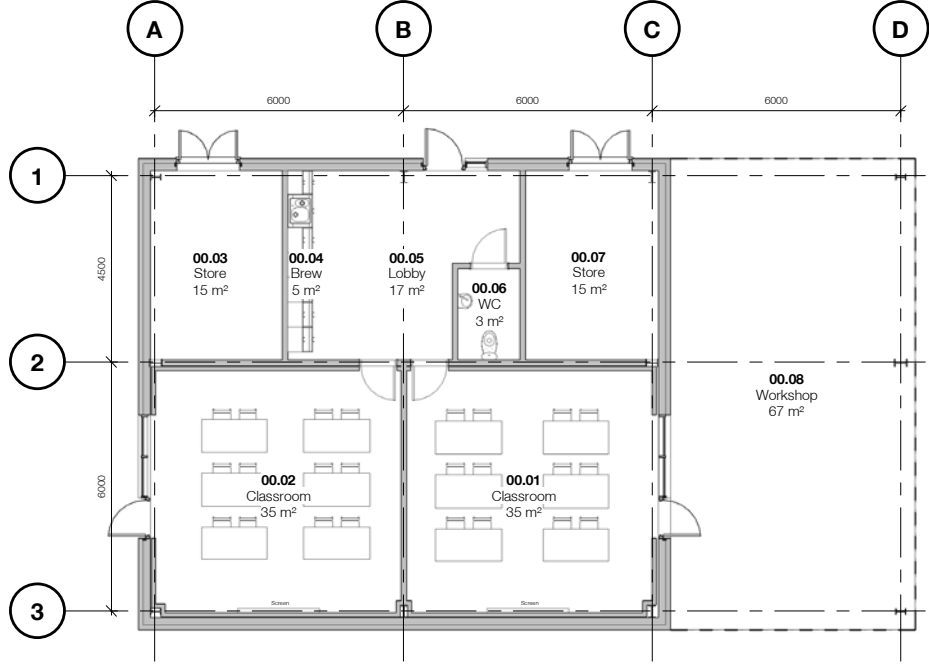
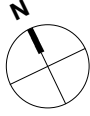
External Classrooms



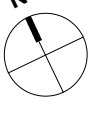
Classroom Type 1



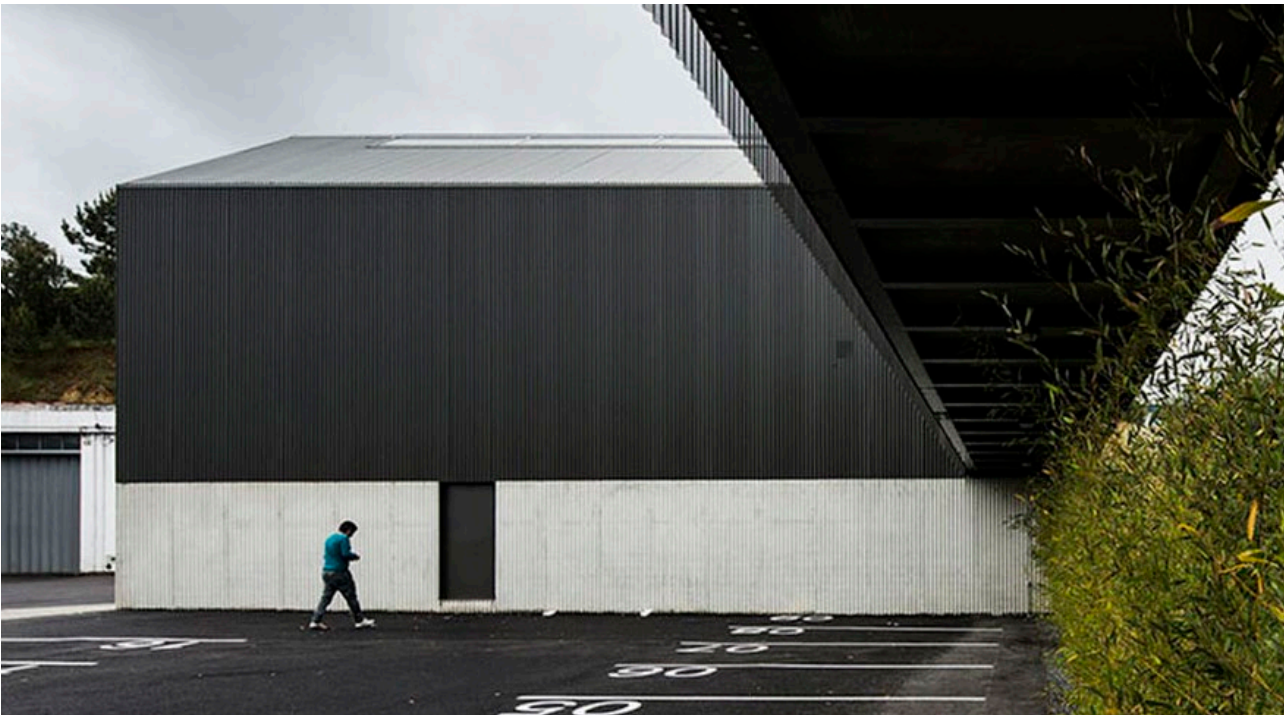
Classroom Type 2



Classroom Type 3



Ancillary Buildings
Architectural Expression and Materiality Precedents



Adémia Office Building and Industrial Warehouse,
João Mendes Ribeiro



Solid vertical expression

Area Schedule

Occupancy / Car Parking Spaces

		Actual as developed plan
	Shift	Total
Occupancy (Firefighters):	15	62
Occupancy (Admin Staff):		50
Occupancy (Commercial Training)		20
Occupancy (National Resilience Training)		25
Occupancy (Recruit Training)		20
Occupancy (Operational Training)		20
Occupancy (Non - Operational Training)		20
Total Occupancy:	170	
Operational Vehicles: (MFRA)	10	
Operational Vehicles: (TDA)	18	
Car Parking Spaces (Public):	12	
Car Parking Spaces (Public Accessible):	3	
Car Parking Spaces (TDA, NR):	150	
Car Parking Spaces (Operational):	24	
Car Parking Spaces (Secure Accessible):	10	
Car Parking Spaces (Mini Bus):	1 (transit vans etc)	
Total Car Parking Spaces:	199	200
Community Bike Hoops: Number of cycle spaces	6	
Secure Operations Bike Shed: Number of cycle spaces	10	
Secure TDA Bike Shed: Number of cycle spaces	30	
Smoking shelter	1	
Total Site Area:	N/A	

[illegible]

Area Schedule Operational Fire Station

Room Reference	Room Title	Floor Area	Capacity	Floor Area	Capacity
Operational Fire Station		Sqm			
	Watch Room	24	4 people	24	
	Watch Managers Office	20	2 people	22	
	Station Manager Officer	16	1 person	17	
	Station Store	10		10	
	PPE Equipment Room	60	62 Lockers	57	
	PPE Decontamination Area / Lockers	100	62 Lockers	98	
	Drying Room	25		25	
	Dirty Equipment Holding Room	10		8	
	Pole	Incorporated into PPE			
	Canine Wash and Groom	12		11	
	Lecture/Multi Function Room (Ops)	35	10 - 15 people	48	
	Individual Study Room	10		11	
	Individual Study Room	10		11	
	Individual Study Room	10		11	
	Individual Study Room	10		11	
	Individual Study Room	10		12	
	Individual Study Room	10		12	
	Individual Study Room	10		12	
	Individual Study Room	10		12	
	Individual Study Room	10		12	
	Individual Study Room	10		12	
	Individual Study Room	10		13	
	Individual Washroom	5		5	
	Individual Washroom	5		5	
	Individual Washroom	5		5	
	Individual Washroom	5		5	
	Individual Washroom	5		5	
	Staff locker room (Personal Lockers)	15	7 Lockers	10	
	Pole Drop (FF)	3		6	
	BA Workshop	12		13	
	General Workshop / Hose repair	15	Incorporated into App Bay		
	Operational Storage	10		10	
	DB Room	1		2	
	Plant Room	30		31	
	Communications Room	25		25	
	Appliance Room	260	4 Bay	288	
	Entrance foyer / Breakout Space	30		29	
	Unisex Public Accessible WC (GF)	3		4	
	Unisex Public Accessible WC (FF)	3		4	
	Kitchen	30		28	
	Dining	50		40	
	Rec/TV/ Resting Room	30		33	
	Quiet Room	10		14	
	BA Compressor Room	10		10	
	Gymnasium	130		108	
	Locker Room for Visitor / TDA Staff	30	30 Lockers	15	
	Individual Washroom (Gym)	5		7	
	Individual Washroom (Gym)	5		5	
	Individual Washroom (Gym)	5		5	
	Individual Washroom (Gym)	5		5	
	Cleaners Store (Ground Floor)	3		3	
	Cleaners Store (First Floor)	3		4	
	Roof Access	5		6	
	YFA Office	12	2 people	14	
	YFA Classroom	32	10 - 15 people	34	
	YFA Store	10		6	
	YFA Change	7		7	
	YFA Change	7		7	
	Individual Washroom (YFA)	6		6	
	Individual Washroom (YFA)	6		6	
Operational Fire Station Internal Floor Area Total exc. Circulation		1255		1259	
Operational Fire Station Internal Floor Area Total inc. Circulation and Partitions		1506		1511	

[illegible]

*Areas are subject to review and refinement in Stage 3 Developed Design

Area Schedule

Training and Development Academy

Training and Development Academy					
	Entrance foyer / Breakout Space	100	50-60 people	145	
	Reception	10	2 people	9	
	Office	36	6 people	29	
	Canteen Kitchen	50		80	
	Canteen Dining	150		100	
	Conference Suite	100	100 people	98	
	Classroom	12	2 - 4 people	13	
	Classroom	12	2 - 4 people	13	
	Classroom	45	20 - 25 people	38	
	Classroom	45	20 - 25 people	38	
	Classroom	45	20 - 25 people	42	
	DVLA Classroom	12	2 people	22	
	Office	250	50 people	237	
	Photocopier Room	Incorporated into office			
	Group Manager Office	20	1 Person	17	
	Station Manager Office	20	2 people	16	
	Strategic Manager Office	20	1 Person	16	
	Meeting Room	12	2 - 4 people	13	
	Meeting Room	12	2 - 4 people	13	
	Breakout Meeting Room	16	6 people	33	
	Staff Break Room and Kichenette	36		13	
	Admin Store	10		3	
	General Store	10		6	
	Male WC (GF)	10		13	
	Female WC (GF)	10		13	
	Unisex Public Accessible WC (GF)	3		4	
	Male WC (FF)	10		13	
	Female WC (FF)	10		14	
	Unisex WC (FF)	10		22	
	Unisex Accessible WC (FF)	3		3	
	Unisex Accessible WC (FF)	3		4	
	Staff locker room (Admin Personal Lockers)	15	20 Lockers	16	
	Drying Room (Cycle)	10		6	
	Individual Washroom (Cycle)	5		7	
	Quiet Room	10		10	
	Communications Room	30		25	
	DB Room	1		1	
	Plant Room	30		40	
	Cleaners Store (Ground Floor)	3		3	
	Cleaners Store (First Floor)	3		4	
	Cleaners Store (First Floor)	3		3	
	National Resilience Office	30	6 people	33	
	National Resilience Office	30	6 people	33	
	National Resilience Lead Officer	16	1-2 people	20	
	National Resilience Meeting Room	24	6 people	24	
	National Resilience Store	10		6	
	National Resilience Classroom	45	20 - 25 people	42	
	Fire Control Room	60	10 people	49	
	Watch Managers Office	12	1-2 people	19	
	Staff Break Room	30		19	

[illegible]

Area Schedule

Training and Development Academy / Indoor Training Building

	Indoor Training			
Entrance foyer	20		16	
Appliance Room / Demonstration Area	195	3 Bay	163	
Viewing gallery for demonstrations or bleacher seating				
Staff Break Room and Kichenette	36		43	
Unisex Accessible WC	3		4	
Drying Room	25		20	
Trainer Changing / Lockers	35	25 Lockers	28	
Trainer Kit Room	35	25 Lockers	22	
Individual Washroom	5		5	
Individual Washroom	5		5	
Individual Washroom	5		5	
Recruit Changing / Lockers	35	25 Lockers	28	
Recruit Kit Room	35	25 Lockers	25	
Individual Washroom	5		5	
Individual Washroom	5		5	
Individual Washroom	5		5	
Individual Washroom	5		5	
Individual Washroom	5		5	
Individual Washroom	5		5	
Commercial Training Changing / Lockers	35	25 Lockers	26	
Individual Washroom	5		5	
Individual Washroom	5		5	
Individual Washroom	5		5	
Core Training Changing / Lockers	35	25 Lockers	28	
Individual Washroom	5		5	
Individual Washroom	5		5	
Individual Washroom	5		5	
National Resilience Changing Lockers	35	25 Lockers	28	
Drying Room	15		9	
Individual Washroom	5		5	
Individual Washroom	5		5	
Individual Washroom	5		5	
Practical Classroom	45	20 - 25 people	45	
Practical Classroom	45	20 - 25 people	45	
Office	16	1-2 people	14	
TDA Operational Storage	15		9	
TDA Operational Storage	15		9	
Pool Fire Kit Storage	15		24	
Command Suite				
Waiting Area	12		10	
Unisex Accessible WC	3		3	
Control Room	16		21	
Planning Room / Meeting Room	12		23	
Planning Room / Meeting Room	12		22	
Command Suite Pod	30		20	
Command Suite Pod	30		20	
Communications Room	5		10	
General Store	5		3	
External Viewing Terrace	20		50	
External Practical Classroom				
External Changing / Wash Area	50		33	
Training and Development Academy Internal Floor Area Total exc. Circulation	2354		2248	
Training and Development Academy Internal Floor Area Total inc. Circulation and Partitions	2825		2810	
Internal Floor Area Total exc. Circulation	3609		3507	
Total GIFA	4331		4321	

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Area Schedule

External Classroom Blocks / USAR / TDA Garage

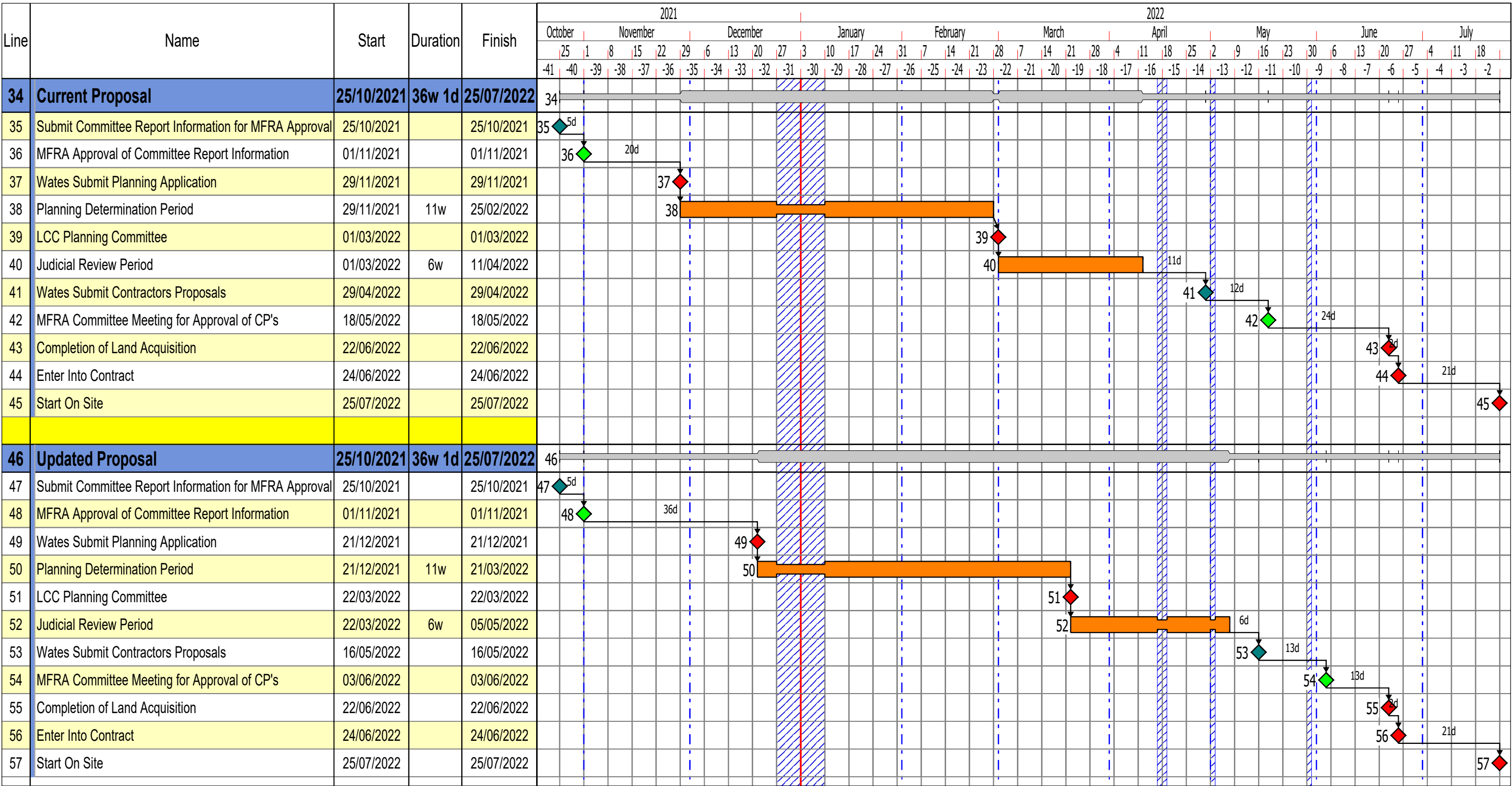
External Training Classroom Block Type 01					
	Practical Classroom	35	10 - 15 people	35	
	BA Practical Classroom	35	10 - 15 people	35	
	BA Compressor Room	10		10	
	BA Service Room	15		15	
	External Area	10		9	
	Brew Area	5		5	
	Break Out	15		17	
	Unisex Accessible WC	3		3	
	Store	15		15	
	Store	15		14	
External Training Classroom Internal Floor Area Total exc. Circulation (Individual)		158		158	
External Training Classroom Block Type 02					
	Practical Classroom	35	10 - 15 people	35	
	Practical Classroom	35	10 - 15 people	35	
	Brew Area	5		5	
	Break Out	15		17	
	Unisex Accessible WC	3		3	
	Store	15		15	
	Store	15		15	
External Training Classroom Internal Floor Area Total exc. Circulation (Individual)		123		125	
External Training Classroom Block Type 03					
	Practical Classroom	35	10 - 15 people	35	
	Practical Classroom	35	10 - 15 people	35	
	External Workshop	60		65	
	Brew Area	5		5	
	Break Out	15		17	
	Unisex Accessible WC	3		3	
	Store	15		15	
	Store	15		15	
External Training Classroom Internal Floor Area Total exc. Circulation (Individual)		183		190	
3No. External Training Classroom Internal Floor Area Total exc. Circulation		464		473	
Total GIFA		4795		4794	
USAR / TDA Garage					
	USAR Appliance Room	520	8 Bay	430	
	Workshop	30		30	
	Lockable equipment store	30		30	
	TDA Appliance Garage	400	4 Bay	394	
USAR Garage Internal Floor Area Total exc. Circulation		980		884	

[illegible]

Appendix

Planning Pre-Application Response

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Trades Contractor,Procurement Stages

Planning MFRA Key Date Wates Summary

Milestone Appearances

Start Milestone

Planner: M Gaskin
Manager: P Greenhalgh
Original Date: 30/09/2021
Revision Date: 30/09/2021

MFRA Aintree TDA

Updated Preconstruction Programme



Programme No: PCSA.AINT.001
Rev: B - For Comment
Page 1 of 1

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Page 175

OPERATIONAL PROCEDURE REVIEW TEAM						
2020 MFRS Published SOPs (excluding Supporting Guidance)						
SOP Section	SOP No.	SOP Name	Date Available	2015/16	2016/17	Notes
Asset	1.1.1	Asset Protection	Yes	1238	1483	100%
Asset	1.1.2	Asset Building	Yes	1248	1489	100%
Asset	1.1.3	Residential Occupancy	Yes	1243	1489	100%
Asset	1.1.4	Inventory, Material and Core Electricals	Yes	58	52	52
Asset	1.1.5	High Rise	No			
Asset	1.1.6	Leaflet Distribution	Yes	66	65	59
Asset	1.1.7	Public Accessibility	No			
Asset	1.1.8	Industrial - Storage	Questions			
Asset	1.1.9	Restrooms	No			
Asset	1.1.10	Usage Restrictions	Yes	261	285	39
Asset	1.1.11	Storage Buildings	No			
Asset	1.1.12	Welfare	No			
Asset	1.1.13	Fence	Partial	5	6	6
Asset	1.1.14	Waste Management	Yes	5	5	6
Asset	1.1.15	Pest/Insects	Partial	5	0	5
Asset	1.1.16	Animals	No			
Asset	1.1.17	Electrical	Partial	2	0	2
Asset	1.1.18	Electrical Distribution	Partial	2	0	2
Business	2.1.1	Business Recovery	Yes			
Business	2.1.2	Business Continuity and Business Recovery	Yes	52	53	50
Business	2.1.3	Continuity or Contingency Plans	Yes	12	0	0
Business	2.1.4	Collocated or Shared Services	Yes	0	0	0
Business	2.1.5	Externalised Services	Yes	0	0	0
Business	2.1.6	Water Resilience and Flooding	Yes	42	34	32
Business	2.1.7	IT	Yes	88	121	88
Business	2.1.8	IT - Cloud	Questions			
Business	2.1.9	IT - Data	Questions			
Business	2.1.10	IT - Security	Questions			
Business	2.1.11	IT - Systems	Questions			
Business	2.1.12	IT - Telephony	Questions			
Business	2.1.13	IT - Video	Questions			
Business	2.1.14	IT - Virtualisation	Questions			
Business	2.1.15	IT - Wireless	Questions			
Business	2.1.16	IT - Workstations	Questions			
Business	2.1.17	IT - Workstations	Questions			
Business	2.1.18	IT - Workstations	Questions			
Business	2.1.19	IT - Workstations	Questions			
Business	2.1.20	IT - Workstations	Questions			
Business	2.1.21	IT - Workstations	Questions			
Business	2.1.22	IT - Workstations	Questions			
Business	2.1.23	IT - Workstations	Questions			
Business	2.1.24	IT - Workstations	Questions			
Business	2.1.25	IT - Workstations	Questions			
Business	2.1.26	IT - Workstations	Questions			
Business	2.1.27	IT - Workstations	Questions			
Business	2.1.28	IT - Workstations	Questions			
Business	2.1.29	IT - Workstations	Questions			
Business	2.1.30	IT - Workstations	Questions			
Business	2.1.31	IT - Workstations	Questions			
Business	2.1.32	IT - Workstations	Questions			
Business	2.1.33	IT - Workstations	Questions			
Business	2.1.34	IT - Workstations	Questions			
Business	2.1.35	IT - Workstations	Questions			
Business	2.1.36	IT - Workstations	Questions			
Business	2.1.37	IT - Workstations	Questions			
Business	2.1.38	IT - Workstations	Questions			
Business	2.1.39	IT - Workstations	Questions			
Business	2.1.40	IT - Workstations	Questions			
Business	2.1.41	IT - Workstations	Questions			
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Business	2.1.47	IT - Workstations	Questions			
Business	2.1.48	IT - Workstations	Questions			
Business	2.1.49	IT - Workstations	Questions			
Business	2.1.50	IT - Workstations	Questions			
Business	2.1.51	IT - Workstations	Questions			
Business	2.1.52	IT - Workstations	Questions			
Business	2.1.53	IT - Workstations	Questions			
Business	2.1.54	IT - Workstations	Questions			
Business	2.1.55	IT - Workstations	Questions			
Business	2.1.56	IT - Workstations	Questions			
Business	2.1.57	IT - Workstations	Questions			
Business	2.1.58	IT - Workstations	Questions			
Business	2.1.59	IT - Workstations	Questions			
Business	2.1.60	IT - Workstations	Questions			
Business	2.1.61	IT - Workstations	Questions			

The diagram illustrates the layout of a fire engine, divided into several functional sections:

- Command & Control:** Located at the front, featuring a steering wheel and a dashboard.
- Driving:** Located at the front, featuring a steering wheel and a dashboard.
- BA & Tactical Firefighting:** Located in the middle section, featuring four breathing apparatus (BA) units.
- Transport - Extrication & Rescue:** Located in the middle section, featuring a stretcher and a rescue basket.
- Hazardous Materials & Environmental Protection:** Located in the middle section, featuring two blue containers labeled "GAS TIGHT" and "IT".
- Working at Height & Confined Space:** Located in the middle section, featuring a ladder and a confined space entry kit.
- Casualty Care & Emergency Medical Response:** Located in the middle section, featuring a first aid kit and a medical bag.
- Water Rescue:** Located in the middle section, featuring a water rescue kit.
- Foundation Training - Ladder Drills:** Located in the middle section, featuring a ladder.
- Foundation Training - Pump Operation:** Located at the rear, featuring a pump and a hose.



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Health Safety & Welfare Committee – Joint Statement



The intention of this Joint Statement is to bring to the attention of all Merseyside Fire and Rescue Service staff, the MFRS Health, Safety & Welfare Committee's unanimous commitment to Safer, Stronger Communities, Safe Effective Firefighters

This Joint Statement is aimed at all Authority employees who as part of their employment are required to wear Personal Protective Equipment (PPE) in line with the Personal Protective Equipment at Work Regulations 1992 (as amended 2002).


The Health, Safety & Welfare Committee is currently undertaking an investigation into contamination arising from used PPE and the potential for long term risks to health. Immediate guidance for MFRS staff is published in the Appendix A.

The Committee agrees that it is vitally important that all employees fully understand the duty placed upon them by the following Service Instructions:


SI 0026 Personal Protective Equipment Regulations 1992 (as amended 2002)
SI 0162 Firefighting Clothing – Correct Care Use PPE
SI 0684 Firefighting Personal Protective Equipment (PPE) – Pooled System
SI 0027 PPE Non-Uniformed Personnel
SI 0828 PPE Log Books
SI 0148 Annual Inspection of PPE
SI 0128 Laundering Operational Personal Protective Equipment (PPE) and other items
SI 0735 Logistics Courier Service PPE and Equipment Movements

Particular attention is drawn to the need for all employees to comply with the requirement to ensure all soiled PPE is either cleaned as per instructions or removed from use and sent to specialist cleaners as appropriate.

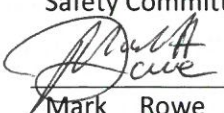
Attention is also drawn to the requirement for operational personnel to ensure all appliances and equipment are thoroughly cleaned following attendance at incidents where soiling has potentially occurred and that appliances and equipment maintenance including cleaning is to take place during the Response block of the work routine.


Cllr Ray Halpin (MFRS)


5/2/2016.
Date


Dave Mottram (Chair, Health & Safety Committee)

5. 2. 2016.
Date


Mark Rowe (Fire Brigades Union)

5/2/16
Date


Mark Thomas (Fire Officers Association)

5/2/16 .
Date


Steve Hickey (Unison)

5/2/16 .
Date


Darren McCann (Unite)

5/2/16
Date

Appendix A: This Statement sets out some basic principles to be followed immediately by operational staff following firefighting operations.

The following principles should be applied when managing the risks associated with Firefighting activities.

1. Consider the use of Breathing Apparatus, where the possibility of airborne products of combustion may be present.
2. Personal issue respirators may be used during damping down operations and whenever considered appropriate following Dynamic / Analytical Risk Assessment.
3. Following operations and whilst still at an incident staff should brush / wipe off PPE to remove as many products of combustion as possible, (this reduces as far as is practicable the transfer of these products into crew cabs).
4. Use wet- wipes as issued to remove products of combustion from the head, neck, jaw, throat, underarms and hands immediately and while still at an incident.
5. Replace dirty FireTunic, Overtrousers and Balaclava immediately on return from an incident, where considered necessary.
6. Clean, gloves, boots and helmet immediately after a fire.
7. Do not take dirty PPE home or store it in your vehicle.
8. Thoroughly clean the fire appliance interior, equipment and lockers after a fire.
9. Keep Fire Kit out of living and sleeping areas.
10. If you are particularly dirty after removal of PPE, consider the need to shower on return to station and change your clothes.

In addition you should fully comply and cooperate with agreed occupational health monitoring activities

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	11 NOVEMBER 2021	REPORT NO:	CFO/061/21
PRESENTING OFFICER	CHEIF FIRE OFFICER		
RESPONSIBLE OFFICER:	STEWART WOODS TEL: 4518	REPORT AUTHOR:	STEWART WOODS
OFFICERS CONSULTED:	IAN CUMMINS RIA GROVES JUSTINE GUY		
TITLE OF REPORT:	PFI CONTRACT - RE-FINANCING OF THE SENIOR DEBT		
APPENDICES:			

Purpose of Report

1. To inform Members that the new owners of the PFI Contract Bilfinger Berger Global Infrastructure (BBGI) have initiated a scoping exercise to consider refinancing of the senior debt within the PFI Contract.

Recommendation

2. That Members;
 - a. note the contents of the report
 - b. agree for the signing of any re-financing deal is delegated to the Director of Finance and Procurement, following consultation with the CFO and Chair of the Authority. A subsequent Authority report to be submitted detailing the outcome of any re-financing.

Introduction and Background

3. MFRA procured 7 new Fire Stations through a joint PFI project between Merseyside, Lancashire and Cumbria, providing a total of 16 Fire Stations across the 3 Services.
4. The first station was completed in November 2011 and the associated PFI contract runs until July 2038. During this time each Authority pays a monthly fee to the contractor, currently £574,770 per month across all three Authorities, known as the Unitary Charge.
5. The Unitary Charge covers the financing and capital costs of the construction of the buildings, plus their maintenance costs until July 2038. The construction of the buildings was financed by borrowing from banks, and the majority of the costs covered by the charge relate to the repayment and servicing of this debt. The Unitary Charge is currently funded by a PFI grant from government and contributions from each Authority.

6. Following the sale of the project Company (ProjectCo) from Balfour Beatty's investment to BBGI on 6th July 2021, BBGI have initiated a scoping exercise to consider the refinancing of the Senior Debt within the PFI Contract. Most PFI contracts contain standard provisions whereby if the debt used to finance the initial construction phase of a project can be refinanced at a lower cost, then the benefit (after transaction costs, advisory fees and disbursements) is split between the Authority and the PFI Contractor. In these arrangements, the debt to be refinanced is often referred to as Senior Debt and the providers of it are known as Senior Funders.
7. The interest rate charged to the PFI Contractor broadly comprises two elements:
 - a. The underlying interest (swap) rate
 - b. A profit margin charged by the Senior Funder
8. Refinancing opportunities generally exist where the market rate for the profit margin element falls below that currently charged by the incumbent Senior Funder. However, any refinancing exercise attracts significant early redemption penalties as well as legal and advisory fees. The reduction in margins must therefore be significant enough to offset these costs.
9. The approach from BBGI has been made at this time because of the historically low level of interest rates available at present.
10. The original Senior Debt was approximately £50.4m, of which approximately £40.6m remains outstanding. The current Senior Debt Lenders are DZ Bank and Nord LB. The PFI contract includes provision for payments to be made upon termination. If the contracts were terminated by the choice of, or through default by the Authorities, then the Authorities would have to make a termination payment, one element of which would be a requirement to pay early redemption penalties, i.e. the cost for prematurely ending the existing funding arrangement between the Project Company and the Senior Debt Provider.
11. Although there would be an increase in the outstanding debt on the scheme, it is expected that the total value of the remaining repayments will be lower than those currently planned, due to the expected reduction in the interest rate charged on the new loan debt.
12. At this stage BBGI have approached the market to seek terms. Based upon their work, BBGI have advised the Authorities that the draft terms being offered by prospective funders are likely to result in a net gain.
13. Any net gains from the refinancing would be split between the Authorities and the Project Company, in line with the relevant provisions in the Project:
 - a. Up to £1million - benefit of 50% (with 50% payable to the Project Company)
 - b. Between £1million and £3million - benefit of 60% (with 40% payable to the Project Company)

- c. Over £3m - benefit of 70% (with 30% payable to the Project Company)
- 14. Any net gain would then be split across the 3 Authorities using the percentages agreed in the Co-operation agreement
 - a. Lancashire 25.014%
 - b. Cumbria 33.071%
 - c. Merseyside 41.915%
- 15. The gain can be paid either as a one-off lump sum payment, or as a reduction to the Monthly Unitary Charge, but all three NW Authorities must agree on what option.
- 16. The financial and legal arrangements in PFI deals are extremely complex. With this in mind Finance Advisors and Legal Advisors have been approached to provide advice to the Authorities to ensure the Authorities achieve optimum value for money from any refinancing but to also protect the Authorities interests throughout the negotiations.
- 17. It is not clear at which precise point and on what date the Authorities will be required to enter into contractual arrangements to finalise any refinancing arrangement, however, it is expected that the refinancing transaction will be executed in late November – mid December.
- 18. In the event the refinancing stops due to the Authorities not approving the transaction at the final stage (i.e. there is no change in lending terms, just the Authorities not satisfied with their refinancing gain) the Authorities will need to cover their advisory fees, with the ProjectCo covering the rest.
- 19. In order to proceed with the re-financing the Authorities need to sign Heads of Terms Document with the ProjectCo and the 3 Authorities have agreed to sign up to Memorandum of Understanding in terms of the arrangements of the refinancing between them prior to agreeing to any Heads of Terms.
- 20. Each Authority needs to agree its approval process and timeframe for any eventual Re-financing option. It is recommended that signing of any re-financing deal is delegated to the Director of Finance and Procurement, following consultation with the CFO and Chair of the Authority. A subsequent Authority report detailing the outcome of the re-financing will be submitted to Authority.

Equality and Diversity Implications

- 21. There are no direct implications arising from this report. .

Staff Implications

- 22. No staff implications have been identified as a result of this re financing exercise.

Legal Implications

23. A memorandum of Understanding will need to be signed by all 3 Authorities prior to agreeing to the head of Terms.
24. The PFI contract has an established governance structure in place with Merseyside taking the lead authority role. Any Refinancing will be reported back via the PFI project liaison group meetings.
25. External legal advice will be required due to the volume of work and specialist nature of the contract.

Financial Implications & Value for Money

26. Authorities potential costs
 - a. Legal Advisors Cost approx. £30k
 - b. Financial advisor's costs £30k.
27. ProjectCo potential costs
 - a. Legal Advisors Cost £60k
 - b. Lenders Legal Advisors £43k
 - c. Model Auditors £13k
28. The ProjectCo have indicated that the potential share from the Refinancing Gain to the three Authorities after all the fees, charges and penalties could be in the range of £400k to £620k. This could result in the following share:

If the three Fire services achieve a £400k saving: -

Cumbria - 33.071% = £132,284

Lancashire - 25.014% = £100,056

Merseyside - 41.915% = £167,660

If the three Fire services achieve a £620k saving: -

Cumbria - 33.071% = £205,040

Lancashire - 25.014% = £155,086

Merseyside - 41.915% = £259,874

Risk Management, Health & Safety, and Environmental Implications

29. Expert Legal and financial advisors have been approached to carry out due diligence on the refinancing.
30. If the Authorities decide not to continue or accept the new refinancing deal, they will be liable for their share of the Authorities advisory costs.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

31. Any savings from any reduction in the unitary change could be used to contribute to the Authority vision to be the best Fire and Rescue service in the UK.

BACKGROUND PAPERS

N/A

GLOSSARY OF TERMS

BBGI	Bilfinger Berger Global Infrastructure
MFRA	M erseyside F ire and R escue A uthority.
MFRS	M erseyside F ire and R escue S ervice
PFI.	Private Funded initiative

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MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	FIRE AUTHORITY		
DATE:	11 NOVEMBER 2021	REPORT NO:	CFO/060/21
PRESENTING OFFICER	CHIEF FIRE OFFICER		
RESPONSIBLE OFFICER:	IAN CUMMINS	REPORT AUTHOR:	IAN CUMMINS
OFFICERS CONSULTED:	DCFO NICK SEARLE, NICK MERNOCK, MIKE REA		
TITLE OF REPORT:	FPS IMMEDIATE DETRIMENT FRAMEWORK		

APPENDICES:	APPENDIX A: REPORT CFO/020/21
	APPENDIX B: LGA AND FBU MEMORANDUM OF UNDERSTANDING AND IMMEDIATE DETRIMENT FRAMEWORK

Purpose of Report

1. To request that Members consider adopting the framework agreed by the Local Government Association (LGA) and Fire Brigade's Union (FBU) for processing eligible Fire Pension Scheme(s) "Immediate Detriment" cases, prior to legislation being passed to remedy age discrimination following the McCloud / Sargeant ruling.

Recommendation

2. That Members consider adopting the LGA and FBU Memorandum of Understanding and Immediate Detriment Framework for processing eligible Fire Pension Scheme (FPS) member applications for immediate access to their legacy pension benefits.

Introduction and Background

3. Report CFO/020/21, attached as Appendix A, was considered by the Authority at its meeting on 10th June, 2021. The report provides Members' with the background to the public pension changes introduced in 2014 and 2015 and the McCloud/Sargeant court case. The outcome of the case was that the Court of Appeal found that the transitional protection offered to some FPS members gave rise to unlawful age discrimination. The Government accepted this decision and proposed to rectify this by;
 - a. **Retrospective remedy** - 1st April 2015 to 31st March 2022 (the remedy period). The remedy requires that eligible pension members receive a choice of accessing their final salary (legacy) pension benefits or CARE benefits (reformed benefits) for the remedy period.

- b. **Future discrimination remedy** (1st April 2022 onwards) – all public pension members move to the reformed schemes introduced in 2014 and 2015.
4. In relation to the retrospective remedy an eligible pension member would not need to make a decision over which pension benefits to choose until they retire. In order for them to make the right choice they would receive two pension benefit statements (legacy scheme and reformed scheme). However, as the required legislation and regulation changes are not expected to be finalised until October 2023, the pension administrators would not be able to calculate accurately the dual pension statements until at least that date. Hence, retired eligible pension scheme members must wait until at least October 2023 before they are given the option over their pension benefits.
 5. As outlined in report CFO/020/21, following a request by the FBU to allow FPS eligible members **immediate access** to their old pension schemes, the Home Office (HO) issued an Immediate Detriment (ID) informal guidance note in August 2020 (updated in June 2021). This informal guidance note proposed a methodology for immediately processing eligible **retiring FPS members** pension benefits under the legacy pension scheme arrangements. However, the HO guidelines stipulated that this process was **not** available for retired eligible members or those with particular technical pension issues.
 6. Members' considered report CFO/020/21 and approved the adoption of the HO informal guidance. Therefore, MFRA eligible retiring firefighters could access their legacy benefits schemes once the required process had been put in place.
 7. Report CFO/020/21 referenced the work being done by the LGA and FBU at that time to develop a standard framework for implementing an immediate detriment process. However, no agreement had yet been reached with the FBU when Members considered the report.
 8. On the 8th October the LGA and FBU signed a Memorandum of Understanding (MoU) that established an Immediate Detriment Framework (IDF). The process would allow **eligible retired and retiring FPS members' immediate access to their legacy pension benefits** prior to remedying legislation being in place. The MoU also set out a mechanism for resolving some of the technical difficulties that previously prevented eligible members having the opportunity of immediate access to their legacy scheme, for example those with pension contribution holidays. The MoU and IDF identify a number of compensation payments that must be paid as part of the process, for example for retrospective interest payments on underpaid pensions. The MoU and IDF are attached to this report as Appendix B. It is important to note that the FBU made it clear that matters affecting eligible FPS members needed to be resolved sooner rather than later and it would, if necessary, support further legal cases.
 9. By including retired firefighters in the MoU and IDF the number of applicants who can request immediate access to their legacy schemes will be significantly higher than under the HO ID process. Furthermore, the need to determine compensation payments will also increase the administration work. The pension

software companies have stated they will not carry out the work to upgrade the computerised pension systems to calculate the required pension statements until the legislation and regulation changes are known (October 2023). Therefore, most of the pension calculations will be done manually by the pension administrator at a cost to the Authority.

10. The challenge has been further compounded by the inclusion of challenging deadlines within the MoU for processing applications. The Authority must as soon as reasonably practicable and in any event **within 62 days** after receiving an application send the Applicant:

- i. Category 1 (members approaching retirement)
 - a. a statement of the benefits that the Member would be entitled to receive if he or she retires under the rules of the Member's Legacy Scheme;
 - b. a statement of the benefits that the Member would be entitled to receive if he or she retires under the rules of the 2015 Scheme; and,
 - c. a form inviting the Applicant to choose to take benefits in accordance with the rules of the 2015 Scheme or the Member's Legacy Scheme.
- ii. Category 2 (retired members / eligible ill health retirements):
 - a. a statement of the benefits that the Member would have received if he or she had retired under the rules of the Member's Legacy Scheme, calculated as at the date of retirement or, in the case of a Member who left employment without an immediate pension, as at the date of leaving;
 - b. a statement of the benefits that the Member received or was prospectively entitled to receive under the rules of the 2015 Scheme, calculated as at the date of retirement or, in the case of a Member who left employment without an immediate pension, as at the date of leaving;
 - c. a statement of the arrears of pension and lump sum that the FRA will pay if the Applicant chooses to take benefits under the terms of the Member's Legacy Scheme;
 - d. a statement of the arrears of contributions that will have to be paid or that will be reimbursed (if any) if the Applicant chooses to take benefits under the terms of the Member's Legacy Scheme;
 - e. a statement of any tax adjustments that will have to be made if the Applicant chooses to take benefits under the terms of the Member's Legacy Scheme (including details of any "scheme pays" election that the Applicant might be able to make); and
 - f. a form inviting the Applicant to choose to take benefits in accordance with the rules of the 2015 Scheme or the Member's Legacy Scheme.

11. Furthermore, for category 2 members the FRA must:

- I. adjust the Applicant's pension debit if required to allow for any "scheme pays" election that the Applicant makes on account of any annual allowance charge that would have arisen if the Member had never been treated as a Member of the 2015 Scheme;

- II. begin to pay benefits in accordance with the Legacy Scheme rules with effect from the next pension payroll date which is at least one month after the receipt of the Applicant's election;
 - III. as soon as reasonably practicable and in any event within 28 days after receipt of the Applicant's election, pay to the Applicant the arrears of pension and lump sum, with interest calculated in accordance with the Framework to the date of payment, plus compensation for any excess contributions paid, after deducting:
 - a. any arrears of contributions calculated
 - b. any additional tax required to be paid under PAYE on arrears of pension that would have arisen if the Member had never been treated as a Member of the 2015 Scheme.
12. Assuming Members approve the adoption of the IDF and MoU, the Authority's pension administrator will work with the Service to meet the asks within the MoU and IDF, and agree a communication strategy to update all eligible members on the process. Initially priority will be given to category 1 members as these members require access to a pension on their retirement.
 13. As per the MoU (para 5.4) the Authority would seek to encourage the documentation of the agreed compensation or remedy as outlined in Annex 3 of the IDF, and get both parties to sign the document.
 14. Members must determine if they wish to adopt the LGA and FBU MoU and IDF. If the Authority reject the IDF and MoU it is likely that the FBU will consider further legal action against the Authority.

Equality and Diversity Implications

15. The McCloud / Sargeant case identified the pension changes introduced by the Government in April 2015 discriminated against individuals on the basis of age. The Government's proposed remedy removes that discrimination.

Staff Implications

16. CFO/020/21 introduced a process to allow eligible retiring firefighter the opportunity to have immediate access to their legacy pension benefits. This report would extend the process to include retired FPS members and some members previously excluded on technical grounds.

Legal Implications

17. CFO/020/21 enabled the Authority demonstrate it had regard to the Employment Appeal Tribunal's Judgement and Section 61 and 62 of the Equality Act in making a decision to implement the HO Immediate Detriment guidance for dealing with all eligible retiring FPS members requests to access to their legacy schemes immediately. By adopting the IDF and MoU agreed by the LGA and FBU the offer of accessing legacy scheme benefits immediately will now be extended to retired eligible FPS members.

18. The Authority is not under any legal obligation to implement the IDF and MoU, but any refusal to do so may lead to further legal proceedings by the FBU.

Financial Implications & Value for Money

19. In the last financial review report, CFO/046/21, Members approved the creation of a Pensions Reserve of £0.300m to cover the cost of administering retiring FPS members immediate access requests to their legacy pensions. As the IDF and MoU have now increased the number of FPS members who can ask for immediate access the cost of administration is likely to rise. In addition, all compensation payments must be funded from the Authority's budget and not the FPS Pension Fund. The Director of Finance and Procurement has estimated this may require an increase in the Pension Reserve of £0.300m, but the actual cost will only be known once claims have been processed. The Home Office is aware of these costs and is raising the issue with the Treasury, but no new funding can be assumed at this point.
20. The Director of Finance and Procurement will consider how the increase in the Pension Reserve will be funded within the next financial review report that will go to the Policy and Resources Committee on 16th December 2021.

Risk Management, Health & Safety, and Environmental Implications

21. The FBU have stated they may consider further legal action against any FRA who do not adopt the IDF and MoU. By adopting the LGA and FBU agreed framework it would avoid further FBU legal action.
22. By adopting the IDF and MoU the Authority will be using a "standardised" approach for processing immediate detriment cases, therefore any future corrections to pension benefits to reflect finalised legal and regulation changes would be determined at a national not local level.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

23. By adopting a process to allow eligible FPS members immediate access to their legacy pension benefits contributes towards maintaining a harmonious work environment and therefore the delivery of the Service functions.

BACKGROUND PAPERS

CFO/020/21 "FIREFIGHTER PENSION SCHEMES - MCCLOUD/SERGEANT RULING - TREATMENT OF HO INFORMAL GUIDANCE ON TREATMENT OF 'IMMEDIATE DETRIMENT' CASES." Authority 10 June 2021.

GLOSSARY OF TERMS

FPS Firefighter Pension Scheme(s)

HO	Home Office
ID	Immediate Detriment
IDF	Immediate Detriment Framework
MoU	Memorandum of Understanding
FBU	Fire Brigades Union
LGA	Local Government Association
FRA	Fire and Rescue Authority

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	10 JUNE 2021	REPORT NO:	CFO/020/21
PRESENTING OFFICER	IAN CUMMINS		
RESPONSIBLE OFFICER:	NICK SEARLE	REPORT AUTHOR:	IAN CUMMINS
OFFICERS CONSULTED:	STRATEGIC LEADERSHIP TEAM, MIKE REA, MIKE PILKINGTON		
TITLE OF REPORT:	FIREFIGHTER PENSION SCHEMES - MCCLOUD/SERGEANT RULING - TREATMENT OF HO INFORMAL GUIDANCE ON TREATMENT OF 'IMMEDIATE DETRIMENT' CASES.		

APPENDICES:	APPENDIX A:	HOME OFFICE... MCCLOUD / SERGEANT RULING – GUIDANCE ON TREATMENT OF 'IMMEDIATE DETRIMENT' CASES
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Purpose of Report

1. This report considers how the Authority may wish to implement the Home Office 'Immediate Detriment' informal guidance. The guidance proposes a methodology for removing the age discrimination suffered by some Firefighters who were members of the 1992 or 2006 Firefighter Pension Scheme (FPS) members when the Government introduced public sector pension changes on 1 April 2015.
2. The report outlines the risks faced by the Authority and the eligible FPS members by implementing this informal guidance in advance of having all the required information and systems in place.

Recommendation

3. That Members;
 - a. Note the report,
 - b. Instruct the FPS Scheme Manager to continue to progress the proposals to enable the Authority to implement the HO Immediate Detriment guidance,
 - c. That the Scheme Manager take the final proposals to the FPS Pension Board for review, and
 - d. Include within the proposals to the Pension Board the agreement to offer those members who have yet to lose their tapered protection the option to remain within their legacy scheme if they so choose, and
 - e. That the Scheme Manager prepare a 'waiver statement' that any member who wished to take up the option to remain in their legacy scheme in

advance of the required guidance(s) must sign to acknowledge they understand the risks involved.

Introduction and Background

Background:

4. Prior to April 2015 firefighters depending on their employment start date had access to either the 1992 Firefighter Pension Scheme (FPS 1992), 2006 FPS (FPS 2006), or modified FPS 2006. In 2015, the Government introduced reforms to public service pensions, meaning most public sector workers were either;
 - a. moved into a new pension scheme in 2015, (for firefighters it was FPS 2015), or
 - b. were subject to 'transitional taper protection' which was made available, or denied, to existing members of the relevant schemes on the grounds of age, or
 - c. received full protection and remained in their existing scheme.

Those FPS scheme members who started prior to 1st April 2012 and were still employed 1st April 2015 were allocated into a, b or c above solely based on age on 31st March 2012.

5. The benefits and type of pension vary with each FPS scheme, but one of the biggest changes in the FPS 2015 scheme was that it (along with all other public pension schemes) moved from a Final Salary to a Career Average Revalued Earnings (CARE) scheme.
6. An Employment Appeal Tribunal (EAT) considered the 2015 pension changes introduced in the Judges scheme (McCloud) and Firefighters scheme (Sargeant), and found against the Government due to some specific issues. The Government appealed the EAT findings and in December 2018 the Court of Appeal found that the 'transitional protection' which allowed certain members of the firefighters' pension schemes to remain in their existing schemes when they were closed to other members, gave rise to unlawful discrimination, as transitional protection was only offered to older scheme members.
7. The Government had no further avenue to appeal the decision and HM Treasury (HMT) published a consultation on changes to the reformed 2015 public service pension schemes in order to remove the unlawful age discrimination. The main change proposed to **rectify retrospective discrimination** gives members a choice of receiving;
 - a. Final salary (legacy) benefits (FPS 1992 / FPS 2006), or
 - b. CARE (reformed) benefits (FPS 2015)

for the period 1 April 2015 to 31 March 2022, or their date of leaving if earlier. This period is known as the **remedy period**. This will give eligible scheme members a choice at the point their pension becomes payable of;

- whether they wish to receive benefits from their legacy scheme, or

- benefits equivalent to those that would have been available under their reformed schemes in relation to their service between 1 April 2015 and 31 March 2022.
8. The second part of the remedy is to remove **future discrimination** from the schemes by providing **that all members will move to the reformed scheme (FPS 2015) from 1 April 2022.**
 9. HMT consulted on two options as to **when a member would be asked to make a choice**, either within 12-18 months of 2022 (immediate choice) or at date of leaving the scheme (deferred choice underpin - DCU). The outcome of the consultation as confirmed on 4 February 2021 **was DCU**. Under DCU, all eligible FPS 2015 members will be returned to their original legacy scheme for the remedy period. This includes taper members regardless of their taper date.
 10. All eligible members will be automatically entitled to remedy without having to make a claim. To be eligible, the member must have been in service on or before 31 March 2012 and on or after 1 April 2015.
 11. Therefore, under the DCU the pension administrator must for all eligible FPS members for their relevant pension benefit period:
 - a. Convert all CARE (FPS 2015) pension for the remedy period (01.04.2015 – 31.03.2022) to a final salary pension and store original CARE as an **underpin** pension,
 - b. Maintain underpinned benefits until the member retires,
 - c. Offer choice **at retirement** of default final salary (FPS 1992 or FPS 2006) for remedy period or underpinned CARE.
 12. In order to return members to their original legacy scheme administrators will need additional data from Fire and Rescue Authorities (FRAs) to rebuild the final salary record. For example, an unprotected member who transitioned to FPS 2015 from FPS 1992 on 1 April 2015 and remains in employment will need a final salary record creating for the full seven-year period.
 13. Future Annual Benefit Statements (ABS) will need to provide both values of legacy and reformed benefits for the remedy period. However, those calculations will require significant pension software amendments, data collection and HMT / HMRC guidance on technical and tax issues which **are not expected to be finalised in time to enable dual benefit statements for eligible members before October 2023.**
- Home Office Immediate Detriment Informal Guidance:**
14. The Home Office issued **informal** guidance direct to Fire and Rescue Authorities (FRAs) in August 2020 regarding the treatment of **immediate detriment** cases in advance of a decision on the Government's final approach to removing the age discrimination.

15. 'Immediate detriment' includes those scheme members who were in service on or before 31 March 2012 and on or after 1 April 2015 (including those with a qualifying break in service of less than 5 years) and who did not benefit from full protection and were moved into the 2015 FPS on or after 1 April 2015:
 - a. Who become eligible to retire with an ordinary pension and want to have all their benefits paid from their legacy scheme (i.e. do not accept deferred 2015 FPS benefits); or
 - b. Who do not qualify for lower-tier (and therefore higher-tier) ill-health pension under the single pot ill-Health Retirement (IHR) arrangement BUT would do so under the IHR arrangements in their legacy scheme
16. The HO informal guidance would suggest that any scheme members that fall within either of the two categories above can have their pensions calculated under their legacy arrangement and put into payment. The note should **not be applied to scheme members who have already retired** and are in receipt of their pension payments. The note refers to these cases being more complex to address, especially due to complexities in rectifying the member's tax position.
17. The HO informal guidance also recognises that ALL cases processed using this guidance **will need to be revisited** once the Government's approach to removing the discrimination has been finalised, due to relevant matters that are currently subject to consultation.
18. The HO informal guidance contains significant gaps, particularly;
 - a. What the position is for FRAs if members make decisions without all the correct information, such as understanding tax relief, and once all the information is known the individual believes they made the wrong decision.
 - b. What risk the member accepts by having benefits paid out before the consultation has concluded, although the note states that all cases will need to be revisited once remedy is finalised.
 - c. How to deal with the tax implications.
 - d. The application of interest on owed employee contributions, if applicable.
 - e. Cash equivalent transfer values (CETVs) transferred into the FPS 2015 will need to be considered and how this is converted to additional service in the legacy scheme. (under the current rules for CETVs, benefits cannot be transferred into the FPS 1992 as the scheme is closed and there are no current factors available). What effect this would have if the CETV took the member over the 30 year' service cap.
 - f. Where a member has paid into FPS 2015 and bought added pension, it is not clear on how an equivalent added years pension would be created in the final salary scheme. It also does not comment on the position where the member would not have qualified for added year's in the legacy schemes, for example, the requirement in FPS 1992 to be more than two years from retirement when purchasing added year's, or what the effect would be if that added year's conversion took the member over 30 years' service.

- g. The guidance does not comment on the steps needed to calculate whether there is a tax liability, i.e. by recalculating the pension input amount over each of the pension input periods in the remedy period. It is understood that the informal position from HMT is that the pension input amount should be re-calculated over the periods in the remedy period based on the legacy scheme benefits. Further guidance from HMT and HMRC is required.
 - h. Any FRA who treats temporary promotion as pensionable in the final salary scheme will need to identify members with a temporary promotion since transition to FPS 2015. They will need to assess the notional pension contributions which apply to this additional temporary pay so that the pensions administrator can calculate the Additional Pension Benefit (APB) to be awarded to these members.
 - i. Any debits on the pension record for the remedy period, such as scheme pays or divorce, which will affect the value of the benefit at entitlement will need to be recalculated as a debit to the final salary pension.
 - j. The position of tax relief on employee contributions means that if a member chooses to have the contributions deducted from their lump sum, they will not qualify for tax relief under the HMRC PAYE or self-assessment process. Instead this will be claimed through a government process. This needs to be clearly explained to the relevant FPS members.
 - k. The consultation proposals suggest that taper members would only be able to select legacy or reform benefits for **the whole remedy period**, i.e. 1 April 2015 to 31 March 2022.
 - i. It is not clear how choice should be offered to a taper protected member in the immediate detriment category. Under the current legislation a taper protected member who has already moved into FPS 2015 would have both a pension that could immediately be paid upon retirement from FPS 1992 which would include service past 1 April 2015, and a deferred entitlement in FPS 2015.
 - ii. It is not clear whether a taper member choosing to retire under immediate detriment and accepting payment of an FPS 1992 pension based on service to date of retirement would have to forfeit any existing FPS 2015 deferred pension, and if that should be caveated at the time of retirement, based on the outcome of the consultation.
 - l. There is no commentary on abatement that would apply under the legacy schemes but not reformed schemes.
 - m. The guide gives no instruction for dealing with future planned transfers into FPS 2015 as staff reach the end of their tapered protection.
19. Under the immediate detriment note members who don't qualify for lower tier ill-health in FPS 2015 but would do so under FPS 1992 or FPS 2006 should be allowed to retire under the arrangements of their legacy scheme where possible. The IQMP would need to assess the applicant under the terms of the 1992 or 2006 scheme if applicable. Members who have retired on the grounds of ill-health during the remedy period will be given the same opportunity to choose either legacy or reformed benefits. Where the criteria are different between the

schemes, a new IQMP assessment may be required under the terms of the legacy scheme.

20. As the HO informal guidance is not supported by legislation this introduces significant risk to FRAs and any implementation may lead to further legal challenge in the future, once the final position is known.
21. The FRA is not required to make the employer contributions at this time, the 2020 FPS actuarial review will consider the overall impact of McCloud and build it into the 2024/25 Employer rates.

MFRA Approach to the HO Immediate Detriment informal guidance;

22. Originally no FRA had intended to implement the HO informal guidance note on immediate detriment cases **until** the required guidance from the HO (*direction on some of the technical aspects for implementing retrospective legacy benefit adjustments*); HMT / HMRC (*tax issues – retrospective tax relief for employee contributions and annual/lifetime allowance charges*); and, the LGA (*FPS lead – data collection and consistent treatment for implementing changes*) were available.
23. The reasoning behind this approach was that the preparation of accurate pension statements is critical in order to allow eligible firefighters approaching retirement to make the right choice for them under DCU. Once a member has made their decision they **may** not be able to reverse it at a later date. If, once all the required guidance is available, the legacy pension (due to additional tax charges or benefit adjustments) is found to provide a lower pension than the underpin option a member may not be able to change their choice.
24. If the Service waits until all the information is available, it would be in a position to provide eligible firefighters with accurate pension and tax information for them to make the right choice based on their known pension benefits. Unfortunately, the LGA's view is that pension statements and tax information may not be available until **October 2023**. Therefore, while all eligible firefighters will ultimately receive their chosen pension scheme and any underpayments will be made good, it is frustrating for all parties that the remedy implementation may take such a lengthy period to be actioned.
25. The FBU hold the position that as the HO supported their ask for retiring members to have immediate access to their legacy schemes over the remedy period (HO Immediate Detriment guide), then FRAs should give eligible retiring firefighters access to their legacy schemes now.
26. The FBU have commenced legal action against some FRAs who have not implemented the HO guide. The current FBU cases relate to ill-health retirements and the fact that these FRAs failed to consider eligibility to an ill-health retirement under the member's current and legacy scheme terms (which MFRS currently does). The likelihood is the FBU action will be extended to other FRAs if it is successful.

27. The position of some FRAs has now changed and they are now implementing the HO informal guide for eligible firefighter retirements. As stated earlier the HO offer of immediate detriment is **not** applicable to members who have already retired they will have to wait until potentially October 2023 before they get the pension statements so they can make their decision.
28. The Authority's FPS Scheme Manager has been working with officers to look at options for implementing the HO immediate detriment informal guidance. If this can be delivered it will still mean the statements and costs to any member who wished to take up this option, rather than wait for accurate information, will contain errors. To mitigate the Service from any future challenge a legal waiver document would need to be developed and any individual taking up the offer must sign the statement to indicate they understand the potential consequences of their decisions.
29. In order to prepare the required pension benefit statements the pension administrators will need additional data from Fire and Rescue Authorities (FRAs). In some cases' this would mean preparing both FPS 1992 / FPS 2006 and FPS 2015 benefits for the period 1 April 2015 and 31 March 2022. It would also require the conversion, if possible, of some FPS 2015 additional payments; special conditions (CETV); and other technical issues into a final salary benefit. This data capture requirement is crucial.
30. The LGA and pension representatives have been working on identifying a standard data template that could be used by all FRAs to collate the information to prepare the required final and underpin pension benefit statements. In addition, pension application software companies have been working with the LGA so that the data template can fully integrate with upgraded pension applications to allow the production of the benefit statements. The latest FPS Bulletin 44 (April 2021) published on 30th April 2021 announced these templates have now been agreed and have commenced workshops with FRAs and pension administrators to go through the statements. The remedy period data will be needed up to 31 March 2022. The LGA proposal is that FRAs and pension administrators should use the data templates to collect data up to 31 March 2021 and aim to have this on pension accounts by September 2021. FRAs could then submit data for the remaining 12 months at the end of that scheme year (31 March 2022) in line with annual postings, or, each month where monthly postings are in operation.
31. With the above data template now available it is hoped that in the coming months the Service would be in a position that it had the data to prepare the required dual pension benefit statements.
32. It is understood that HMT are drafting a policy statement that will cover the treatment of retrospective annual and lifetime tax allowance breaches, tax relief on employee pension contributions due from retired firefighters, and other tax related issues. The HMT policy statement is unlikely to be published for several months. Therefore, the Service would still not be in a position to confirm the total cost for a member accessing the legacy scheme or how pension benefits may change when all the relevant tax guidance was available. Without the required

full technical guidance there is a risk that individuals may make decisions based on information at the time but later find themselves responsible for a tax charge linked to that decision that would mean their pension choice may be wrong if it results in a lower net pension.

33. Currently members whose tapered protection has come to an end continue to be transferred into the FPS 2015. In order to protect the Authority and the individual the Scheme Manager is minded to continue to transfer those staff with tapered protection into the FPS 2015 as their protection ends to ensure they have the same choice as other transferred members. This will be considered on a case by case basis.
34. It would be beneficial if FRAs, the LGA, and other interested parties could work together to develop a framework on standardising the approach to implementing the HO guide. To that end the Service has signed-up to a proposal with a number of FRAs for exploring a settlement / remedies framework, but this has yet to be established. If it is successful it would minimise the risks that arise from different approaches to specific issues in implementing the HO guide.
35. Due to the above challenges the Scheme Manager does not foresee the option of immediate detriment being available before Autumn 2021, but will work with relevant partners to bring this date forward if possible. In order for the Service to have sufficient time to prepare the required statements and get the individuals to sign the legal waiver the Scheme Manager would need sufficient notice from the individuals of their intended retirement date. Currently most of the eligible firefighters only have to give 1-weeks' notice which would make it impossible to prepare the dual benefits statements. The Scheme manager would look to agree a period of retirement notice of, at least initially, 3 months to allow the time to prepare the required statements. This would also benefit the individual as they could spread the cost of retrospective employee contributions over this period and receive tax relief on these contributions as they would be deducted from their monthly pay.
36. Therefore, the FPS Scheme Manager subject to Members approval would recommend that he finalises the proposals for implementing the HO immediate detriment informal guidance and takes the proposals to the Local Pension Board for scrutiny and sign-off. Once this has been done, eligible retiring FPS members will be given the choice of accessing their legacy or underpin benefits.
37. Currently all Service ill-health retirements members with transitional 1992 benefits who are unsuccessful in an ill-health retirement assessment within the FPS 2015, have been assessed under both the 1992 and 2015 scheme terms. Any members who don't qualify for ill-health retirement in FPS 2015 but would do so under FPS 1992 have been allowed to retire under the arrangements of their legacy scheme were possible. Criteria for ill-health retirement are the same for standard FPS 2006 and FPS 2015, therefore assessment under the 2015 terms should be acceptable.

Equality and Diversity Implications

38. The McCloud / Sargeant case identified the pension changes introduced by the Government in April 2015 discriminated against individuals on the basis of age. The Government's proposed remedy removes that discrimination.

Staff Implications

39. Staff who were members of the FPS 1992 or NFPS 2006 who belonged to those schemes at 1 April 2012 and continued to do so on 1 April 2015 and did not qualify for full protection from being transferred into the new FPS 2015, were impacted by the Public Services Pension Act 2013 in relation to their expected pension benefits.
40. The Government and Authority have accepted the outcome of the McCloud / Sargeant case and the agreed remedy to offer these individuals the option to access their legacy (FPS 1992 / FPS 2006 scheme) benefits or underpin (FPS 2015 scheme) benefits. Under the HMT proposals the decision over which scheme benefits an individual want to access can be deferred until the individual retires.
41. In order for the individual to make this decision the pension scheme administrator will provide pension benefit statements that outline what the individual would receive under both the legacy and underpin pensions. Depending on the individual's decision this may result in the requirement to pay additional employee pension contributions and retrospective tax charges. Due to the data challenges and need for technical and tax guidance from various Government departments these statements may not be available before October 2023. This will mean for some individuals they will have retired on their current pension benefits. For FPS 1992 / 2006 members who have moved to the FPS 2015 at some point from 1 April 2015, this means they must wait before they can receive the option to access their legacy scheme benefits. If at a future date they decide to revert back to their old scheme the benefits will be backdated to the date they retired. Following a request by the FBU the HO issued an informal guidance note allowing FPS members who are due to retire immediate access to their legacy schemes. This report has outlined the work the MFRA FPS Scheme Manager is doing to look at implementing the HO guidance.

Legal Implications

42. The Authority demonstrates regard to the Employment Appeal Tribunal's Judgement and Section 61 and 62 of the Equality Act in making a decision to implement the HO Immediate Detriment guidance for dealing with all eligible FPS members requests to access to their legacy schemes immediately.
43. In order to implement the guidance further to the Employment Appeal Tribunal's Judgment the risk to the Authority will be sought to be mitigated through an appropriate legal waiver or agreement.

Financial Implications & Value for Money

44. HMT have agreed that the impact of the remedy on the FPS Employer rates will be considered as part of the 2020 Actuarial Review and feed into the 2024/25 revised employer rates. The current medium term financial plan assumes the employer rates will increase by +3% or £1m p.a.

Risk Management, Health & Safety, and Environmental Implications

45. The FBU have taken legal action against a number of FRAs for not implementing the HO Immediate Detriment guidance. If the Authority didn't progress the implementation of the HO guidance the FBU may consider taking legal action against the Authority on the same understanding.
46. If the Authority produces legacy pension benefit statements based on assumptions and inaccurate information in order to implement HO immediate detriment guidance it may result in eligible firefighter making the wrong pension choices. It will therefore be made clear to the individual that this would be the individual's choice and as a result they will be asked to sign a waiver to acknowledge this risk based on lack of absolute clarity at this time.

BACKGROUND PAPERS

GLOSSARY OF TERMS

MFRA	Merseyside Fire and Rescue Authority is the physical and legal entity. When writing reports MFRA is the "object".
MFRS	Merseyside Fire and Rescue Service is the service provided by MFRA. When writing reports MFRS is the "action"
DCU	Deferred choice underpin – DCU
FPS	Firefighters' Pension Scheme
HO	Home Office
HMT	Her Majesty's Treasury
FBU	Fire Brigades Union
LGA	Local Government Association

Dated 8 October 2021

MEMORANDUM OF UNDERSTANDING

PARTIES

- (1) Local Government Association of 18 Smith Square, Westminster, London, SW1P 3HZ (the **LGA**); and
- (2) Fire Brigades Union of Bradley House, 68 Coombe Rd, Kingston-upon-Thames, Surrey, KT2 7AE (the **FBU**).

1 BACKGROUND

- 1.1 The LGA represents Fire & Rescue Authorities (**FRAs**) in England, Scotland, Wales and Northern Ireland in connection with the matters covered by this memorandum of understanding (**MoU**).
- 1.2 The FBU is a trade union that represents firefighters and other employees employed by the FRAs (together the '**Members**') who are affected by the matters covered by this MoU.
- 1.3 The LGA (on behalf of the FRAs) and the FBU (on behalf of the Members) wish to record the basis on which they will collaborate with each other to ensure that Members who have (or will) suffer an "**Immediate Detriment**" (as described in para. 4.1 below) by reason of their retirement (or impending retirement), following the decision made by the Court of Appeal on 20 December 2018 and the Employment Appeal Tribunal on 12 February 2021 in the *Sargeant* claims, are provided with a remedy as swiftly as possible.
- 1.4 A framework (the **Framework**) and a timetable for providing a remedy for each affected Member is set out in Annex 1 and Annex 2 to this MoU, which the parties expect the FRAs and Members to adhere to. Nothing in the MoU shall be interpreted to mean that the FBU will not initiate or support legal proceedings on behalf of any Member whose case is not dealt with in accordance with the Framework or that timetable.
- 1.5 The MoU only covers compensation relating to any shortfall in the pension commencement lump sum, pensions benefits and contributions payable to or payable by a Member (including issues relating to tax relief, interest and charges connected to those amounts) as set out in Annex 1. This MoU does not cover any additional remedies currently under consideration in the Employment Tribunal.
- 1.6 In this MoU:
 - 1.6.1 references to a Member's **Legacy Scheme** are references to the pension scheme in which the Member was an active member on 31 March 2012; and
 - 1.6.2 references to the **2015 Scheme** are references to the firefighters' pension schemes in England, Wales and Scotland created under the Public Service Pensions Act 2013.

2 OBJECTIVES

- 2.1 The parties acknowledge the importance of ensuring that Members who have suffered (or will suffer) an Immediate Detriment (as described in para. 4.1 below) receive compensation or are otherwise remedied now. They recognise that the Government has laid primary legislation before Parliament in the Public Service Pensions and Judicial Offices Bill (the **Bill**), and will make secondary legislation pursuant to the Bill (together, the **Remedying Legislation**) to provide the affected Members with a remedy for the discrimination found in the *Sargeant* claims.

The parties believe that the Framework is consistent with the principles currently set out in the Bill. In particular, any compensation or remedy provided to Members under this MoU:

2.1.1 amounts to “compensation” of the type anticipated by clause 21¹ of the Bill; and/or

2.1.2 is to be taken into account when assessing whether the Member has:

(a) “benefited from an immediate detriment remedy” for the purposes of clause 29 of the Bill; and/or

(b) been provided with a remedy under any scheme regulations of the type anticipated by clause 28 of the Bill

(to avoid a situation where the Member receives additional recoveries under the Bill which have already been compensated for under this MoU).

2.2 This MOU is separate from, and is not subject to or dependent on, any guidance issued in relation to “Immediate Detriment” before the Remedying Legislation comes into force.

3 PRINCIPLES OF COLLABORATION

3.1 The LGA will request that the FRAs, and the FBU will request that its Members, adopt the following principles:

3.1.1 Collaborate and co-operate. To adhere to the Framework so that activities are delivered and actions taken as required;

3.1.2 Act in a timely manner. Recognise the importance of moving things forward swiftly and responding accordingly to reasonable requests for support; and

3.1.3 Act in good faith to support achievement of the objectives and adherence to these principles.

4 IMMEDIATE DETRIMENT CASES IN SCOPE

4.1 The Framework will apply to Immediate Detriment cases that have already arisen, or arise before the Remedying Legislation comes into force, namely cases for:

4.1.1 Members who, at the date of this MoU, are employed by an FRA and:

(a) become eligible to retire (for any reason, including ill-health) and draw any pension and/or lump sum benefit and want to have all their benefits paid from their Legacy Scheme (not the 2015 Scheme); or

(b) do not qualify for a lower-tier (and therefore higher-tier) ill-health pension under the single pot ill-health retirement arrangement provided for in the 2015 Scheme and are therefore left without an immediately payable pension, but would be entitled to such a pension under their Legacy Scheme

(Category 1 cases);

4.1.2 Members who, at the date of this MoU:

¹ In this MoU, references to clause numbers in the Bill refer to the clauses as numbered on the date when the MoU is signed.

- (a) have already retired (for any reason, including ill-health) and who are receiving a pension under the 2015 Scheme, and who wish to be treated as having retired as a member of their Legacy Scheme; or
- (b) have left the fire and rescue service and did not qualify for a lower-tier (and therefore higher-tier) ill-health pension under the single pot ill-health retirement arrangement provided for in the 2015 Scheme, and are therefore left without a pension in payment but would be entitled to such a pension under their Legacy Scheme

(Category 2 cases).

- 4.2 The Category 2 cases include the claims set out in High Court claim number QB-2021-000636, although the parties acknowledge that the claimants and the defendants in that claim will (subject to agreeing the position on legal costs) need to file a consent order recording any settlement achieved in accordance with the Framework set out in this MoU.

5 FRAMEWORK

- 5.1 The parties intend that the various issues that arise in relation to Category 1 and Category 2 cases will be resolved in accordance with the Framework set out at Annex 1 to this MoU.
- 5.2 The parties anticipate that the Remedying Legislation will provide a mechanism that will allow some matters to be dealt with more conveniently once it comes into force. These matters are:
 - 5.2.1 compensation for any tax relief foregone on the arrears of contributions payable by the Member (except for Category 1 cases where the contribution arrears can be processed through PAYE);
 - 5.2.2 interest payable by the Member on the arrears of contributions;
 - 5.2.3 interest payable to the Member on adjusted employee contributions under the 2006 Scheme; and
 - 5.2.4 CETVs and added pension (for Category 1 cases).
- 5.3 These matters (and only these matters) will be calculated and processed once the Remedying Legislation is in force. Where applicable, the way they will be dealt with until that point is reached is set out in Annex 1. The parties agree that the mechanism provided by the Remedying Legislation will be used to make the calculation and the amounts will be processed in accordance with the Remedying Legislation.
- 5.4 The LGA and the FBU will encourage the relevant FRA and Member to document the agreed compensation or remedy in line with the template set out at Annex 3 to this MoU (the **Compensation Record**). This does not apply to the High Court claim referred to in para. 4.2 above where the terms of any settlement will be recorded in a confidential settlement agreement attached to a consent order.
- 5.5 The FBU agrees that it will not provide any financial or other support to Members who have received compensation or are otherwise remedied under the Framework to bring any court or tribunal proceedings relating to matters which have been (or are being) addressed under the Framework (or, in the case of those matters listed at para. 5.2 above, will be addressed under the Remedying Legislation). The FBU's agreement does not apply, however, to any question or dispute as to whether the Framework has been applied correctly in accordance with this MoU, or to any question or dispute regarding a matter that is not covered by the Framework.

6 CONCERNS OR COMPLAINTS

- 6.1 If either party has any issues, concerns or complaints about any matter in this MoU that party shall notify the other party and the parties shall then seek to resolve the issue through discussion (consistent with the objectives and principles set out at paras. 2 and 3 above). Those discussions may involve the relevant FRA and Member where appropriate.
- 6.2 Either party may terminate such discussions at any time. Where it has been agreed that the Framework is being used, the fact that such discussions could be commenced or have been commenced will not act as an impediment to any Member who alleges that the FRA concerned is not dealing with their case in accordance with the Framework and seeks relief from the Court. Nor will it act as an impediment to the FBU providing legal or other support to such a Member.

7 REVIEW, TERM AND TERMINATION

- 7.1 This MoU shall commence on the date of signature by both parties.
- 7.2 The parties will meet periodically on dates to be agreed between them (the first such meeting to take place within five weeks of the date of this MoU) to:
- 7.2.1 review the application of the Framework and the process set out in Annex 2, paying attention, in particular, to the timetable for processing cases in the light of the number of cases being dealt with by FRAs; and
 - 7.2.2 discuss whether any changes to the Framework are needed if the passage of the Bill (and the secondary legislation made pursuant to the Bill) adversely affects the ability of an FRA or a Member to implement the Framework and/or the process set out in Annex 2 and work in a spirit of cooperation to agree those changes.
- 7.3 If, on the date Remedying Legislation applicable to an issue set out in Annex 1 comes into force, a case that includes that issue is still being processed under the Framework, that issue will instead be processed under the Remedying Legislation and that fact will be noted in the Compensation Record (Annex 3). For the avoidance of doubt the rest of the issues in the case will be dealt with in accordance with Annex 1.
- 7.4 If all of the issues relevant to a case are covered by Remedying Legislation which has come into force before a Compensation Record is signed by the Member and the FRA that case will instead be processed under the Remedying Legislation.
- 7.5 This MoU will automatically expire on the last date on which Remedying Legislation applicable to all of the issues set out in Annex 1 comes in to force and will in any event expire on 1 October 2023. However, the parties agree that the timeframes set out in Annex 2 will continue to apply to the issues set out in Annex 1 where those issues are being processed under the Remedying Legislation provided that the timeframes do not put an FRA in breach of its obligations under the Remedying Legislation.
- 7.6 This MoU may be terminated (in whole or in part) by agreement in writing between the parties.
- 7.7 This MoU may be terminated by either party if the other party is in serious or repeated breach of its terms, and does not remedy the breach within 21 days of notice being given requiring it to do so.

8 VARIATION

- 8.1 This MoU, including Annexes 1, 2 and 3, may only be varied by written agreement of the parties.

9 CHARGES AND LIABILITIES

- 9.1 Liability for the legal costs incurred in High Court claim number QB-2021-000636 will be payable in accordance with any agreement reached between the parties to that claim or any order made by the Court in those proceedings.
- 9.2 Subject to para 9.1, and except as otherwise provided, the parties, FRAs and Members shall each bear their own costs and expenses incurred in agreeing to and implementing this MoU and the Framework.
- 9.3 Each party shall remain liable for any losses or liabilities incurred due to their own actions and neither party intends that the other party shall be liable for any loss it suffers as a result of this MoU.

10 STATUS

- 10.1 This MoU is not intended to be legally binding, and no legal obligations or legal rights shall arise between the parties from this MoU. The parties enter into the MoU intending to honour all their obligations.
- 10.2 Nothing in this MoU is intended to, or shall be deemed to, establish any partnership or joint venture between the parties, constitute either party as the agent of the other party, or authorise either of the parties to make or enter into any commitments for or on behalf of the other party.

11 GOVERNING LAW AND JURISDICTION

- 11.1 This MoU shall be governed by and construed in accordance with the laws of England and Wales and, without affecting the procedure set out in para. 6, each party agrees to submit to the non-exclusive jurisdiction of the courts of England and Wales.

Signed by **JEFF HOUSTON**
for and on behalf of **the LGA**


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HEAD OF PENSIONS

8th October 2021
.....

[Date]

Signed by **MATT WRACK**
for and on behalf of **the FBU**


.....

GENERAL SECRETARY

8 October 2021

CONTACT POINTS

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ANNEX 1 – FRAMEWORK

Issue	Category 1 cases	Category 2 cases
Shortfall in retirement lump sum and past pension payments	Retirement lump sum and benefits paid on retirement through Legacy scheme (so that no shortfall arises).	Pay as lump sums (comprising pension lump sum and arrears lump sum likely made in two payments) through the 1992 scheme (as arrears). Pension arrears will be subject to PAYE, but if any additional income tax is payable by the member that would not have been payable if the member had never been treated as a member of the 2015 Scheme, the FRA will compensate the member for that tax liability.
Interest on shortfall in retirement lump sum and past pension payments	No interest due because correct lump sum and pension benefits will be paid on retirement.	Interest paid at 3% p.a. simple, from the date lump sum / benefits should have been paid.
Employee contributions: 1992 Scheme	Member pays shortfall (since 2015) through payor as a deduction from retirement lump sum.	Member pays any shortfall (since 2015) as a deduction from retirement lump sum. If no lump sum is payable, the member will need to pay any contributions owed from their own resources and to be given a reasonable time to pay based on their individual circumstances.
Employee contributions: 2006 Scheme	Compensation for excess contributions to be paid on retirement. Amount paid will be FRA's best estimate of an amount equivalent to the net contributions paid by the member.	FRA to pay compensation for excess contributions. Amount paid will be FRA's best estimate of an amount equivalent to the net contributions paid by the member.
Tax relief on employee contributions	<p>Process through PAYE to the extent possible if time/amount allows. If time does not allow, then any tax relief not collected through PAYE will be calculated and paid when the remedying legislation is in force.</p> <p>FBU and FRAs will encourage members to give as much notice of retirement as possible to facilitate payment through PAYE.</p>	Compensation for any tax relief foregone will be paid to the individual when the remedying legislation is in force. So, for now, individuals will pay the gross amount of contributions due.

Interest payable on adjusted employee contributions (1992 Scheme)	Interest to be paid by the individual once the remedying legislation is in force (and at the rate specified in directions made under that legislation). If tax relief was not processed through PAYE (because time/amount did not allow), where the individual is due to receive a future payment to compensate him or her for the tax relief foregone, the interest amounts will be deducted from that payment.	Interest to be paid by the individual once the remedying legislation is in force (and at the rate specified in directions made under that legislation). Where the individual is due to receive a future payment to compensate him or her for the tax relief foregone, the interest amount will be deducted from that payment.
Interest payable on adjusted employee contributions – compensatory amount (2006 Scheme)	Interest to be paid to the individual once the remedying legislation is in force (and at the rate specified in directions made under that legislation).	Interest to be paid to the individual once the remedying legislation is in force (and at the rate specified in directions made under that legislation).
Contribution holidays: excess employee contributions	Compensation for excess contributions to be paid on retirement. Amount paid will be FRA's best estimate of an amount equivalent to the net contributions paid by the member.	FRA to pay compensation for excess contributions. Amount paid will be FRA's best estimate of an amount equivalent to the net contributions paid by the member.
CETVs and added pension	If an issue arises, then look at it at that point. Individual and FRA will work together to agree a holding compromise that the CETV/added pension will stay in the 2015 scheme until the legislative solution arrives.	Deal with as and when arises.
Annual Allowance charges	<p>Recalculate pension input amount for each year of remedy.</p> <p>If an annual allowance charge would have arisen if the individual had not been transferred to the 2015 Scheme, the charge remains payable by the member (through scheme pays or otherwise).</p> <p>If an annual allowance charge would not have arisen (or a lesser charge applied) if the member had not transferred to the 2015 Scheme, the member will pay that charge and the FRA will compensate the member for the annual allowance</p>	<p>Recalculate pension input amount for each year of remedy.</p> <p>If an annual allowance charge would have arisen if the individual had not been transferred to the 2015 Scheme, the charge remains payable by the member (through scheme pays or otherwise).</p> <p>If an annual allowance charge would not have arisen (or a lesser charge applied) if the member had not transferred to the 2015 Scheme, the member will pay that charge and the FRA will compensate the member for any annual allowance</p>

	charge that is demanded (or any excess over the lesser charge that would have applied).	charge that is demanded (or any excess over the lesser charge that would have applied).
Scheme pays (MSP/VSP)	Member pays tax through VSP for statutory tax years for which it becomes due.	Member pays tax through VSP for statutory tax years for which it becomes due.
Converting scheme pays debits	FRA to recalculate the pension debit as if taken at time of original scheme pays election using actuarial factors applicable at time.	FRA to recalculate the pension debit as if taken at time of original scheme pays election using actuarial factors applicable at time.
Converting pension sharing debits	Deal with on a case by case basis as issues arise.	Deal with on a case by case basis as issues arise.
Dependents	Deal with on a case by case basis as issues arise (and in accordance with the timeframes set out in Annex 2 where reasonably practicable).	Deal with on a case by case basis as issues arise (and in accordance with the timeframes set out in Annex 2 where reasonably practicable).
Taper members	Tapering to stop (because that is the only step that is consistent with the ET decision).	Tapering to stop (because that is the only step that is consistent with the ET decision).
Unauthorised payments	N/A	The FRA will compensate the member for unauthorised payment charges which the member has had to pay and which he or she would not have had to pay if the member had not transferred to the 2015 Scheme.

ANNEX 2 – THE PROCESS

- 1 Any Member who believes that he or she is a Category 1 or a Category 2 case, and any person who believes that he or she is a dependant of a Category 1 or a Category 2 case Member ('an **Applicant**'), may give notice to the FRA which last employed the Member concerned requiring the FRA to investigate their case. Any such notice must be given in writing (by post or by email).
- 2 Within 14 days of receipt, the FRA shall acknowledge receipt of any such notice in writing (by post or by email), and inform the Applicant:
 - 2.1 either that the FRA accepts that the Applicant is entitled to a remedy under the Framework; or
 - 2.2 explain why, in the FRA's view, the Applicant is not entitled to a remedy under the Framework.
- 3 If the FRA accepts that the Applicant is entitled to a remedy under the Framework, as soon as reasonably practicable and in any event within 62 days after receiving an application under paragraph 1, the FRA shall send to the Applicant:
 - 3.1 In a Category 1 Case:
 - 3.1.1 a statement of the benefits that the Member would be entitled to receive if he or she retires under the rules of the Member's Legacy Scheme;
 - 3.1.2 a statement of the benefits that the Member would be entitled to receive if he or she retires under the rules of the 2015 Scheme; and,
 - 3.1.3 a form inviting the Applicant to choose to take benefits in accordance with the rules of the 2015 Scheme or the Member's Legacy Scheme.
 - 3.2 In a Category 2 Case:
 - 3.2.1 a statement of the benefits that the Member would have received if he or she had retired under the rules of the Member's Legacy Scheme, calculated as at the date of retirement or, in the case of a Member who left employment without an immediate pension, as at the date of leaving;
 - 3.2.2 a statement of the benefits that the Member received or was prospectively entitled to receive under the rules of the 2015 Scheme, calculated as at the date of retirement or, in the case of a Member who left employment without an immediate pension, as at the date of leaving;
 - 3.2.3 a statement of the arrears of pension and lump sum that the FRA will pay if the Applicant chooses to take benefits under the terms of the Member's Legacy Scheme;
 - 3.2.4 a statement of the arrears of contributions that will have to be paid or that will be reimbursed (if any) if the Applicant chooses to take benefits under the terms of the Member's Legacy Scheme;
 - 3.2.5 a statement of any tax adjustments that will have to be made if the Applicant chooses to take benefits under the terms of the Member's Legacy Scheme (including details of any "scheme pays" election that the Applicant might be able to make); and

3.2.6 a form inviting the Applicant to choose to take benefits in accordance with the rules of the 2015 Scheme or the Member's Legacy Scheme.

4 If the Member's entitlements under their Legacy Scheme cannot be determined without further medical advice, the period between the date of the request for further medical advice and the date when that advice is received shall be ignored for the purposes of the timetable set out in paragraphs 2 and 3 above.

5 Once the FRA receives notice of the Applicant's election, and if the Applicant chooses to receive benefits under the rules of the Member's Legacy Scheme:

5.1 In a Category 1 Case, the Applicant's entitlements shall be progressed as "business as usual".

5.2 In a Category 2 Case, the FRA shall:

5.2.1 adjust the Applicant's pension debit if required to allow for any "scheme pays" election that the Applicant makes on account of any annual allowance charge that would have arisen if the Member had never been treated as a Member of the 2015 Scheme;

5.2.2 begin to pay benefits in accordance with the Legacy Scheme rules with effect from the next pension payroll date which is at least one month after the receipt of the Applicant's election;

5.2.3 as soon as reasonably practicable and in any event within 28 days after receipt of the Applicant's election, pay to the Applicant the arrears of pension and lump sum, calculated under 3.2.3 above and rolled forward to the date of payment, with interest calculated in accordance with the Framework to the date of payment, plus compensation for any excess contributions paid, after deducting:

(a) any arrears of contributions calculated under 3.2.4 above; and

(b) any additional tax required to be paid under PAYE on arrears of pension that would have arisen if the Member had never been treated as a Member of the 2015 Scheme.

If the deductions to be made under paragraph 5.2.3(a) and (b) exceed the arrears to be paid under 5.2.3, the FRA shall not be obliged to begin to pay benefits under the Legacy Scheme rules in accordance with 5.2.2 until a reasonable schedule for payment of the excess has been agreed between the Applicant and the FRA.

6 In a Category 2 case, no further action is required if the Applicant chooses to continue to receive benefits under the Rules of the 2015 Scheme.

7 Until the Applicant makes an election under paragraph 3.1.3 or 3.2.6, no further action is required.

8 Giving effect to the Applicant's election under paragraph 3.1.3 or 3.2.6 to receive benefits calculated in accordance with the Legacy Scheme rules shall be conditional on the Applicant signing and returning a settlement agreement substantially in the form of the record of agreed compensation and remedy set out in Annex 3 to the MoU.

9 The member and an FRA's commitment to adhere to the process and timeframes as set out above is in consideration of the Principles of Collaboration and the ongoing review of the Framework as provided for at clauses 3 and 7.2 of the MoU respectively.

ANNEX 3 – RECORD OF AGREED COMPENSATION / REMEDY

I [NAME OF MEMBER] have agreed with [NAME OF FRA] in its capacity as both an employer and scheme manager to receive compensation and/or a remedy in line with the framework set out in the MoU dated [DATE] between the LGA (on behalf of FRAs) and the FBU (on behalf of its members).

I am a “Category [1/2]” case.

I understand and agree that:

- the Government has proposed to make new legislation that is intended to provide me with the pension benefits that I could have received if the pension changes made in 2015 had not been made, but that new legislation may not come into force until October 2023;
- some of the issues relating to my pension benefits have not been fully resolved and will not be fully resolved until the new legislation comes into force in October 2023, and as a consequence some payments (including tax relief and some interest amounts) might be calculated and processed once the new legislation comes into force. These issues are noted in the table below;
- The compensation I have received will be taken into account for the purposes of the new legislation (to avoid a situation where I receive additional amounts under the new legislation which have already been compensated for under the agreed framework);
- I understand that survivor benefits under the 1992 Firefighters Pension scheme are payable only to a legal spouse or civil partner, meaning a partner with whom I have entered into a formal registered civil partnership. If I choose to receive benefits under the rules of the Firefighters’ Pension Scheme 1992 and I am unmarried and not in a civil partnership at the date of my death then a survivor’s pension will not be payable;
- The decision I make to receive benefits under the rules of the Firefighters’ Pension Scheme 1992/ Firefighters’ Pension Scheme 2006/ Firefighters’ Pension Scheme 2015 [delete as applicable] is irrevocable. Neither I nor my dependants will be given an option to reconsider this decision once the new legislation comes into force;
- The way in which the issues relevant to my case are dealt with under the framework (as noted in the table below) amounts to a full and final settlement of my claim. I will not commence or continue any court or tribunal proceedings against [NAME of FRA] (in its capacity as employer or pension scheme manager) in relation to any matters that are covered by this agreement (other than a failure to abide by the terms of this agreement); and

The issues in my case have or will be addressed as follows:

[PARTIES TO INSERT RELEVANT ROWS FROM THE ANNEX 1 FRAMEWORK TABLE WITH AN ADDITIONAL COLUMN TO DOCUMENT THE ACTUAL PAYMENT, ADJUSTMENT AND/OR RECORD ALTERATION MADE FOR EACH SPECIFIC ISSUE FOR THAT MEMBER.]

Signed by [NAME of MEMBER] on [DATE]

Signed by [NAME] on behalf of [FRA] on [DATE]

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MERSEYSIDE FIRE & RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	11 TH NOVEMBER 2021	REPORT NO:	CFO/059/21
PRESENTING OFFICER	IAN CUMMINS, DIRECTOR OF FINANCE & PROCUREMENT		
RESPONSIBLE OFFICER:	HYWYN PRITCHARD	REPORT AUTHOR:	HYWYN PRITCHARD
OFFICERS CONSULTED:	RUTH BALLER-WILSON		
TITLE OF REPORT:	CONTRACT AWARD FOR STRUCTURAL FIRE GLOVES		
APPENDICES:	NONE		

Purpose of Report

1. To inform Members the North West Fire and Rescue Procurement Group invited tenders for the supply of firefighter leather fire gloves.
2. As the potential value of orders over the life of the contract may exceed £250,000 the Authority is required to approve the award of the contract.

Recommendation

3. That Members approve the award of a framework agreement on behalf of North West Fire and Rescue Authorities with Bennetts Safetywear Limited for the supply of firefighter leather fire gloves.

Introduction and Background

4. The North West Fire and Rescue Procurement Group (Merseyside, Manchester, Cumbria, Cheshire, Lancashire, Isle of Mann and Northern Ireland fire and rescues services) have been co-ordinating the specification for the supply of firefighter leather fire gloves.
5. The specification ensured the gloves met the highest standards required to ensure firefighter safety and that suppliers can deliver the required range and scope of products to reflect a diverse workforce so all firefighters' needs are met.
6. A notice was published by Merseyside Fire and Rescue Service in the Official Journal of the European Union inviting tenders for the stated commodities on 20th December 2019. Bids were received by the end of February 2020 and considered by the North West Fire and Rescue Technical and Procurement Officers' Group.
7. From the 5 pairs of gloves submitted, two pairs failed specification, one pair did not progress beyond the desk top evaluation and two pairs of gloves were taken to

wearer trials. The suppliers of the gloves that failed specification were advised that their tender had been deselected. An independent consultant's services were used during the evaluation phase.

8. The consultant's wearer trials report was received at the end of September. Scores from the desktop evaluation, wearer trials and pricing were weighted and the preferred bidder was identified.
9. Information was shared with the Technical and Procurement Officer Groups on the 13th of October 2021. Evaluations and feedback were provided to the unsuccessful supplier on the same day as well as informing the successful supplier of the intent to award subject to Authority approval.

Equality and Diversity Implications

10. The North West Fire and Rescue Technical and Procurement Officers' Group in determining the scope of the tender and the needs of individual fire and rescue services has ensured suppliers can deliver the required range and scope of products to reflect a diverse workforce so all firefighters' needs are met.

Staff Implications

11. The specification and evaluation of supplier products has taken into account the current highest level of fire standards required, this is to ensure that firefighter safety is a major consideration in determining what product and what supplier is chosen.

Training Implications

12. The use of firefighting PPE forms part of business as usual and as such there are no new training implications with the use of the proposed gloves.

Legal Implications

13. The tender exercise has been conducted in compliance with the Public Contracts Regulations 2015.

Financial Implications & Value for Money

14. The MFRA uniform and clothing budget, £293k, contains adequate provision to meet the cost of the current and future purchase of the Service's firefighters' Fire Glove requirements.
15. Value for money can be demonstrated as an openly advertised competitive exercise has been conducted.
16. The combined value of call-off contracts derived from the framework agreement is expected to be approximately £600,000.

Risk Management, Health & Safety, and Environmental Implications

17. The standard selection questionnaire was included as part of the process. The Specification document included standards that bidders were required to meet in order to progress in the evaluation.

18. The contract has clauses that

- 18.1. manage risk including provisions for insurance as well as indemnity and liability
- 18.2. addresses health and safety and
- 18.3. relates to environmental protection

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

19. By supplying the best firefighter PPE and equipment it will contribute to making MFRS the best service in the UK.

BACKGROUND PAPERS

GLOSSARY OF TERMS

PPE Personal protective equipment

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