

Public Document Pack

**To: All Members of the Community Safety and Protection Committee
(and any other Members who may wish to attend)**

**J. Henshaw
LLB (Hons)
Clerk to the Authority**

Tel: 0151 296 4000
Extn: 4112 Helen Peek

Your ref:

Our ref HP/NP

Date: 3 July 2013

Dear Sir/Madam,

You are invited to attend a meeting of the **COMMUNITY SAFETY AND PROTECTION COMMITTEE** to be held at **1.00 pm** on **THURSDAY, 11TH JULY, 2013** in the Wirral Suite at Merseyside Fire and Rescue Service Headquarters, Bridle Road, Bootle.

Yours faithfully,



Clerk to the Authority

Encl.

MERSEYSIDE FIRE AND RESCUE AUTHORITY
COMMUNITY SAFETY AND PROTECTION COMMITTEE

11 JULY 2013

AGENDA

Members

Linda Maloney (Chair)
Vi Bebb
John Kelly
Jimmy Mahon
Barbara Murray
Tony Newman
Jean Stapleton
Lesley Rennie

1. Preliminary matters

The Committee 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

As this is the first meeting of this committee for 2013/14, there are no previous minutes to consider.

3. CFOA National Road Safety Awareness Week (Pages 1 - 6)

(CFO/083/13)

To consider the attached Report CFO/083/13 of the Deputy Chief Fire Officer concerning the success of the Chief Fire Officer's Association National Road Safety Awareness week in May 2013.

4. Winter Warm Emergency Heating Initiative (Pages 7 - 10)

(CFO/085/13)

To consider the attached Report CFO/085/13 of the Deputy Chief Fire Officer concerning the Winter Warm Emergency Heating Project and delivery method for 2013-14.

5. **Hate Crime Policy** (Pages 11 - 38)

(CFO/084/13)

To consider Report CFO/084/13 and associated Equality Impact Assessment of the Deputy Chief Fire Officer concerning the implementation of a Hate Crime policy.

6. **National Resilience Assurance of MFRA USAR Capability** (Pages 39 - 42)

To consider report CFO/087/13 of the Chief Fire Officer regarding summary of the findings determined by the National Resilience Assurance Team (NRAT) following their recent assurance and audit of Merseyside Fire and Rescue Authority's Urban Search And Rescue (USAR) capability.

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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AGENDA ITEM:

REPORT TO: Meeting of the	MERSEYSIDE FIRE & RESCUE AUTHORITY COMMUNITY SAFETY AND PROTECTION COMMITTEE
DATE:	11TH JULY 2013
REPORT NO.	CFO/083/13
REPORTING OFFICER:	DEPUTY CHIEF FIRE OFFICER PHIL GARRIGAN
CONTACT OFFICER:	AREA MANAGER MYLES PLATT
OFFICERS CONSULTED:	WATCH MANAGER JOHN COUSINS ROAD SAFETY RTC REDUCTION COORDINATOR. STATION MANAGER FRANNY HILL
SUBJECT:	CFOA NATIONAL ROAD SAFETY AWARENESS WEEK

THERE ARE NO APPENDICES TO THIS REPORTPurpose of Report

1. To inform Members of the success of the CFOA National Road Safety Awareness Week.

Recommendation

2. That Members note the report and its contents.

Introduction & Background

3. The United Nations (UN) Decade of Action For Road Safety 2011-2020 selected the 6th of May to launch its Global Road Safety Week. MFRA is an established member of the Chief Fire Officers Association (CFOA) Road Safety Practitioners Group and so made a commitment to support the event. CFOA Practitioners Group has been set up to address Road Safety matters nationally. All Road Safety engagement tools used by all Fire and Rescue Services (FRS) are to be locally quality assured and then pooled in a national portal, where they can be used as 'best practise' across the UK.
4. 'Pedestrian Safety' and 'Distractions While Driving' were the two themes identified by the UN. National statistics indicate Merseyside as having the second highest pedestrian 'Killed or Seriously Injured' (KSI) per head of population in the UK, with 190 recorded incidents in 2011. The figure for 2012 has seen an increase to 211 incidents.

5. 2012/13 saw MFRA attend 472 'Road Traffic Collisions' (RTC). Of these there were a total of 325 injuries requiring MFRA to release/extricate 173 persons.
6. Through involvement in the Road Safety Strategy 2011 – 2014 MFRA will contribute to the reduction in road casualties. The objective of the CFOA National Road Safety Awareness week, alongside other UK Fire & Rescue Services on the 6th – 10th May 2013, was to educate drivers about not being distracted while driving and raise pedestrian awareness of safety when in the vicinity of roads. MFRA is fully committed to the Department for Transport (DfT) National Framework for the reduction of deaths and injuries on UK roads through the CFOA network.
7. Liverpool District engagement;

Kirkdale Community Fire Station provided an intervention targeted at one of the key target groups; 16-25 year old men from Basetech. Basetech is a community interest company that provides skills for disadvantaged youngsters. The session utilised the MFRA crash car simulator to facilitate an interactive investigation road show. A road safety presentation was also given to the young apprentice motor mechanics. The session was well received by the 20 young people that attended. Aintree Community Fire Station; Operational crews promoted child safety in the car. 'KiddieCare' at Aintree Retail Park partnered MFRA in engaging with approximately 117 customers.

8. Wirral District engagement;

Wallasey Community Fire Station; MFRA Operational and Prevention Safety staff from Wirral were joined by Local Authority Road Safety practitioners and Merseyside Police at Asda Liscard in supporting CFOA Road Safety week. An extrication demonstration was completed by crews from Wallasey Community Fire Station. Local schools witnessed the event and participated in a short session with the crash car demonstrator.

Prevention staff and partners engaged with shoppers offering road safety advice covering two specific themes;

- Young pedestrians
- Avoid distractions when driving

70 local residents benefited from direct engagement.

Bromborough Community Fire Station;
Operational staff, prevention staff. Local Authority Road Safety practitioners and Merseyside Police staged two extrication demonstrations and engage with shopper at Asda Bromborough, to reinforce the safety message of 'pedestrian safety' and 'driving distractions'. Over 150 people were directly engaged with during the morning event.

9. Sefton District engagement:

Formby Community Fire Station; MFRA Prevention and Road Safety staff worked with partners; Merseyside Police, Institute of Advanced Motorists and Local Authority practitioners to support and deliver Road Safety advice, themed around cycle and pedestrian road safety.

The event took place between 10am and 4pm at Waitrose car park Formby. Operational crews from Formby Community Fire Station performed two extrication demonstrations (am – pm).

The event was the ideal location was ideal for engaging with older drivers. Two local schools were invited to witness the extrications, the children also benefited from safety advice regarding; cycling, seatbelts and pedestrian safety. 250+ people were directly engaged with during the day.

Southport; MFRA Road Safety staff participated in a Road Safety event at Southport's' ECO Centre alongside partners; IAM, Local Authority Road Safety practitioners, Arriva and local opticians.

Advice and Road Safety key messages were given to 52 older road users.

10. Knowsley District engagement;

Knowsley Operational and Prevention staff were joined by partners from the Police and Local Authority at the Arts Centre and Velodrome in Huyton who;

- Utilised the velodrome to promote safe cycling
- Created a Road Safety Partnership market place
- Showcased the Tour of Britain returning to Knowsley
- Involved the Chamber who are promoting cycling
- Supported Merseyside Police in promoting their RTC safety messages and demonstrating drink driving practical tests
- Supported the Local Authority to identify the target groups
- Utilised the smoothie bike promote safe cycling and also healthy eating

The overarching theme was cyclist and pedestrian Road Safety.

The demonstration crash car, quads and crews from Huyton Community Fire Station held a successful event and over 160 children benefited from our engagement.

11. St Helens District engagement;

MFRA operational and Prevention & Protection Road Safety staff were joined by Road Safety practitioners from St Helens Borough Council and Merseyside Police in supporting the road safety week. The event took place between 10am – 3pm at the car park of Tesco Superstore St Helens Linkway St Helens.

The event saw MFRA carry out 2 road traffic collision extrications by crews from St Helens and Eccleston Community Fire Stations while engaging with the public on themes around pedestrian safety.

MFRA and Merseyside Police Road Safety motorcycles were deployed to offer motorcycle and bike safety advice.

Road safety partners from St Helens Borough council were also on hand to offer expert pedestrian road safety advice. The demonstration crash car was also in attendance giving out important messages on the consequences of dangerous driving.

12. In total the events directly engaged with over 500+ school children and shoppers delivering key messages of 'pedestrian and cycle safety' and 'driving distractions.' MFRA Corporate Communications team worked with local radio stations, press, social media and internal sites to promote the Road Safety messages. It is estimated that due to the media coverage the Road Safety messages engaged and involved in excess of 250,000 residents across Merseyside.

Equality & Diversity Implications

13. A full Equality Impact Assessment has been undertaken on the MFRS Road Safety Strategy. Monitoring forms were completed as part of the questionnaire

Staff Implications

14. Staff from various Departments across MFRA were involved in the events.

Legal Implications

15. Road safety is very important and these types of events assist the Authority in meeting its duties under the Fire and Rescue Services Act 2004 Section 8 whereby the Authority must make provision for the rescue from Road Traffic Accidents. In doing so it must make arrangements to meet this duty.

Financial Implications & Value for Money

16. The delivery of the National Road Safety Awareness Week 2013 and all road safety awareness sessions are undertaken by MFRA staff. This resource provides additional value to our road safety partners across Merseyside.

Risk Management, Health & Safety, and Environmental Implications

17. The events ensure that the Authority takes Health & Safety seriously and may reduce the risk of RTC's through better public awareness.

Contribution to Our Mission – To Achieve; Safer Stronger Communities – Safe Effective Fire fighters”

18. The National Road Awareness Week contributes to making the roads of Merseyside safer by increasing awareness with the aim of reducing deaths and injuries and the number of Road Traffic Collisions.

BACKGROUND PAPERS

N/A

***Glossary of Terms**

Please list any acronyms used within this Report and appendices, including their meaning.

MFRS	-	Merseyside Fire and Rescue Service
MFRA	-	Merseyside Fire and rescue Authority
RTC	-	Road Traffic Collision
CFOA	-	Chief Fire Officers Association
UN	-	United Nations
KSI	-	Killed or Seriously Injured
DfT	-	Department for Transport
FRS	-	Fire and Rescue Service
IAM	-	Institute of Advanced Motorists.

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AGENDA ITEM:

REPORT TO: Meeting of the	MERSEYSIDE FIRE AND RESCUE AUTHORITY COMMUNITY SAFETY & PROTECTION COMMITTEE
DATE:	11th July 2013
REPORT NO.	CFO/085/13
REPORTING OFFICER:	DEPUTY CHIEF FIRE OFFICER PHIL GARRIGAN
CONTACT OFFICER:	AREA MANAGER MYLES PLATT
OFFICERS CONSULTED:	KEVIN JOHNSON, Fire Service Direct, LINDA MITCHELL, Fire support Network, SIMON MANSFIELD, Energy and Environmental Manager
SUBJECT:	WINTER WARM EMERGENCY HEATING INITIATIVE

THERE ARE NO APPENDICES TO THIS REPORTPurpose of Report

1. To inform Members of the Winter Warm Emergency Heating Project and delivery method for 2013-14.

Recommendation

2. That Members note the contents of the report.

Introduction & Background

3. The Winter Warm Emergency Heating Project is a public, private and voluntary partnership that was introduced in December 2011 working collaboratively to address the fire, health and socio-economic risks facing vulnerable adults in Merseyside during the winter months.
4. The risk of accidental dwelling fires increases during the winter months as vulnerable members of the community often use unsafe heating methods to combat the cold due to the absence of other safe sustainable options.
5. The Winter Warm Emergency Heating Project ensures that any persons identified as high risk are assessed for the following: (i) Carbon Monoxide leaks; (ii) inspection and replacement of unsafe heating methods; (iii) ensure working smoke alarms are fitted. Remedial interventions are made available, where appropriate, such as oil filled portable heaters and winter warm packs (thermal blankets, hat, gloves and scarf). This provision has been delivered by Fire Support Network (FSN).

6. FSN also deliver a pilot initiative which offers gas safe measures to low income families in Liverpool and Wirral who have been identified by Health Professionals as potentially high risk. The initiative can provide boiler servicing, gas disconnections for unsafe heating methods and gas isolation switches for vulnerable community members at risk of fire from careless cooking and use of heating. This relies on external funding.
7. The Winter Warm Emergency Heating Project delivered by FSN supports and contributes to the IRMP 2012-15 action point 12/13 – 3- 02 Winter Survival.
8. The funding and resources available to FSN to deliver this initiative finished on 30th April 2013. It should be noted however that Local Authorities in Merseyside have been successful in bids submitted to the Department of Health (DoH) and Department for Energy and Climate Change (DECC), which allows the implementation of more sustainable solutions such as central heating installation and boiler replacement and repair.
9. FSN have consulted with MFRA District Management Teams and advised that, despite exhausting all potential funding streams on behalf of MFRA it will not be in a position to continue to deliver Emergency Heating interventions from April 2013. FSN will continue to pursue funding opportunities on behalf of MFRA in 2013-14.
10. FSN have been working with Local Authority energy teams and housing standards to support their local priorities in respect of the issues of fuel poverty and warm housing.
11. From 1st May 2013, FSN are continuing to educate communities in respect of the dangers of using unsafe heating methods; however it will not be able to deliver short term interventions and will therefore make the appropriate referrals to Local Authorities for extra support and longer term solutions to fuel poverty and heating issues.
12. In response to the lack of external support MFRA have procured a number of oil filled radiators from the community fire prevention budgets and will deliver the Winter Warm Emergency Heating Initiative for the winter of 2013-14 via District Community Fire Prevention Teams. The radiators will be utilised as a short term emergency intervention prior to full referral to the relevant Local Authority.
13. District Prevention Managers will advise the relevant partners in their areas of the referral pathway for the Winter Warm Emergency Heating Initiative, which will be managed and recorded centrally using Fire Service Direct.
14. MFRA interventions will be limited to vulnerable community members using unsafe heating methods who are in immediate danger from fire. All other fuel and heating issues will be referred immediately to the relevant Local Authority contact(s) that will be able to implement interventions through secured central Government funding aimed at a more sustainable solution for the individual(s) involved.

Equality & Diversity Implications

15. An Equality Impact Assessment was submitted with CFO/004/12 and is still current.

Staff Implications

16. The initiative will be delivered by MFRA Community Fire Prevention staff.
17. Training has been delivered to District Supervisory Advocates which will be extended to operational crews for inclusion, observation and appropriate referrals during routine HFSC,

Legal Implications

18. Legal issues were previously considered in relation to MFRA staff removing unsafe heating methods and it was agreed that individuals are requested to sign an agreement to the removal of the unsafe heating method, however if they wish to retain it, they are advised to have it inspected by a qualified electrician prior to it being used again.

Financial Implications & Value for Money

19. Dimplex donated oil filled portable heaters for the pilot initiative in Liverpool and further oil filled radiators have been purchased at a total cost of £10,000 from the Community Fire Prevention budgets.

Risk Management, Health & Safety, and Environmental Implications

20. MFRA would need to consider retaining any unsafe heating equipment removed for a period in the event that the equipment is not the individual's private property.
21. Transport, storage and disposal of waste is covered by Environmental Permitting Regulations and Control of Pollution (Amendment) Act. Compliance is being arranged through MFRA Environmental Team.
22. All unsafe heating methods, with the individual's permission, will be removed to fully negate the risk of fire. The heaters will be retained in the WEEE Store at Service Headquarters (SHQ) prior to being transferred to by a registered Waste Carrier/WEEE Recycler in accordance with the WEEE, Hazardous Waste and Duty of Care Regulations. This process will be managed by the MFRA Environmental Manager.
23. The Winter Warm Emergency Heating Initiative will have a positive impact on both the environment, through replacing potentially unsafe heating methods with energy efficient heaters, disposed of in an environmentally friendly way.

Contribution to Our Mission – To Achieve; Safer Stronger Communities – Safe Effective Firefighters”

24. The proposals are aimed at reducing accidental dwelling fires deaths and injuries in Merseyside caused by the use of unsafe heating methods by vulnerable members of the community over 65 years old and in doing so reduce injuries and excess winter deaths.

BACKGROUND PAPERS

25. N/A

***Glossary of Terms**

Please list any acronyms used within this Report and appendices, including their meaning.

FSN	-	Fire Support Network
IRMP	-	Integrated Risk Management Plan
DoH	-	Department of Health
DECC	-	Department of Energy and Climate Change
MFRS	-	Merseyside Fire & Rescue Service
MFRA	-	Merseyside Fire & Rescue Authority
CFO	-	Chief Fire Officer
WEEE	-	Waste Electrical and Electronic Equipment Recycling
HFSC	-	Home Fire Safety Check
SHQ	-	Service Headquarters

AGENDA ITEM:

REPORT TO: Meeting of the	MERSEYSIDE FIRE & RESCUE AUTHORITY COMMUNITY SAFETY & PROTECTION COMMITTEE
DATE:	11TH JULY 2013
REPORT NO.	CFO/084/13
REPORTING OFFICER:	DEPUTY CHIEF FIRE OFFICER
CONTACT OFFICER:	AM MYLES PLATT – DIRECTOR OF PREVENTION & PROTECTION, EXTN; 4644
OFFICERS CONSULTED:	WM IAN MULLEN, DIVERSITY & CONSULTATION MANAGER – WENDY KENYON AND GM JAMES BERRY
SUBJECT:	HATE CRIME POLICY

APPENDIX	A	TITLE	Hate Crime Policy – Draft
	B		EIA for Hate Crime Policy

Purpose of Report

1. To request that Members approve the recommendations of this report relating to the implementation of Merseyside Fire & Rescue Authority's (MFRA's) Hate Crime Policy.

Recommendation

2. That Members;
 - a) Approve the introduction of the Hate Crime Policy (Appendix A) and subsequent Service Instructions relating to hate crime, safe havens, target hardening and arson incident recording.

Executive Summary

The Government recently produced a report titled "Challenge it, Report it, Stop it", the Government's Plan to tackle Hate Crime, highlighting the need for challenging, reporting and stopping hate crime.

MFRA needs to make sure its long standing policies and approaches are consistent with the Government plan.

The policy will be underpinned and supported by the introduction of a number of Service Instructions that support the implementation of the Policy and give guidance on the definition of hate crime and the appropriate reporting methods.

Accompanying this undertaking will be the development of Safe Havens on each of MFRA's Community Fire stations

Incidents of arson attacks and their reporting will be separated from hate crimes unless meeting the recognised definition of hate crime.

Guidance on how properties are made safer by using target hardening techniques will be available.

A training programme will be developed in order to advise staff on the Policy and methods of implementation.

Introduction & Background

3. The Government published a document in 2012 called 'Challenge it, report It, Stop It – The Government's Plan to tackle Hate Crime'¹. This identifies how jointly the 3 core principles of preventing hate crime, reporting hate crime and response to hate crime will be enabled to drive down instances of hate crime.
4. Merseyside Fire and Rescue Authority attend numerous incidents whereby arson and fire has been used as a weapon. For the past ten years this type of arson incident has been called a hate crime. Under Government (Home Office) and Police (Association of Police Officers) guidance this is known as the crime of arson and is not a hate crime unless motivated by a specific prejudice, which relates directly to one of the five protected characteristic's as detailed in Appendix B.
5. Current guidance exists to give direction on how to report a hate crime or what to do if a person informs a staff member that a hate incident or crime has occurred. The new Policy and instructions are designed to reflect that guidance.
6. Merseyside Police investigate all Hate Crime and review all Hate related Incidents (an event due to prejudice whereby a crime may not have been committed). They have established dedicated units in each District or Basic Command Unit (BCU) called Sigma units which are staffed by Detectives to investigate Hate Incidents/Crimes. No clear pathway is currently available in order to report incidents to Sigma units from MF&RA staff.

¹ Challenge It, report It, Stop It – The Government's Plan to tackle Hate Crime. [LINK: Hate Crime Action Plan](#)

7. This hate crime policy is produced to give clear guidance and instruction on hate crime and incidents. This will be supported by a number of Service Instructions that underpin the Policy and enable its implementation.
8. A “hate crime/hate incident” reporting process will be developed to enable any staff member the ability to report a perceived incident/crime to Merseyside Police. This can be done by contacting the Police directly or via the True Vision website which is hosted by the Metropolitan Police.
9. A member of the public who wishes to report a hate crime/incident can be signposted to Merseyside Police or the True Vision website by a member of staff.
10. All Authority premises are being developed to become third party reporting centres whereby a hate incident or crime can be reported and passed onto appropriate authorities. This is in-line with Government recommendations and specific recommendation made by Sir William MacPherson as part of the Stephen Lawrence enquiry ² to expand reporting centres across the UK to increase reporting facilities.
11. In order to allow vulnerable people to turn to MFRA for support and assistance all MFRA locations will be defined as Safe Havens. This is as a place of relative short term safety whereby additional support or assistance can be summoned. This may be something as simple as advice on how to reach a specific location or the more serious event of giving first aid to a person who has been attacked or prevent a situation worsening. Fire Authority locations are already perceived by many members of the public as a safe place to go to if assistance is needed in an emergency.
12. The reporting process will be developed in order to record and capture safe haven activations. This will allow for audit, monitoring and review of Safe Haven use.
13. Arson incidents will no longer be classified as hate crimes unless a motivation due to a specific prejudice has been perceived by the attacker or another person, in this case a representative of MFRA. This will align with Merseyside Police and Government guidance. Five specific strands of prejudice are monitored which are race, sexual orientation, religion/faith, disability or gender identity. However other specific prejudices can be included in the definition of a hate related incident.
14. When an incident involving fire or the threat of fire becomes known to MFRA then a referral will be triggered to ensure a dedicated arson reduction team member responds and provides the appropriate advice, support and guidance. This referral can come from internal departments and operational crews or from partner agencies such as the Police or Local Authority departments.

² **The Stephen Lawrence Inquiry: Recommendation 16.** *That all possible steps should be taken by police services at local level in consultation with local government and other agencies and local communities to encourage the reporting of racist incidents and crimes. This should include: the ability to report at locations other than police stations; the ability to report 24 hours a day.* [LINK: Stephen Lawrence Recommendations](#)

15. Specific devices utilised in the reduction of the threat of arson to a person or location has been in use for some considerable time. This process is known as target hardening and consists of fire safety advice, fire survival advice and devices used to prevent and detect fire. These include safety leaflets, specific site security advice, smoke alarms, letterbox locks, letterbox plates and letterbox flame retardant bags. A formal process will be implemented to allow a consistent approach across all MF&RA Districts.

Equality & Diversity Implications

16. A full Equality Impact Assessment has been undertaken and is attached in the appendix B.

Staff Implications

17. Training will be necessary to give staff guidance on hate crime, safe havens and arson reporting. A presentation will be made available via the portal and Learnpro for all staff to access. Guidance and support will be given by the Prevention team at SHQ.

Legal Implications

18. The legal implications are set out in the body of this report. Hate crime must be reported if perpetrator's are to be prosecuted. Safe Havens for victims will assist in this.

Financial Implications & Value for Money

19. There are no financial implications associated with the report.

Risk Management, Health & Safety, and Environmental Implications

20. A valid risk assessment for persons entering Fire Service premises, as part of the safe haven scheme has been undertaken by H&S department and is available on via the MF&RA portal.

Contribution to Our Mission – To Achieve; Safer Stronger Communities – Safe Effective Firefighters”

21. This policy will allow Merseyside Fire and Rescue Authority to be a third party reporting centre for hate crime and offer a safe refuge for persons who are feeling vulnerable when in the locality of a FRA premises. This will contribute to making the communities of Merseyside safer.

BACKGROUND PAPERS

All background documents considered as part of this policy have been listed and documented in the Equality Impact assessment. These are:

IRMP 2013-2016

Reaching all Communities on Merseyside – MF&RA

Challenge it, Report it, Stop it: The Government's Plan to Tackle Hate Crime

Equality and Diversity – What you need to know – MF&RA

Equality Analysis of Workforce and Employment 01.12.2012 KIM - MF&RA

Profile of Merseyside KIM V1.6 29/01/2013 – MF&RA

FRS DCLG Equality and Diversity strategy 2008-2018

Glossary Of Terms

MF&RA - Merseyside Fire and Rescue Authority

FRA - Fire and Rescue Authority

SHQ - Service Headquarters.

BCU - Basic Command Unit

UK - United Kingdom

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Service Policy No. Hate Crime Policy

“An Excellent Authority”

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Document Control

Active date	Review date	Department	Author	Editor	Publisher
01/04/13	01/04/16	P&P	WM Ian Mullen	GM J Berry	AM Myles Platt

Legislation

Title	
	N/A

Amendment History

Version	Date	Author	Reasons for Change

Equalities Impact Assessment

Initial	Full	Date	Reviewed by	Comments

Civil Contingencies Impact Assessment

Date	Reviewed by	Comments

Related Policies

Title	Author	Department
Safeguarding Policy PROPOL09	Mark Jones	Community Safety Support Team

Distribution List

Name	Position	I/R

Sign-Off List

Name	Position

Related Documents

Ref No.	Title	Author	Version & Date
SI 0573	Target Hardening	Ian Mullen	
SI 0474	Arson Incident Reporting Process	Ian Mullen	
SI xxxx	Safe Havens / Refuges	Ian Mullen	
SI xxxx	Hate Crime Reporting Process	Ian Mullen	

Target audience

All MFS	x	Ops Crews	Fire safety	Community FS	Support Staff
Principal off.		Senior off.	etc	etc	etc

Ownership

FOI exemption	Yes	URL

required?	No	x	Reason	
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Introduction

This document sets out Merseyside Fire and Rescue Authority (MF&RA) policy on Hate Crime.

A “hate crime” involves any criminal offence which is perceived, by the victim or any other person, to be motivated by hate or prejudice based on one of the protected characteristic. The definition covers five main strands, in particular - disability, gender-identity, race, religion or faith and sexual orientation.

A “hate incident” involves any incident that may or may not constitute a criminal offence, which is perceived by the victim, or any other person, as being motivated by prejudice.

Policy statement

Any person who perceives themselves, or any other person, to be a victim of a hate crime will be able to raise the issue with an employee of MFRA in the knowledge that the matter will be treated seriously and sympathetically in accordance with this policy. It can be reported to the relevant authorised agencies for consideration and appropriate action to be undertaken.

MFRA is committed to working in partnership with all relevant supporting agencies in order to make the lives of those suffering hate crime safer, protecting their families and their communities and preventing repeat victimisation.

Hate Crime Definition

A “hate crime” is defined as any hate induced action, which constitutes a criminal offence, which is perceived by the victim or any other person as being motivated by prejudice or hate. A “hate incident” may or may not constitute a criminal offence.

The prejudice or hate can be based on any identifying factor including:

- **Disability**, including include physical and / or mental health / learning difficulties or disability.
- **Race**, including groups with a long shared history or a cultural tradition of its own.
- **Religion / Faith**, including those with no faith or religion.
- **Sexual Orientation** includes gay, straight and bisexual. It can also apply where the offender’s perception of the sexual orientation of the victim is in fact incorrect.
- **Gender Identity** includes people who hold a gender recognition certificate and / or anyone who identifies as Transgender.

Hate Crime Reporting

Safe Havens, Sanctuary and Refuge at Fire Service Premises

A safe haven / refuge / sanctuary is a place of relative safety whereby short term refuge can be taken until such time as assistance can be summoned or requested. Across Merseyside, each District may call their facility a different name however they all essentially offer places of relative safety and the ability to summon assistance or support as appropriate.

Target Hardening

Merseyside Fire and Rescue Authority respond to incidents where fire or products associated with fire, have been used or threatened against a person or a property. Target hardening is the offer of advice and appropriate services in order to make the property or person more resistant to the potential of fire.

Reporting Process – Hate crime and/or arson incident

A hate crime should fall into the definitions above. A hate crime should be reported as per SI xxxx Hate Crime Incident Reporting.

An incident of arson or attempted arson should be reported as per SI xxxx Arson Incident Reporting Process.

Policy Implementation

The following Service Instructions give guidance underpin and provide supplementary information to support the Policy.

SI xxxx – Hate Crime Incident Reporting Process

SI xxxx – Safe Havens / Refuges on Fire Service Premises

SI 0573 – Target Hardening and Letterbox plates (to include target hardening)

SI 0474 – Hate Crime Incident Report (to be renamed Arson Incident Reporting Process)

SI 0713 - Safeguarding Adults

SI 0714 – Safeguarding children and Young People

SI 0712 – Safeguarding Designated Officers.

Merseyside Fire and Rescue Service
Equality Impact Assessment Form

Title of policy/report/project:	Hate Crime Policy
Department:	Community Prevention
Date:	26 March 2013
<p>1: What is the aim or purpose of the policy/report/project</p> <p><i>This should identify “the legitimate aim” of the policy/report/project (there may be more than one)</i></p>	
<p>The Policy sets out Merseyside Fire and Rescue Authority (MFRA) policy on Hate Crime. A hate crime involves any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice based on a personal characteristic. The definition covers five main strands, in particular - disability, gender-identity, race, religion or faith and sexual orientation.</p> <p>A hate incident involves any incident that may or may not constitute a criminal offence, which is perceived by the victim, or any other person, as being motivated by prejudice.</p> <p>Any person who is perceived, by the victim or any other person, to be a victim of a hate crime will be able to raise the issue with a member of MFRAS in the knowledge that the matter will be treated seriously and sympathetically in accordance with this policy. It can be reported to the relevant authorised agencies for consideration and appropriate action to be undertaken.</p> <p>MF&RS is committed to working in partnership with all relevant supporting agencies in order to make the lives of those suffering hate crime safer, protecting their families and their communities and preventing repeat victimisation.</p> <p>MFRA has developed a hate crime policy to meet the government’s plan to tackling hate crime. The purpose of the policy is to enable MFRA staff to challenge report and stop hate crime.</p> <p>Associated Service Instructions will be developed to underpin this policy and include:</p> <ul style="list-style-type: none"> • Safe Havens, Sanctuary and Refuge at Fire Service Premises- A safe haven / 	

refuge / sanctuary is a place of relative safety whereby short term refuge can be taken until such time as assistance can be summoned or requested.

- Target Hardening - Merseyside Fire and Rescue Service respond to incidents where fire or products associated with fire, has been used or threatened against a person or a property. To offer advice and appropriate to make the property more resistant to the potential of fire.
- Hate Crime Reporting Process – provides guidance on how to report a hate crime
- Arson reporting Process – provides guidance on how to report and record an arson incident

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

This should identify the persons/organisations who may need to be consulted about the policy /report/project and its outcomes (There may be more than one)

The policy will impact positively on members of the public who are at most at risk of hate crime or in need of a safe haven these include :

People with disabilities, including those with learning difficulties.

People of different races especially Black Ethnic Minority groups

People of different Religions including minority groups

People who are Gay, Lesbian or Bisexual

Trans People including those who have transitioned or are transitioning from one gender to another.

There is an intention to communicate the policy and location of safe havens to the communities across Merseyside. This will include stations and districts targeting communications through community engagement initiatives. Key Messages will be cascaded through community partners to their community members to ensure that those at most risk are aware of MFRA policy on hate crime and how MFRA can support members of the public through reporting and the provision of safe havens.

In developing the policy the following stakeholders and partners have been consulted with :

MF&RS District Managers

MF&RS Community Safety Managers

MF&RS Prevention Teams

Merseyside Police

Mencap

City Safe – Safe Havens

LA Community Safety Partnerships

3. Monitoring

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

What monitoring data have you considered?

MF&RS risk management data G1, G3, G4

Challenge it, Report it, and Stop it, Government plan to stop hate crime.

What did it show?

Code G1 Arson Attacks - 1,957
 Code G3 Evidence of Anti-Social Behaviour - 2,381
 Code G4 Hate Crime - 3,836*

*This figure is based on the previous hate crime reporting process whereby arson has been used or threatened as a weapon against a person or property regardless of the motive behind the incident.

This data is over an extended period and is up to 10 years old when the RM1 process started. Due to a mixture of capita and ops crews supplying data is not possible to break down per year, however an overall total of 8174 events of arson, asb or hate crime events are currently recorded on MF&RS databases against hate and arson related incidents.

In 2010, 48,127 hate crimes were recorded by police forces in England, Wales and Northern Ireland.
 Of these:

- 39,311 were racist crimes;
- 4,883 were based on sexual orientation
- 2,007 were religious hate crimes
- 1,569 targeted disabled people
- 357 targeted transgender people

This relates as a percentage as follows:

Crime Strand	National %	Merseyside %
Racist	81.7%	77.4%
Sexual Orientation	10.2%	10.5%
Religious	4.2%	1.9%
Disabled	3.2%	9.7%
Transgender	0.7%	0.5%

Figures for 2012 for Merseyside from Criminal Justice Board Hate Crime Profile 2012.

A recent CPS report Hate crime and crimes against older people report 2010-2011 stated that:

- Since 2006/07, almost 69,000 defendants were prosecuted for hate crime;
- The number of prosecutions for hate crime has also increased from 12,535 to 15,284; and
- Between 2006/07 and 2010/11, the proportion of successful convictions across all types of hate crime has increased from 76.8% to 82.8%.

4: Research

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

What research have you considered?

Equality and Diversity Booklet MF&RS – what you need to know.

Profile of Merseyside (Demography, Equality and Diversity) And Profile of Merseyside Disability Addendum

What did it show?

The research concludes that the Hate Crime Policy has a direct impact on the MFRA values and commitments around equality and diversity mainly :

Our Values: - We will value service to the community, people, diversity and improvement.

Ground rules highlight that MF&RS will:

- Respect differences in other people especially by listening if they are upset.
- Welcome visitors to the workplace and listen to what they say or if they need help

The Equality Act 2010 will protect people from discrimination, harassment or victimisation because of their age, disability, gender reassignment, marriage, civil partnership, pregnancy / maternity, race, religion/belief, sex or sexual orientation.

The Public sector equality duty requires that, in the exercise of our functions, MFRA must have due regard to the need of:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Merseyside consists of 1.38 million persons as of 2011 census. Of this 51.4% (710k) are female.

Most are Christian (74%) with Muslim being the next highest religion in Merseyside with 1.4%.

Within Merseyside 94.5% has a white ethnic background. 5.5% has a Black, Minority Ethnic

<p>DCLG FRS E&D strategy 2008-2018</p>	<p>background (BME)</p> <p>22.8% of Merseyside population have some form of disability. This identifies that Knowsley has the highest rate of the local authorities with 24.5% classing themselves as having some form of disability.</p> <p>This documents sets out the standards of best practice in relation to fire and rescue service and their quest for equality and diversity in the workforce and across the communities. In particular the framework highlights the need for FRS to</p> <ul style="list-style-type: none"> • Develop an effective relationship with all communities to help to prevent fire, reduce the risk of death and injury and the loss of property, and improve the Service's ability to respond to a wide range of emergencies. Effective engagement with all sections of the community is also likely to help in reducing instances of fire setting and attacks on firefighters. • Assess the impact of all new policies, plans, procedures and practices to ensure effective service delivery to all communities, tailored to their needs. • Work with partner agencies and community advocates within local communities to improve/create new ways of communicating with community groups. • Training and Awareness: Provide all employees with appropriate training and development to build skills and confidence in delivering a service which is effective in meeting the needs of all local communities and is in accordance with legal requirements. • The DDA 1995 also sets out the requirement of public authorities to provide reasonable adjustments for disabled people where a provision, criterion or practice applied by the employer places a disabled person at a substantial disadvantage compared with people who are not disabled.
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<p>IRMP MFRS 2013-2016</p> <p>Reaching all Communities on Merseyside – Internal Inclusion Strategy</p> <p>Liverpool Citysafe (Safe Havens)</p> <p>Challenge it, Report it, and Stop it, Government plan to stop hate crime.</p>	<p>P5 Our Mission; To achieve: Safer Stronger Communities – Safe Effective Firefighters</p> <p>P21 Excellent Prevention: Working with our partners and our community to protect the most vulnerable.</p> <p>P23 ASB and Arson Reduction : Hate Crime: Hate Crime is an area in which shared intelligence is used effectively to improve safety. The team will receive a referral and make contact in order to carry out a risk assessment. Appropriate advice and target hardening measures are applied as appropriate.</p> <p>This is a general reference document that covers a span of common Cultures, Communities, Faith Groups, Disability, Sexual Orientation, Asylum Seekers, Refugees, Gypsy and Travellers. This gives guidance on religion, dress, beliefs, and places of worship, Holy books, Festivals, diet and actions on death as appropriate.</p> <p>Liverpool Citysafe operates a number of safe haven locations within Liverpool. Most are located in North Liverpool and have appropriate signage outside to indicate it is a safe haven. One such venue is Liverpool City Fire Stn (11) on St Anne St. This has been in place for approximately 18 months however no Service Instructions or documentation recording its formal use has been undertaken.</p> <p>The Liverpool City Council Safe Haven Policy was withdrawn in 2012 to be undated and republished on their website however this has not been undertaken as of March 2013.</p> <p>P6: This Government believes that everyone should be free to live their lives without fear of abuse or attack on the basis of who they are. All crime is wrong, but crime that is motivated by hatred of the victim is particularly corrosive.</p> <p>Hate crime is defined as any criminal offence which is perceived, by the victim or any other person, to be motivated by a hostility or prejudice based on a personal characteristic.</p>
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P7 Tackling hate crime matters because of the damage it causes to victims and their families, but also because of the negative impact it has on communities in relation to cohesion and integration. There is clear evidence, to show, that being targeted because of who you are has a greater impact on your wellbeing than being the victim of a 'none targeted' crime.

In 2010, 48,127 hate crimes were recorded by police forces in England, Wales and Northern Ireland.

All the available research and testimonies from voluntary organisations suggest that hate crime is hugely under-reported. Some victims may be reluctant to come forward, for example, for fear of attracting further abuse, for cultural reasons, or because they don't believe the authorities will take them seriously. We are particularly keen to address the more isolated sections of the community where victims are even more unlikely to report crimes.

P9 3 Core principles:

- Preventing hate crime – by challenging the attitudes that underpin it, and early intervention to prevent it escalating;
- Increasing reporting and access to support – by building victim confidence and supporting local partnerships; and
- Improving the operational response to hate crimes – by better identifying and managing cases, and dealing effectively with offenders.

P10 Everyone should be free to live their lives without fear of abuse or attack on the basis of who they are, what they believe or how they look. There are five 'strands' of hate crime that we monitor centrally – disability, gender-identity, race, religion or belief (or non-belief) and sexual orientation. However, the principle applies more widely – hate based on age, gender, or appearance, for example, should be equally condemned.

A lack of understanding, reinforcement of negative stereotypes and fear of the unknown can all contribute to prejudice. Children and young people in particular learn their behaviours and form their views from their peers and the adults around them.

P11 We all have a personal responsibility to challenge prejudice and hate, but the Government and its agencies should lead by example – including by taking opportunities to celebrate diversity and to highlight the positive contribution that everyone can and do make to our society.

<p>MacPherson Report and recommendations into Stephen Lawrence inquiry.</p>	<p>We will challenge the attitudes that condone acts of hate crime and ensure that we act early when incidents are reported to prevent escalation.</p> <p>P16 We will work with local partnerships to increase reporting and victims' access to support:</p> <p>P17 The work of True Vision to:</p> <ul style="list-style-type: none"> • ensure that more people are aware of the online hate crime reporting mechanism; • develop packages that target those communities where hate crime is under-reported; • identify good local best practice on hate crime which then can be shared nationally via the website; and • help provide the infrastructure for local and national voluntary sector groups to integrate into a national reporting system <p>Sir McPherson made 70 recommendations as part of the Stephen Lawrenson inquiry. Two key recommendations are listed below:</p> <p>16. That all possible steps should be taken by Police Services at local level in consultation with local Government and other agencies and local communities to encourage the reporting of racist incidents and crimes. This should include:</p> <ul style="list-style-type: none"> - the ability to report at locations other than police stations; and - The ability to report 24 hours a day. <p>17. That there should be close co-operation between Police Services and local Government and other agencies, including in particular Housing and Education Departments, to ensure that all information as to racist incidents and crimes is shared and is readily available to all agencies.</p>
<p>5. Consultation</p> <p><i>Summarise the opinions of any consultation. Who was consulted and how? (This should include reference to people and organisations identified in section 2 above)</i></p> <p><i>Outline any plans to inform consultees of the results of the consultation</i></p>	
<p>What Consultation have you undertaken?</p>	<p>What did it say?</p>

<p>Mencap – Member’s research meeting – held at Mencap with Ian Mullen, 2 staff and 3 members on 28 Feb 2013.</p>	<p>This meeting was between 2 staff members and 3 members with mental disabilities from Mencap. They outline what would be advantageous for a member of MF&RS to consider if a member attended a fire station in relation to a hate crime or safe haven situation.</p> <p>They identified that each member carries an ‘E Card’ which has emergency information such as their name, person to contact, relationship of contact, contact number, any allergies/medical information and how they communicate.</p> <p>The outcomes of the meeting have been useful in reinforcing our policy thinking around how to support disabled people in relation to hate crime and safe haven provisions. It has also been helpful to gather further information which can be used for training on the policy.</p>
<p>Merseyside Police – Hate Crime Policy and Police meetings</p>	<p>Two meetings plus an awareness event has been organised with Merseyside Police Community Engagement Unit who hold responsibility for hate crime awareness within Merseyside. Supt Roley Moore, Sgt Bill McAdam and Con John Scott have been consulted and given much guidance and advice on third party reporting centres and hate crime reporting processes. The favoured reporting mechanisms are True Vision and Stop Hate UK. However stop Hate UK is a charity and this is not currently subscribed to by Sefton or Knowsley. The three other LA in Merseyside plus Merseytravel all subscribe to it.</p> <p>Meetings have been held in Jan and Feb 2013 at MF&RS and Merseyside Police HQ and a training awareness event held at MF&RS on 15 March 2013.</p> <p>Hate Crime within Merseyside Police is managed on a daily basis by Sigma teams. Each Basic Command Unit (District with Liverpool split North and South) take responsibility for investigating all hate crime.</p>
<p>Research workshop for Community Prevention Teams, District CSMs and advocates.</p>	<p>This was held on 15th March 2013. Main findings from the event are :</p> <ul style="list-style-type: none"> - Training should be given to all Prevention staff on

<p>Prevention Team Management Presentation</p> <p>Liverpool City Council – City Safe – LASBU.</p>	<p>Hate Crime and associated actions.</p> <ul style="list-style-type: none">- Staff can liaise with LA staff and talk at same level and not feel isolated due to incompatible definitions.- Closer links can be established to reduce instances of hate crime- One staff member thought this would open the ‘flood gates’ for any individual to approach the Fire Service for Social Services issues.- Overall reception was well received and a welcome addition to MF&RS. <p>Recommended to proceed with Hate Crime Policy and to draft SMG report with accompanying EIA.</p> <p>Meeting held with Justine Jenkins-Burke from Liverpool City Council Safe Haven and ASB team. City Safe is in agreement for 11 locations in Liverpool to become safe havens and can utilise the Safe Haven Logo for the location.</p> <p>They are satisfied that MF&RS have suitable safeguarding issues in place, suitable security at venues and suitable first aid facilities.</p>
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6. Conclusions

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

Overall Conclusion

The implementation of this policy is designed to have a positive Impact on all equality groups especially those at most risk of Hate crime. It is anticipated that the implementation of the policy will further improve the MFRA's relationship with the wider and affected communities as the organisation continues to develop its service delivery to victims and potential victims of hate crimes. However, failure to implement the policy fairly and consistently could have a highly detrimental impact on equality groups and the reputation of the MFRA with vulnerable communities.

(a) Age

Age does not form part of the definition of hate crime/incident. It is not recognised by the cross-government action plan on hate crime. However MFRA records the ages of any victims of fire related incidents which could be attributed to a hate crime.

Subsequent service Instructions should take into account age related needs of victims of Hate crime and those requiring assistance in safe havens including :

- If a child under 16 attends a location as with all persons then minimum of two persons should remain with them.
- Safeguarding procedures are in place with MF&RA staff and can be implemented if necessary.

It is generally understood that those responsible for some hate crimes using Fire as a weapon are often found to be young adults from deprived areas. MFRA has other polices and strategies to manage the investigation and monitoring of the perpetrators and the data gathered may be helpful to review in relation to this policy area.

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

Disability is a specific hate crime strand and therefore the implementation of a MFRA policy on hate crime will be a positive impact to the disabled community across Merseyside.

Subsequent Service Instructions should take into account needs of victims of Disability targeted hate crime and those requiring assistance in safe havens

including:

- Ensuring access arrangements to safe havens is positive for all disabled people
- Some disabled people may present an E-card. MF&RS staff will need to be given appropriate training and advice on what this is, and how best to deal with a person who has a disability.
- Signage is being recommended (already purchased for Wirral and Liverpool City) to identify a safe haven and it is lit to identify the facility is operational. This excludes visually impaired member of the community.
- A designated reporting point should be available on each location for those who need to summon assistance from that location. When an appliance is not on station then the running call telephone should be utilised. This signage and location should be clear and available in easy read format.

Outcomes of the current access audit for MFRA stations will need to be taken into account, when available in May 2013, to enable preparation to take place to support safe havens so they are fully accessible for all disabled people needing refuge

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

Government figures show that race related hate crimes were the highest of all the hate crimes reported being 87% nationally and 77% Merseyside. This would indicate that there would be significantly more use of MFRA staffs time dealing with and reporting on race related hate crimes and this will be reflected in the training provided to crews and community safety staff to enable them to focus the needs of this particular group.

The introduction of this policy has a positive impact on different racial, ethnic; nationalities are most vulnerable to hate crime/ incident. It is recommended that advocates representing particular race, nationalities or cultures may be best placed to support any hate crime incident and safe haven support and therefore service instructions and training will need to reflect this.

Designated reporting point signage recommended for the front of each station should have multiple languages in the most common languages or standard pictograms indicating how to gain access to help via the telephone in the absence of any person on the fire station or location.

(d) Religion or Belief

The policy recognises hate crime/incidents perpetrated against victims due to their faith, religion or belief or no belief. Service instructions will be developed to ensure

that the faith being targeted as well as the faith and nationality of the of the victim.

Guidance concerning religious or cultural beliefs is available in the MF&RS Reaching all Communities on Merseyside guide will be part of the pre reading required for all staff to carry out the policy effectively and this will be endorsed through the crew based training to implement this policy area.

Service instructions will need to provide MFRA staff with advice and guidance on how best to support victims of hate crime from different religious cultures and especially those specific cultures that have gender related needs (e.g. Female Muslim requiring support by Female staff only as their Culture forbids them to discuss issues of a personal nature or be in close proximity of Males.)

Further advice will need to be sought from different communities to enable a clearer picture of how the needs of those vulnerable groups may need to be supported within this policy and associated SI's. Further consultation is needed with minority community groups that may support particular vulnerable groups within a religious community e.g. those at risk of religious related honour crimes and religiously motivated attacks.

(e) Sex (include gender reassignment)

This Policy recognises trans phobic hate crime/incidents in relation to this area will be recorded when disclosed by the victim.

Guidance concerning how to support this group is available in the MF&RS Reaching all Communities on Merseyside guide will be part of the pre reading required for all staff to carry out the policy effectively and this will be endorsed through the crew based training to implement this policy area.

(f) Sexual Orientation

This Policy recognises Homophobic hate crime/incidents in relation to this area will be recorded when disclosed by the victim.

Guidance concerning how to best support this group vulnerable group is available in the MF&RS Reaching all Communities on Merseyside guide will be part of the pre reading required for all staff to carry out the policy effectively and this will be endorsed through the crew based training to implement this policy area.

Further advice will need to be sought from the LGB community to enable a clearer picture of how the needs of those vulnerable groups may need to be supported through this policy and its associated SI's.

(g) Socio-economic disadvantage

MF&RS has several stations in key areas of Socio-economic disadvantage such as City Centre, Toxteth, Birkenhead, St Helens, Kirkby and Bootle/Nether ton and Liverpool Marine Rescue and are key Safe havens for those members of the community who may be socially deprived and lead to being at risk of Hate crimes /incidents. Each appliance when attending an incident is also an extension of our services and can be utilised to note then report hate crime incidents on return to station.

No specific issues relating to the implementation of this policy would be affected by socio-economic disadvantage when services on station are requested. If a request for safe haven in a station ground resulted in an appliance not being available during the assistance phase of the safe haven then predefined procedures to provide fire cover are established, similar to the appliance being committed to a fire.

7. Decisions

If the policy/report/project will have a negative impact on members of one or more of the protected groups, explain how it will change or why it is to continue in the same way.

If no changes are proposed, the policy/report/project needs to be objectively justified as being an appropriate and necessary means of achieving the legitimate aim set out in 1 above.

1. Training is needed for staff concerning the implementation of the Hate Crime Policy, specifically on safe havens and hate crime reporting. Operational staff and advocates will need additional information on hate crime and arson incident reporting. The training will also need to make staff aware of any equality considerations for each of the equality groups mentioned in the conclusions section above.
2. The Policy will need to be underpinned by supporting documents (SI) in order to allow implementation to take place effectively and fairly for all groups.
3. A guidance document would be available at each location and be available on the portal.
4. A monitoring and review process is required in order to check the process is appropriate and functional and to ensure that there is a robust system for hate crime recording for each equality groups.
5. The introduction of Safe Havens will need to be managed alongside the outcomes of the current Access audit which is due for completion in May 2013.
6. A portal page should be implemented for Hate Crime. This would be a central depository for the Hate Crime Policy, Hate Crime reporting, arson reporting, safe haven activations, and target hardening. This would also hold information regarding posters for safe havens, hate crime PowerPoint training and statistical information relating to hate crime.

8. Equality Improvement Plan

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

No specific changes to the Hate Crime Policy required as such, however there is some advice throughout this EIA which will need to be taken into account when developing and writing the underpinning Service Instructions

9. Equality & Diversity Sign Off

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

Signed off by:

Wendy Kenyon

Date:

27.3.13

Action Planned	Responsibility of	Completed by
<p>Development and Implementation of associated SI's should take into account the recommendations and conclusions made throughout this EIA specifically in relation to :</p> <ul style="list-style-type: none"> - Hate Crime reporting SI - Arson Reporting SI - Safe Haven SI - Target hardening SI <p>Equality Impact Assessments on those instructions and the hate crime training will need to be carried out</p>	<p>Ian Mullen</p> <p>Ian Mullen /Wendy Kenyon</p>	
<p>Equality monitoring analysis reports should be provided to DAG and SEG Quarterly in relation to Hate crime policy and SI's, to enable the groups to monitor the impact of the policy and the contribution to supporting those equality groups.</p>	<p>Ian Mullen</p>	
<p>Develop training and associated educational guidance for all MFRA staff involved in delivering the policy and associated SI's so that they are able to treat all community groups with dignity and respect.</p> <p>Ensure they are provided with sufficient information to make themselves aware of the support needed for the different equality groups, local communities and cultures in relation to hate crime reporting and safe havens</p>	<p>Ian Mullen and TDA staff and Wendy Kenyon</p>	
<p>Carry out further Consultation with LGB and T community support groups and Faith groups to establish how the policy can be supportive of the needs of their communities.</p>	<p>Ian Mullen and Wendy Kenyon</p>	

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

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



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AGENDA ITEM:

REPORT TO: Meeting of the	MERSEYSIDE FIRE & RESCUE AUTHORITY COMMUNITY SAFETY & PROTECTION COMMITTEE
DATE:	11TH JULY 2013
REPORT NO.	CFO/087/13
REPORTING OFFICER:	CHIEF FIRE OFFICER, DAN STEPHENS
CONTACT OFFICER:	AM SEARLE
OFFICERS CONSULTED:	GM LONGSHAW
SUBJECT:	NATIONAL RESILIENCE ASSURANCE OF MFRA USAR CAPABILITY

THERE ARE NO APPENDICES TO THIS REPORT

***A Glossary of Terms is provided at the end of the report for information.**

Purpose of Report

1. To provide a summary of the findings determined by the National Resilience Assurance Team (NRAT) following their recent assurance and audit of MFRA' USAR capability.

Recommendation

2. That Members note the contents of this report.

Introduction & Background

3. MFRA are one of 18 FRSs in the UK who host an Urban Search and Rescue (USAR) team. The MFRA USAR team are based at Station 19 – Croxteth.
4. The National USAR capability coordinators within NRAT conduct periodic assurance visits of every USAR team to gather evidence specific to the assurance objectives and to measure that evidence against the identified assurance criteria.
5. The purpose of the assurance process is to confirm that the statutory duties outlined in the Fire and Rescue Services Act 2004 and The Fire and Rescue Services (Emergencies) (England) Order 2007 in relation to National Resilience assets can be met by the FRS hosting USAR teams. The process also assists NRAT in producing an annual report which through the National Resilience Board will provide assurance to government that all National Resilience assets allocated for a USAR response are capable of responding to a national scale incident with the required amount of competent personnel and with equipment that is operationally fit for purpose.

6. The process also provides an efficient and accurate tool for producing factual information on which the FRS can act to improve its performance.
7. The process uses a system of conformity or non-conformity to categorise the various levels of compliance with the assurance process criteria. It also records areas of the process that can be identified as being an opportunity for improvement and similarly areas considered to be notable practice.

Summary of Assurance Process

8. The USAR assurance process accords with the established principles contained within the Fire and Rescue Operational Assessment Toolkit and as such has pre-determined Key Areas of Assessment (KAAs) against which conformity/none conformity is established. The USAR KAAs are:
 - **Prior to call preparation.**
How well prepared is the FRS in its ability to mobilise USAR assets to an incident?
 - **Calls to mobilising control and support to the incident.**
How effective are the FRS in mobilising USAR assets and providing the relevant information required en route?
 - **En route, decisions and actions on arrival.**
How well do USAR personnel undertake the relevant actions both en route and on arrival at an incident?
 - **Deployment of attributes.**
How well do USAR teams integrate in to the Incident Command System and operate on scene in order to achieve the objectives of the incident?
 - **Monitoring and review.**
How well do the FRS monitor and review incidents and exercises?
9. In all 5 of the areas listed, MFRS achieved a conformity rating.
10. The process identified the following areas of notable practice:
 - Level of safety training delivered to USAR team members. All USAR team members are IOSH qualified with Watch Managers being NEBOSH qualified.
 - The use of the Operational Monitoring Team in providing feedback and actions post major incident/exercise.
 - The integration of the USAR capability as part of MFRS' front line emergency response.
 - MFRA' proactive use of the National Resilience Assurance Toolkit hosted within the National Resilience website.
 - MFRA' provision of personnel in excess of the National standard that facilitates the ability to support major incidents within the region for more sustained periods.
11. A copy of the final report can be made available to Members if required.

Equality & Diversity Implications

12. None contained within this report.

Staff Implications

13. None contained within this report.

Legal Implications

14. The findings from the assurance process confirm that MFRA IS meeting the requirements of:

- Fire and Rescue Services Act 2004 – section 9
- The Fire and Rescue Services (Emergencies) (England) Order 2007 – Articles 3, 4 and 5
- FRS National Framework Document – section 3.4

Financial Implications & Value for Money

15. In sustaining high standard of response in regards to its USAR capability; MFRS will continue to receive grant support from central government to maintain and support said capability.

Risk Management, Health & Safety, and Environmental Implications

16. MFRA' continued high standards in regards to USAR training acquisition and skills maintenance ensures that our personnel are best equipped and resourced to support local, regional and national scale incidents.

Contribution to Our Mission – To Achieve; Safer Stronger Communities – Safe Effective Fire fighters”

17. The high standard of operational of operational readiness of the Merseyside USAR team as confirmed through the USAR assurance process contributes directly to making Merseyside safer from collapsed structure and heavy transport incidents and provides for enhanced safe systems of work at this type of incident for Firefighters.

Glossary of Terms

FRS	Fire and Rescue Service
IOSH	Institute of Occupational Safety and Health
KAA	Key Area of Assessment
MFRS	Merseyside Fire & Rescue Service
NCAF	National Coordination Advisory Framework
NEBOSH	National Examination Board for Occupational Safety and Health
NRAT	National Resilience Assurance Team
USAR	Urban Search and Rescue

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