Public Document Pack

To: All Members of the Policy and Resources Committee (and any other Members who may wish to attend)

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.

J. Henshaw
LLB (Hons)
Clerk to the Authority

Tel: 0151 296 4000
Extn: 4112 Helen Peek

Your ref: Our ref HP/NP Date: 18 March 2015

Dear Sir/Madam,

You are invited to attend a meeting of the **POLICY AND RESOURCES COMMITTEE** to be held at **1.00 pm** on **THURSDAY, 26TH MARCH, 2015** in the Temporary Meeting Room at Merseyside Fire and Rescue Service Headquarters, Bridle Road, Bootle.

Yours faithfully,

Clerk to the Authority

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MERSEYSIDE FIRE AND RESCUE AUTHORITY

POLICY AND RESOURCES COMMITTEE

26 MARCH 2015

AGENDA

Members

Les Byrom (Chair)
Peter Brennan
Ted Grannell
Ray Halpin
Denise Roberts
Jean Stapleton
Sharon Sullivan
Lesley Rennie

1. Preliminary Matters

Members are 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 1 - 4)

The Minutes of the previous meeting of the Policy and Resources Committee, held on 27th November 2014, are submitted for approval as a correct record and for signature by the Chair.

3. SERVICE DELIVERY PLAN 2015/16 (Pages 5 - 50)

(CFO/019/15)

To consider Report CFO/019/15 of the Deputy Chief Fire Officer, concerning the Service Delivery Plan for 2015/16.

4. **District & Station Community Safety Plans 2015/16** (Pages 51 - 256)

(CFO/020/15)

To consider Report CFO/020/15 of the Deputy Chief Fire, concerning the District Community Safety Plans for 2015/16, which reflect an inclusive approach to planning on Districts that has involved a wide range of staff and stakeholders.

5. **MFRA Local Firefighter Pension Board** (Pages 257 - 266)

(CFO/024/15)

To consider report CFO/024/15 of the Deputy Chief Executive concerning the requirement to establish a Local Pension Board for the Firefighters' Pension Scheme and to set out its proposed structure.

6. **2015 FIREFIGHTERS' PENSION SCHEME - SCHEME MANAGER DISCRETIONS** (Pages 267 - 290)

(CFO/025/15)

To consider Report CFO/025/15 of the Deputy Chief Executive, concerning the Scheme Manager (SM) discretions as contained in "The Firefighters' Pension Scheme (England) Regulations 2014".

7. **Pay Policy 2015/16** (Pages 291 - 300)

(CFO/016/15)

To consider report CFO/016/15 of the Deputy Chief Fire Officer concerning the Authority's proposed Pay Policy Statement for 2015/16 in accordance with Section 38 of the Localism Act 2011 which requires Local Authorities to publish a Pay Policy Statement each year.

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

POLICY AND RESOURCES COMMITTEE

27 NOVEMBER 2014

MINUTES

Present: **Cllr Leslie T. Byrom CBE (Chair)** Councillors Peter Brennan, Ted Grannell, Ray Halpin, Denise Roberts, Jean Stapleton, Sharon Sullivan and Lesley Rennie

Also Present: Cllr Linda Maloney

There were no Apologies of absence were received

10. Chair' Announcements

Information regarding general housekeeping and confirmation of the recording of proceedings, to all in attendance, The Chair declared the meeting open and recordings of proceedings commence at 13.00hrs.

Councillor Halpin be welcomed to his first meeting as a New Member of the Authority, and invited to contact any Member of the Authority, for assistance.

1. Preliminary Matters

Members considered the identification of declarations of interest, any urgent additional items, and any business that may require the exclusion of the press and public.

(Cllr Sullivan arrived)

Resolved that:

a) Councillor Jean Stapleton and the Deputy Chief Executive Officer Kieran Timmins declared pecuniary interests as Trustee's of the Toxteth Firefit Hub, in relation to item 8 of the Agenda.

b) no additional items of business to be considered as matters of urgency were determined by the Chair; and

c) Agenda item 9 Station Mergers Project – Appointment of Contractor 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 Policy and Resources Committee, held on 23rd September 2014, be approved as a correct record and signed accordingly by the Chair.

3. Financial Review 2014/15 - April to September

(Cllr Brennan Arrived)

Members reviewed the financial position, revenue and capital, for the Authority for the first 6 months of the year, April – September 2014

The report was well received. Members commented on good performance across the board, and praised all staff involved in developing and submission of the successful bid for transformation and efficiency funding.

Resolved that:

a) the potential £1.6m favourable revenue position identified within this report be noted,

b) the utilisation of the £1.6m favourable revenue position to increase the capital investment reserve in light of the future station merger programme and Service investment needs be approved,

c) the successful bid to the transformation and efficiency fund which has received £4.5m, be Noted

d) the Deputy Chief Executive be Instructed to continue to work with budget managers to maximise savings in 2014/15.

4. Treasury Management Interim Report 2014/15

Members considered report CFO/116/14 of The Deputy Chief Executive Officer, providing an overview of the Treasury Management Interim Report 2014/15, to ensure that the Authority meets the requirements of the CIPFA Code of Practice on Treasury Management and the CIPFA Prudential Code for Capital Finance in Local Authorities, which the Authority is required to comply with under the Local Government Act 2003.

In line with the Codes requirements for the Authority to review its Treasury Management activities during the year to ensure they are consistent with its approved Treasury Management Strategy and have remained within the approved Prudential Indicators, Members;

Resolved that:

The Treasury Management activities and performance for April to September for the financial year 2014/15, as detailed in the report be noted.

5. Voluntary Severance Grey Book

Members considered report CFO/121/14 of the Deputy Chief Fire Officer providing an update on the potential use of Voluntary Severance agreements for firefighting staff as a mechanism to achieve the required savings to meet the ongoing financial challenge faced by the Authority.

Resolved that:

a) the contents of the report and the potential to utilise Voluntary Severance for Grey Book employees if required as part of the Budget savings options be noted.

b) the approach advanced in this report regarding applications for Voluntary Severance from firefighting staff be approved.

c) The Chief Fire Officer be delegated responsibility for the management of such applications to the in the same way as with non-firefighting staff in order to best meet future staffing requirements.

6. Introduction of Apprenticeships

Members considered report CFO/112/14 of the Deputy Chief Fire Officer regarding the introduction of work place Apprenticeships within the Authority.

Members were very supportive of this report and welcomed any further developments to provide opportunities for assisting young people in the local community.

It was suggested that an update report from the Merseyside Brussels Office, for presentation at a future meeting would be helpful, to see what and where funding is and can be drawn from.

Resolved that:

a) The introduction of 6 apprenticeships within the Prevention function of the Authority, be Approved.

b) Representative from Merseyside Brussels Office be invited to report to one of the Authority's Committees regarding funding options.

7. Merseyside Police Estate Strategy

Members considered report CFO/115/14 of the Deputy Chief Executive Officer informing Members of the publication of the Police Estates Strategy.

Resolved that:

the Estates Strategy report from the Police & Crime Commissioner's Office and the proposed response in Appendix B to this report be approved.

8. Toxteth Firefit Hub Annual Report and Accounts

Members considered report CFO/107/14 of the Deputy Chief Executive Officer regarding the Annual Report and Accounts for the period ending 31st March, 2014 for the Firefit Hub.

Resolved that:

a) The Annual Report and Accounts for the Firefit Hub and the successes achieved by the company be noted,

b) The strategy to transition Toxteth Firefit Hub to a "Onside" funding model as set out within the report be endorsed and supported.

Members of the Press and Public were requested to leave the meeting 14.04hrs

9. Station Mergers Project - Appointment of Contractor

THESE MINUTES ARE EXEMPT BY VIRTUE OF PARAGRAPH 3 OF SCHEDULE 12A OF THE LOCAL GOVERNMENT ACT 1972

Close

Date of next meeting Thursday, 26 March 2015

Signed:_____ Date:_____

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	**POLICY AND RESOURCES COMMITTEE**		
DATE:	**26 MARCH 2015**	**REPORT NO:**	**CFO/019/15**
PRESENTING OFFICER	**DEPUTY CHIEF FIRE OFFICER**		
RESPONSIBLE OFFICER:	**DEB APPLETON**	**REPORT AUTHOR:**	**JACKIE SUTTON**
OFFICERS CONSULTED:	**STRATEGIC MANAGEMENT GROUP**		
TITLE OF REPORT:	**SERVICE DELIVERY PLAN 2015/16**		

APPENDICES:	**APPENDIX A:**	**SERVICE DELIVERY PLAN 2015/16**
	APPENDIX B:	**LIST OF KEY PERFORMANCE INDICATORS 2015/16**

Purpose of Report

1. To request that Members consider and approve the Service Delivery Plan for 2015/16, attached as Appendix A to this report.

Recommendation

2. That Members consider and approve the attached Service Delivery Plan for 2015/16 prior to publication on the website.

Introduction and Background

3. Merseyside Fire and Rescue Authority (MFRA) produces an annual Service Delivery Plan to bring together in one document the annual IRMP action plan and medium term objectives; the actions arising from Functional Plans; Equality Objectives; links to the District and Station Community Safety Plans and the annual Performance Indicators. The Plan for 2015/16 can be found as an appendix to this report.

4. Performance against the actions and targets contained within the Service Delivery Plan are monitored by officers at monthly Performance Management Group meetings and reported to Strategic Management Group and Performance and Scrutiny Committee on a quarterly basis. This Plan includes an estimate of year end Performance Indicator results which will be updated in June when the final performance figures have been compiled.

5. Each year, the Performance Management Group reviews the Performance Indicators to consider which should be retained, what new indicators are required and what the target should be.

6. As agreed for the Service Delivery Plan 2014/15 performance is now reported in 3 levels:

   Level 1 These are reported to Members and are the Authority's Outcome related Key Performance Indicators (KPIs) – for example accidental dwelling fires. These indicators are reported quarterly to the Performance and Scrutiny Committee. To add depth the quarterly reports refer to performance against the Level 2 and 3 sub indicators which are linked to the Key Performance Indicators.

   Level 2 are reported to Performance Management Group and are populated by mainly Output related Local Performance Indicators, with some minor outcomes. These include numbers of Home Fire Safety Checks (HFSC) completed.

   Level 3 are reported to District Management Teams and are all sub-level Output based Local Performance Indicators. These include numbers of HFSCs completed by Fire Support Network and those recorded as revisits.

7. The full list of Key and Local Performance Indicators and the relationship between them can be found as Appendix B to the Service Delivery Plan.

8. This year indicators are all remaining the same as 2014/15 apart from:

   The removal of:

   LPI 5a Number of HFSC's carried out in high risk areas
   LPI 5b Number of HFSC's carried out in medium risk areas
   LPI 5c Number of HFSC's carried out in low risk areas

   These indicators have been removed as we now have enough shared data in all Districts to directly target our interventions at High and Medium Risk People most at risk of fire in the home.

Targets

9. To reflect the new Work Routine introduced in January 2014, targets for outputs, such as Home Fire Safety Checks, were removed for 2014/15. This will continue in 2015/16. Operational crews carry out work appropriate to the risk in their area in line with their District Plan. This work is carried out during the time blocks allocated in the work routine and crews record outputs against the designated blocks of work in time and, where appropriate, number of activities or interventions. To ensure optimum use is made of the time available the principles outlined at paragraphs 10 – 12 will apply.

10. Home Fire Safety Checks will be targeted at our most vulnerable residents using data shared by partner agencies.

11. Site Specific Risk Information inspections will take precedence in some stations areas depending on the types of property/industry.

12. Targets will remain for incident related 'Outcome' Performance Indicators such as accidental dwelling fires. For the majority of outcome related Performance Indicators the Authority use a technique called trend analysis. This approach uses historical data, applying mathematical insight to the data to produce an anticipated target. For 2015/16 between 3 and 5 years of historical incident data have been used in order to create statistically robust targets for outcome related Performance Indicators.

Service Delivery, Integrated Risk Management Plan (IRMP) and Equality and Diversity Actions and objectives

13. The Service Delivery Plan contains details of the main actions, or deliverables, due to be carried out during 2015/16. Members will recall that the Authority agreed to publication of a Supplement to the existing IRMP 2013/16.

14. Most actions from the IRMP 2013/16 have now been completed, or the actions have been superseded by Functional Plan action points. Each Function of the organisation produces an annual Functional Plan and the deliverables from these plans are contained in the Service Delivery Plan.

Equality and Diversity Implications

15. There are no equality and diversity implications arising from this report. Equality and diversity is a specific section within the plan. Any implications associated with actions contained within the Plan will be the subject of further reports to the Authority. An Equality Impact Assessment has been completed for the IRMP Supplement.

Staff Implications

16. There are no staff implications arising from this report. Any implications associated with actions contained within the Plan will be the subject of further reports to the Authority.

Legal Implications

17. There are no legal implications arising from this report. Any implications associated with actions contained within the Plan will be the subject of further reports to the Authority.

Financial Implications & Value for Money

18. The management of the delivery of the Authority's key objectives and targets each year through Service Delivery is a significant contribution to MFRA demonstrating that it is providing a value for money service to the community

and is contributing to its mission, aims and objectives. This becomes even more important as the Authority is required to deliver the savings required during 2015/16 and onward to 2020.

19. Any costs associated with actions contained within the Plan will be the subject of further reports to the Authority.

Risk Management, Health & Safety, and Environmental Implications

20. All IRMP, Functional and Service Delivery Plan actions are required to be risk assessed as part of any project assessment and any environmental considerations must also be assessed for their impact.

Contribution to Our Mission:

Safer Stronger Communities – Safe Effective Firefighters

21. Improving the way MFRA plans for and delivers against its objectives, will enhance the ability of the Authority to continue to deliver an effective and efficient service to the communities of Merseyside.

BACKGROUND PAPERS

CFO/027/14 Service Delivery Plan 2014/15
CFO/007/15 Integrated Risk Management Plan supplement 2015/17

GLOSSARY OF TERMS

MFRA **M**erseyside **F**ire and **R**escue **A**uthority

MFRS **M**erseyside **F**ire and **R**escue **S**ervice

IRMP **I**ntegrated **R**isk **M**anagement **P**lan

Merseyside FIRE & RESCUE SERVICE

Our Mission: -

To Achieve Safer Stronger Communities -

Safe Effective Firefighters

SERVICE DELIVERY PLAN

April 2015- March 2016

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Appendix 1 – General MFRA Glossary of Terms

Appendix 2 – Full list of Local Performance Indicators 2014/15

1.1 INTRODUCTION :

Merseyside Fire and Rescue Authority will undertake during the year to maintain high quality services to the communities of Merseyside, including how we plan to minimise the impact of the financial cuts. Included within the Plan are objectives and actions relating to our Integrated Risk Management Plan, our Functional (departmental) plans, our Medium Term and Equality and Diversity Objectives. The plan also includes details of the performance indicators we use to measure how well we are performing across a range of activities and how well we are doing against the targets we have set.

On top of £9.2 million of cuts to our budget between 2011 and 2013, we are required to make a further £6.3 million of savings before April 2015 with more cuts expected up until 2020. This presents the Authority with significant challenges as it seeks to minimise the impact of these cuts on the levels of service it provides to the public. Our plans help us to achieve that.

Merseyside has seen significant reductions in the total number of incidents over the last decade meaning that the demand for our emergency response has fallen. This is largely due to the success of our fire prevention and protection services (such as Home Fire Safety Checks) particularly focused on those people most at risk of suffering a fire. These interventions require significant resources. All of our firefighters and many non-operational front line staff carry out these services every day. We have also invested heavily to ensure the safety and effectiveness of our staff, ensuring that they undertake high quality training and are provided with the best equipment to do the job. Despite the reduction in incident volumes, finding the savings isn't easy. To make savings of this magnitude without having an impact on fire stations and fire appliances is no longer possible, despite continued cuts to support services, which includes the staff working to protect people in their own homes.

Recent cuts have seen the Authority having to incrementally reduce the number of fire appliances from 42 to 28 over the period and we are (at the time of writing) consulting on proposals to close pairs of outdated stations and where possible, replace them with one new community fire station in a more central location. In February 2015 the fire and Rescue Authority reluctantly agreed to close Allerton fire station to help achieve the required savings. Feedback so far suggests that the public, businesses and partner organisations understand our reasons for doing this and are supportive; recognising that we would not be making many of these changes if we were not compelled to do so.

More hard decisions will no doubt follow if the Government continues to cut public spending. So far, we have managed to maintain a very fast response and by targeting our prevention activity and working smarter, we are still having a real positive impact on the safety of Merseyside.

You can be assured that despite significant changes we will continue to provide the best possible service to the public of Merseyside.

Chief Fire Officer Dan Stephens
Chair of the Fire Authority Cllr Dave Hanratty

1.2 CORPORATE MISSION AND AIMS:

Our Mission Is To Achieve:-

Safer Stronger Communities - Safe Effective Firefighters

Our Aims:

- ***Excellent Operational Preparedness:***

  We will provide our firefighters with the training, information, procedures and equipment to ensure they can safely and effectively resolve all emergency incidents.

- ***Excellent Operational Response***

  We will maintain an excellent emergency response to meet risk across Merseyside with safety and effectiveness at its core.

- **Excellent Prevention and Protection**

  We will work with our partners and our community to protect the most vulnerable through targeted local risk reduction interventions and the robust application of our legal powers.

- ***Excellent People***

  We will develop and value all our employees, respecting diversity, promoting opportunity and equality
  for all.

1.3 CORE VALUES:

We shape our actions by embedding our core values into the way we deliver our services:

- ***Make a positive Difference to our Community;***

  We will build upon our unique position of trust and respect within the community and the professionalism of our staff to tackle the real underlying factors which affect risk.
  We will achieve this by seeking partnerships in areas where we believe we can contribute to making communities safer from fire and other emergencies.

- ***Provide an excellent and affordable service***

  We will manage our emergency response flexibly, with an emphasis on those most at risk. We will do this by managing the number and type of appliances which are available to respond to emergencies at different locations throughout the day, night and at different times of the year to more accurately reflect the changing level and location of risk.

- ***Everyone matters***

  We aim to reduce risk in every home on Merseyside to a tolerable level, with no homes being assessed as high risk after we and our partners have offered support to the resident. To achieve this we will be more sophisticated in the way we commit resources to reduce risk; we will continue to offer free Home Fire Safety Checks to residents in Merseyside as we have done for the past ten years, but our key focus will be to work with our partners to identify and provide assistance to those individuals within the community who are most at risk from fire and other emergencies.

- ***Respect our environment***

  We will fulfil our responsibilities for protecting the built and natural environment, with support and commitment at the highest level. We will continue to identify and manage our activities, which have an impact on the environment, without compromising our operational response or our service delivery to the communities of Merseyside.

- ***Our people are the best they can be.***

  We will ensure our workforce has the necessary knowledge, skills and values to make a difference. We will support them in their role and encourage them to contribute their ideas to continually improve the Service to deliver our mission.

1.4 THE SERVICES PROVIDED BY THE FIRE & RESCUE AUTHORITY:

Historically the public perception of the Fire and Rescue Authority may have been that we mainly attended fires and other emergencies, but for many years Merseyside Fire & Rescue Authority has offered a range of services to reduce and respond to risk in our communities. In recent years we have had to deal with significant budget cuts and this will continue in the future. This will have an impact on the services we deliver. However, we will continue to look at ways of preventing incidents, whilst still responding efficiently and effectively to fires and other emergencies when they do happen, within the limits of the resources we have available. Our Integrated Risk Management Plan (IRMP) and Service Delivery Plan set out how we will tackle the risks to our communities.

The main aspects of the services we carry out are outline below:

Operational Preparedness

- Providing our firefighters with training, information, procedures and equipment to ensure they can safely resolve all emergency incidents.

- Operational Preparedness is about ensuring MFRA has suitable arrangements in place to identify, plan for and respond to all foreseeable emergencies that could have an impact on our community, neighbouring authorities and the national infrastructure. This internal planning approach ensures that our firefighters have the correct training and the highest standards of equipment to enable them to respond safely and effectively to these emergencies within a multi-agency command structure.

- The Operational Preparedness function is led by an operational Area Manager and is responsible for all operational training, equipment, planning, intelligence, national resilience assets and Fire Control.

Operational Response

- 'To maintain an excellent emergency response to meet risk across Merseyside with safety and effectiveness at its core'

- The Operational Response function ensures that the Authority, on behalf of the public, is assured with regard to the readiness of its operational workforce, appliances, stations, and equipment to respond appropriately and timely to emergencies, and that when we do respond our firefighters, procedures and equipment are safe and effective.

- The Operational Response function is led by an operational Area Manager and is responsible for the operational element of the MFRA workforce. This is currently approximately 764 people across the 26 Fire Stations, our Fire Control and officer groups. It should be noted, however, that our IMRP proposes a reduction in the number of firefighters to achieve the £3.5m savings we are required to make from our frontline service as part of the budget cuts for 2015/16.

Excellent Prevention

- Working with partners and our community to protect the most vulnerable through targeted local risk reduction interventions.

- The four key drivers for the MFRA's Prevention Strategy are; Home Safety, Road Safety – Road Traffic Collision (RTC) Reduction. Arson/Anti-Social Behaviour Reduction and Youth Engagement

- The Prevention team is led by the Group Manager for Prevention. The work is led by teams based in the five districts of Merseyside and each of these key areas also has a functional co-ordinator with responsibility for joining up prevention activity and improved outcomes for communities, including seasonal campaigns such as the bonfire period and community reassurance following incidents.

Excellent Protection

- Working in partnership to reduce risk in the built environment and the robust application of our legal powers.

- MFRA has duties to enforce, consult and provide fire safety advice on matters relating to Community Fire Protection. The Regulatory Reform (Fire Safety) Order 2005 is most commonly associated with Fire Authority enforcement; additional relevant legislation includes sub-surface railways, petroleum, fireworks and explosives, and building regulations.

- The Community Fire Protection (CFP) Policy :

    - Provides the rationale and basis of the Authority's risk based audit approach to CFP;
    - Provides strategic direction on the extent to which fire safety legislation applies;
    - Directs resources to ensure levels of fire protection are met and enforced as required in the relevant fire safety legislation;
    - Provides overarching direction for all CFP priorities, instructions and guidance.

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.

Our Core Values that shape what we do and how we do it are:

- Make a positive difference to our community
- Provide excellent and affordable response
- Respect our environment
- Everyone matters
- Our people are the best they can be

1.5 PLANNING PROCESS:

Merseyside Fire and Rescue Authority has an integrated and inclusive approach to planning. The plans that set out the ways in which the Authority will achieve its Mission and Aims and comply with its values are all connected and staff and stakeholders have an opportunity to contribute to the plans:

Integrated Risk Management Plan:

The Integrated Risk Management Plan (IRMP) is a three year plan setting out the Mission and Aims concentrating on the core objectives and key priorities. Due to the timing of Government Grant announcements a two year Supplement to the existing IRMP 2013/16 has been approved by Authority for 2015/17. The IRMP makes high level statements in line with organisational risk, the National Framework, equality and diversity and the Authority's budget.

District Community Safety Plans:

Community Safety Plans are local plans developed and owned by Community Fire and Rescue Station staff working with district based Community Safety Managers and partners. The Plans reflect local risks and priorities and sets out how the fire station and district based staff will improve outcomes in their communities.

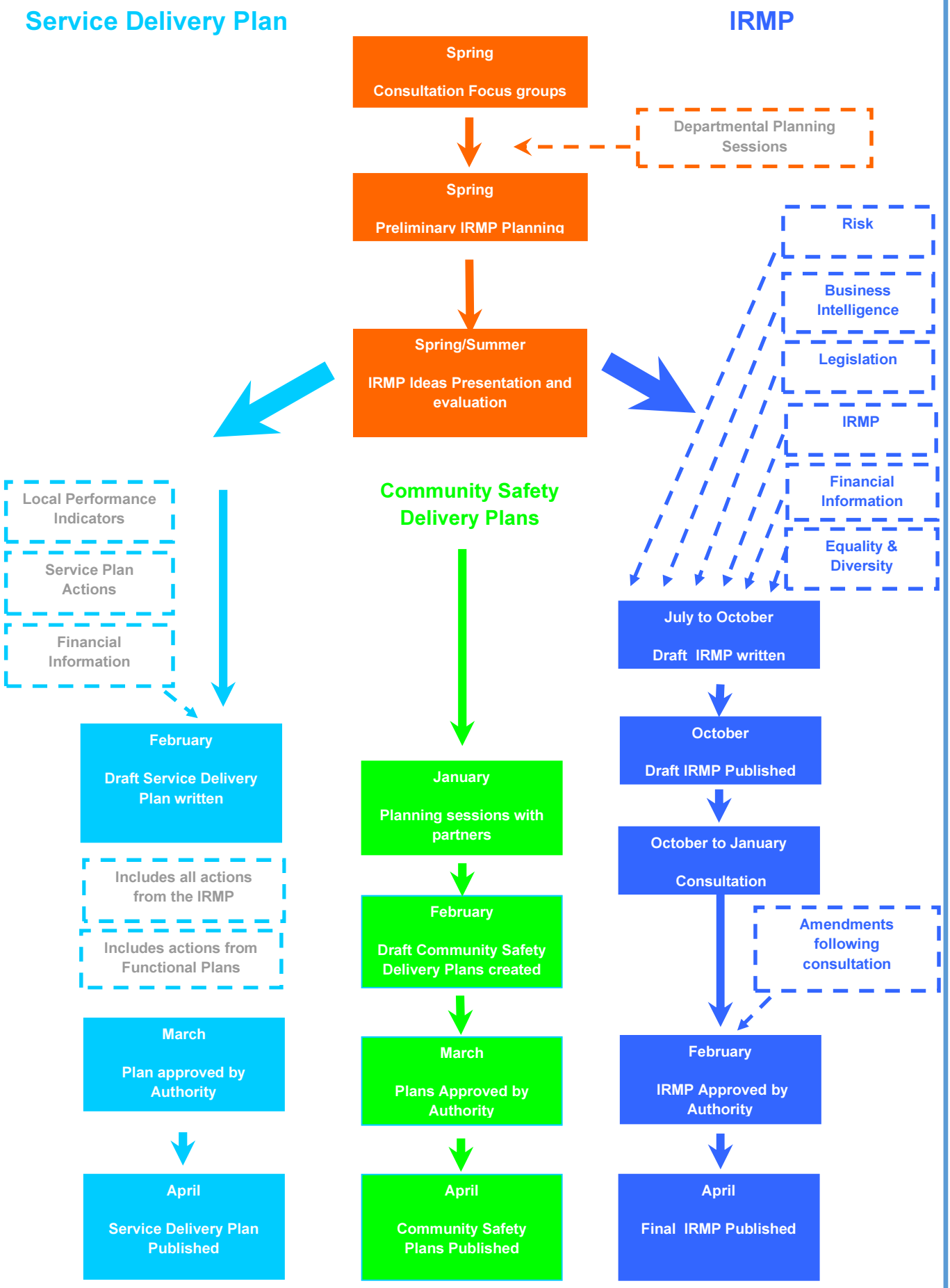
Functional Plans:

Functional Plans are similar to Community Safety Plans but departmentally focused or thematic. Although mainly an internal planning tool, key actions from these plans are included in the Service Delivery Plan.

Service Delivery Plan:

The Service Delivery Plan is an annual plan that provides a summary of all objectives and actions from the IRMP any other actions that are not appropriate for inclusion in the IRMP (e.g. Functional Plan Actions). In addition, it details performance against Performance Indicators (PIs) for the previous year and targets for the next year.

The Annual Integrated Planning Process:



1.6 MANAGEMENT OF THE PLAN :

Each action point in the Service Delivery Plan is managed as a project providing an auditable lifecycle of progress set against the project plan. The Programme and Project Team assist the responsible officers in the management and creation of project plans, project briefs, risk logs, financial plans and efficient use of resources, this allows us to monitor and control activities and resources, identify impacts and outcomes that deliver value for money to the communities of Merseyside.

1.7 REPORTING :

Regular reporting and management of the Service Delivery Plan is through the Performance Management Group, the Strategic Management Group (SMG) and the Authority's Performance and Scrutiny Committee for Members' approval. The Lead Authority Member for planning and performance takes an active interest in the development of the plans and the scrutiny of performance. Quarterly reports are then published on the Authority's website www.merseyfire.gov.uk

In all types of reporting the status of each action point can be seen at a glance through a traffic light system:

Green – On target or successful achievement of an objective/indicator in a quarter.

Amber – Partial achievement of task within a quarter.

Red – Where an objective has not been achieved or an indicator is not on target.

Grey – Action withdrawn or postponed.

2.0 FINANCIAL CHALLENGES 2015-16 :

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

Principle1

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

2.1 THE AUTHORITY'S BUDGET :

Budget statement from Service Plan 15/16

The Authority has planned prudently to minimise the impact on frontline services and has addressed inefficiency, cut management costs and reduced support services.

However, with the scale of funding cuts there has been an inevitable impact on frontline services and despite a saving of £7m being achieved from the back office and support functions the Authority has already seen the number of fire appliances in Merseyside reduce from 42 to only 28 across its 26 fire stations. The Government has confirmed the level of grant it will provide to the Fire and Rescue Authority for 2015/16. The Authority's funding is being cut by 9.1%, resulting in a £3.7m cash reduction. This will mean the Authority's grant reduction between 2010/11 and 2015/16 will be over 35%.

The Authority's priority is to minimise the impact of grant reductions on frontline services. In 2014/15 the Authority approved a two year financial plan to deal with a £6.3m forecast budget deficit as a result of the grant reductions in 2014/15 and 2015/16. In determining the saving options the Authority, despite identifying £2.9m from technical and support areas, was left with no choice but to find £3.4m of savings from operational response – this equates to about 90 firefighter posts. The Authority considered "the least worst" saving options for operational response reductions based upon the Chief Fire Officers recommendations and it approved the delivery of the £3.4m savings by approving a programme of station mergers, or where this cannot be achieved, closures. This approach has been endorsed in initial public consultation and engagement.

The Authority is progressing with plans for the three mergers:-

(i) Huyton/Whiston at Prescot
(ii) Upton/West Kirby at Saughall Massie Road
(iii) Eccleston/St Helens at St Helens town centre

And the outright closure of Allerton.

These will deliver the £3.4m of savings from the operational response proposals. The Authority recognises that if suitable sites cannot be identified for mergers that station closures would be the next 'least worst' option. In either case, full programmes of public consultation will take place before firm decisions are made on any of the fire station options.

The Authority recognises that any future Government are likely to apply further cuts to the Fire and Rescue Service beyond 2015/16 although it is extremely difficult to assess at this time the scale of those financial challenges. The Authority will continue to lobby the Government against such a position and highlight the consequences that further cuts will have on effectively delivering an emergency service. It is recognised further cuts to funding will be likely to mean additional station closures, reductions in front line firefighter's posts, fire appliances and cuts to its support services

3.0 INTEGRATED RISK MANAGEMENT PLAN (IRMP) :

Our Integrated Risk Management Plan sets out how we will balance the risks and needs of our communities against our duties as a Fire and Rescue Authority and the resources we have available.

IRMP Medium Term Strategy 2012 - 2017

Our Medium Term Strategy covers a 5-year period and we will review our performance against this strategy on an annual basis.

The aim of our strategy is to ensure that our yearly Action Plans are focussed upon the achievement of our Mission;

Safer Stronger Communities - Safe Effective Firefighters

The IRMP Medium Term Strategy for the development of Merseyside Fire & Rescue Service is;

Objective 1:

To reduce accidental dwelling fires and the deaths and injuries which result from these fires in Merseyside.

Action: To analyse our performance on an annual basis using the Local Performance Indicators (LPIs) which relate to fire deaths, injuries and accidental dwelling fires. We will introduce measures as necessary to ensure the reduction in all figures.

Target: We will reduce accidental fires in homes and the deaths and injuries they cause on Merseyside by 5% by 2017.

2014/15 update – During 2014/15 key performance indicators for Accidental Dwelling Fires (ADF's) and Injuries in ADF's have performed well under target each quarter. Sadly, at the time of writing (February 2015), there have been 7 fatalities. We continue to intelligently target those identified as most at risk on Merseyside using shared data from partners and Customer Insight characteristics which identify people as vulnerable.

Objective 2:

To achieve an appropriate speed and weight of attack in emergency response to fires and road traffic collisions.

Action: To analyse our performance against our emergency response standards and introduce standards and measures as necessary to improve performance.

Target: To achieve a 90% attainment level against our response standards for fires and road traffic collisions.

2014/15 update – On average we are attending life risk emergency incidents within 10 minutes on 96.1% of occasions despite reducing the number of fire appliances from 42 to 28 over the last few years.

Objective 3:

To reduce fires caused by antisocial behaviour in those areas of Merseyside identified as most at risk.

Action: To analyse risk to ensure we target our intervention activity to reduce antisocial behaviour in those areas where risk is highest across Merseyside.

Target: To reduce antisocial behaviour fires by 5% by 2017.

2014/15 update – Antisocial behaviour fires have reduced significantly this year. Up to the end of the third quarter of 2014/15 there had been 1216 fewer incidents attended than during 2013/14. Seasonal plans, the work undertaken by the Youth Engagement Team including the delivery of Princes Trust and Beacon courses, alongside diversionary activity for young people, all have an impact on these figures every year.

Objective 4:

To reduce the impact of fire on commercial enterprise and the wider community

Action: We aim to use all available resources to ensure we minimise the risk to commercial property from accidental and deliberate fires and to help affected businesses recover to normality as soon as possible.

Target: To reduce fires in commercial premises by 5% by 2017.

2014/15 update – MFRA continues to work closely with local businesses to reduce these incidents in non-domestic premises. Continuing to take part in the Primary Authority Scheme (PAS) led by the Chief Fire Officers Association (CFOA) and the Better Regulation Delivery Officer (BRDO) with an aim to provide consistent fire safety advice to the business and retail sectors with regard to enforcement, prosecution, audit and fire risk assessment. Working with business partners to agree protocols locally which are then adopted nationally to provide consistent regulatory advice.

Objective 5:

To reinforce our role in fire prevention by improving fire safety within the public and commercial buildings of Merseyside

Action: We will work with all businesses and stakeholders to educate and inform the business community about their responsibilities for fire safety in the workplace and to protect the public, to ensure compliance with the requirements of the Regulatory Reform (Fire Safety) Order 2005.

We will lobby and assist all parties to improve fire safety design in buildings.

Target: We will improve regulatory compliance rates by 5% by 2017.

2014/15 update – our risk based approach to meeting our legislative fire safety duties and responsibilities will assist us to continue improving safety in non-domestic properties.

Objective 6:

To ensure that the operational workforce operate safely and effectively in the resolution of all emergency incidents.

Action: We will continue a programme for assessment of competence which reflects the evolving risks facing the Fire and Rescue Service in Merseyside and nationally and assess all staff within the operational workforce.

Target: We will assess the operational workforce across all areas of generic risk annually by 2013 and beyond.

2014/15 update – We continue to assess operational personnel through the use of operational monitoring during incidents and through a structured audit of station training, which is on-going through the year. Personnel complete online training and assessment utilising Safe Person Assessments and Learnpro. Any areas of improvement or best practice are dealt with through our Operational Improvement Group.

Objective 7:

To ensure that we can respond safely and effectively to all emergency incidents locally, regionally and nationally.

Action: We will continue a programme to test operational plans and procedures using internal and multi-agency exercises.

Target: We will test the effectiveness of all operational plans and procedures annually by 2014 and beyond.

2014/15 update - We have reviewed and exercised against Operational Plans which will continue with our multi agency partners against risks identified within the National Risk Assessment (NRA), the Merseyside Resilience Forum (MRF) Community Risk Register (CRR) and site specific risks. A major national exercise, Joint Emergency Services Interoperability Programme (JESIP), was hosted on Merseyside in September and included all emergency services and the military.

Integrated Risk Management Plan – 2015/16 Annual Action Plan

This Action Plan from the Service Delivery Plan 2014/15 detailed how we intended to implement our IRMP for 2013/16. These actions were planned in conjunction with our established budget planning and to ensure risk is minimised and managed as effectively as possible given the constraints of our financial predicament.

Actions from the new IRMP 15/17 Supplement are covered in the Functional Plan action points.

Most of the IRMP Action Points carried over from 2013/14 have now been completed or replaced by Functional Plan action points. Some actions have been completed during 2014/15 and the Action Points are updated below:

Operational Preparedness

IRMP 13-1- 01 Generic and Site Specific Operational Response Plans

We will identify and review all foreseeable Fire and Rescue Service risks contained within the Merseyside Resilience Forum, Community Risk Register and existing Site Specific Risk Information to develop a suite of suitable and sufficient generic or site specific operational response plans.

2014/15 Update: New National Operational Guidance has to be assessed therefore a new project team "Operational Procedure Review Team" has been established. Our local operational guidance needs to be aligned with this national guidance before any refresh can be started. Superseded by FP/15/16/1.2

Prevention and Protection

IRMP 13-3- 01 Youth Engagement

We will actively engage with young people across Merseyside to reduce risk and benefit communities. We will explore opportunities for young people to utilise facilities and resources at the Toxteth Firefit Hub and fire stations through the Princes Trust, Fire Cadets, FireFit, Beacon and Life courses.

2014/15 Update: superseded by FP/15/16/4.2 and 4.3

IRMP 13-3- 02 Arson and Anti-Social Behaviour

We will work with partner agencies in order to mitigate the impact of arson and ASB on Merseyside. We will audit and review assets available to tackle small fires, review and refresh our Hate Crime Policy and our process to gather risk critical information for domestic premises.

2014/15 Update: superseded by FP/15/16/4.2

IRMP 13-3- 03 Home Safety

We will work in partnership to reduce risk in the home by evolving the HFSC to include additional information about the home and make better use of resources in targeting person centric risk in the home across Merseyside.

2014/15 Update: superseded by FP/15/16/4.1

ALL

IRMP 13-05-05 Joint Command and Control Centre

Develop and deliver a Joint Command and Control Centre on behalf of Merseyside FRA and Merseyside Police

2014/15 Update: Merseyside Fire Control moved into the Joint Command Centre in July 2014 and the Police moved in gradually with their final staff moving in during November 2014. This action is now closed.

4.0 COMMUNITY SAFETY DELIVERY PLANS 2015-16:

Community Safety Delivery Plans have been created for each of our five districts; Liverpool, Sefton, St Helens, Knowsley and Wirral. Within each plan local actions are identified for stations. The actions from those plans are not reproduced here, but are available on our website www.merseyfire.gov.uk, or by clicking on the following link.

http://intranetportal/sites/stations/District%20Planning%20and%20Performance/Forms/AllItems.aspx

5.0 EQUALITY OBJECTIVES:

Equality Objectives 2012/17

Our Equality Objectives are an important part of our Integrated Risk Management Plan and are integral to our approach to providing services to those people and communities who need them most. Performance against these objectives is reflected in our overall Local Performance Indicator reports in section 7. We set our Equality and Diversity Objectives as part of our 2012 -15 Integrated Risk Management Plan and took particular care to ensure they were part of our primary objectives rather than standing alone.

Equality Objective 1
In the past ten years Merseyside Fire and Rescue Authority has reduced accidental fires in the home by 37%

Action: We will continue to build on this work through the use of our customer insight modelling and our station planning process to target individuals at risk

Target: To reduce accidental fires in the home and the deaths and injuries they cause on Merseyside by a further 5% by 2017.

How this impacts on Equality and Diversity: Protected Characteristic – Age and Disability: We know through extensive research that some of the people at highest risk from fire are also covered by the nine protected characteristics that form part of the Equality Act 2010, for example elderly and disabled people. Our activity focuses on reducing risk for vulnerable people.

Equality Objective 2
We will reduce risk for people who live in rented properties across Merseyside

Action: By continuing to build productive relationships with Registered Social Landlords

Target: To cut accidental kitchen fires in social housing by 5% by 2017.

How this impacts on Equality and Diversity: Protected Characteristics – Age and Disability, Socio-Economic Disadvantage: We know that people who live in rented properties often have other needs and fall within the protected characteristics. We've worked well with Registered Social Landlords to protect their residents, but some of the higher risk people live in privately rented accommodation and we want to help them too.

Equality Objective 3
We will continue to engage with young people in vulnerable areas

Action: Through our award winning youth engagement programmes

Target: Reducing deliberate antisocial behaviour fire setting by 5% by 2017.

How this impacts on Equality and Diversity: Protected Characteristics – Age, Socio-Economic Disadvantage: The antisocial behaviour of a minority of young people can impact most on the elderly and on other young people too. We want to help young people become good role models for others in their area and help older people feel safer in their homes.

Equality Objective 4
We will work with at risk groups and local partners to contribute to the reduction in the number and severity of road traffic collisions across Merseyside

Action: To work towards achieving the local target of reducing the number of people killed or seriously injured in road traffic collisions

Target: Reducing the number of people killed or seriously injured in road traffic collisions by 37.5% by 2020.

How this impacts on Equality and Diversity: Protected Characteristic – Age: Young people are at a particularly high risk of being killed or seriously injured in road traffic collisions. We want to have a positive impact on this group and help to keep them safer on the roads, whilst also monitoring RTC risks in relation to young and old across all 5 district and responding accordingly.

Equality Objective 5 Our aim is to create a strong cohesive organisation which is positive about rising to the future challenges we face.

Action: Our aim is to increase the representation of all minority groups within the communities of Merseyside in the Fire and Rescue Service

Target: To increase the diversity of our workforce and volunteers in order to reflect the local community we serve and increase applications for roles within the organisation (including volunteering) for those protected groups under-represented currently within our workforce.

How this impacts on Equality and Diversity: Protected Characteristic – Gender and Ethnic Origin: We'd like our workforce to better represent the make up of our communities and will work to encourage applications from under- represented groups when we carry out any recruitment.

NB. There was no firefighter recruitment during the life of the previous Service Delivery Plan. However MFRA has recruited Firefighters who will start training in April 2015.

6.0 SERVICE DELIVERY PLAN ACTION POINTS :

We have priorities that are really important to us as we strive to reduce risk. Some fit within the criteria of the Integrated Risk Management Plan and others sit outside it and the action points below deal with all areas of activity that are priorities for the Authority. These have been developed as part of our Functional Plans; however some Directorates will also have IRMP actions carried forward from 2014/15 which are incorporated into the Action Points below:-

Operational Preparedness:

FP/15/16/1.1 Review all operational training facilities (both on station and at the Training and Development Academy) to ensure suitable training venues are available to operational personnel. To align the training facilities to the findings of the Operational Guidance Project.

FP/15/16/1.2 Carry out a full review of the current MFRS Site Specific Risk Information (SSRI) procedure and amend or replace as necessary.

FP/15/16/1.3 Carry out a review of the current Command Support arrangements and procure a new Incident Command Vehicle and management system.

Operational Response:

FP/15/16/2.1 Continue to strengthen operational response through improvements identified as a result of effective monitoring, audit and review of the Operational Response Function (OAT).

FP/15/16/2.2 Minimise the impact of changes from the reduction of funding to the Service by managing our Response resources efficiently and effectively (TRM)

FP/15/16/2.3 Continue to ensure that we maintain the Health, Safety and Effectiveness of Merseyside Firefighters with a reducing workforce (H&S)

People and Organisational Development:

FP/15/16/3.1 Develop and deliver a comprehensive workforce development strategy to include succession planning, Firefighter recruitment and training, delivery of an apprenticeship programme and continue to embed appraisals.

FP/15/16/3.2 Implement the organisational Capability Procedure and revised Absence Management to include training managers and familiarising all employees with revised policies

FP/15/16/3.3 Implement phase 3 of the HR integrated system to include training all managers and familiarising all employees with the revised policy and procedures.

FP/15/16/3.4 Undertake and implement Support Staff Review, provide outplacement and support to teams to facilitate change and revise structure.

FP/15/16/3.5 Introduction of flexible contracts to include 24 hour working, day related grey book contracts and a review of current contracts to facilitate organisational flexibility.

Prevention and Protection

Prevention:

FP/15/16/4.1 Pro-actively engage with internal and external stakeholders and partners to identify and assess risk in homes and communities, deliver interventions, promote fire and community safety.

FP/15/16/4.2 Implement District pre-planned risk based programmes for targeting prevention activities to mitigate the risks of spate and seasonal conditions to reduce antisocial behaviour

FP/15/16/4.3 In partnership, the Road Safety Team will deliver presentations to 16-25 year olds with the aim of reducing number killed or seriously injured on the roads. Youth engagement programmes will continue to influence and positively change the lives of young people on Merseyside.

Protection:

FP/15/16/5.1 Commence implementation of 202 plans to optimise the Protection structure to deliver the strategic priorities in MFRS.

FP/15/16/5.2 Commence implementation of a new management information system to support efficient and effective performance delivery against the Protection risk based strategy.

FP/15/16/5.3 Implement a revised Risk Based Strategy with a greater focus on targeting Protection performance on reducing high risk.

Finance:

FP/15/16/6.1 Establish a local Firefighter Pension Board.

FP/15/16/6.2 Transfer to new Firefighter Pension Administrator.

FP/15/16/6.3 Implement 2015 Firefighter Pension Scheme.

Legal:

FP/15/16/7.1 Recover 90% of all debts referred to the Legal Department and define what percentage of unrecovered debts are due to socio-economic reasons.

FP/15/16/7.2 Provide an improved legal service to fire stations in the community

FP/15/16/7.3 Provide timely legal support to the station mergers project particularly with regards to:

- Risk and insurance
- Contractual and commercial arrangements
- Potential challenges e.g. Judicial Review
- Land and title issues

Procurement:

FP/15/16/8.1 Implement and embed Procurement Regulations into MFRA processes and procedures.

FP/15/16/8.2 Identify efficiencies and new ways of procuring goods and services.

FP/15/16/8.3 Foster greater collaborative partnerships with other public sector organisations.

Democratic Services:

FP/15/16/9.1 Destruction of archive documents no longer required for retention and the transfer of public archive records to the Liverpool Municipal Library.

FP/15/16/9.2 Ensure the effective set up and use of the new Members Room following completion of the Stage C building work.

FP/15/16/9.3 Improve Authority Member engagement with all groups of staff and increase the awareness of all employees to the role of the Authority and Members appointed to it.

Strategy and Performance

FP/15/16/10.1 Develop positive engagement linked to Equality and Diversity priorities and values.

FP/15/16/10.2 Develop and maintain information management systems to support change and improve business processes whilst improving information security and governance.

FP/15/16/10.3 Maintain effective communications and media management with high quality presentation and promotion of information.

Information and Communication Technology:

FP/15/16/12.1 Assist in the provision of an application solutions for Operational Protection and Site Specific Information (SSRI).

FP/15/16/12.2 Ensure the solution to the expiration of the ICT infrastructure service provision contract in March 2016 is in place.

FP/15/16/12.3 Ensure ICT is an enabler for operational change.

Assets Directorate:

FP/15/16/13.1 Tender for an alternative service delivery module for the estates function, to provide a more cost efficient service.

FP/15/16/13.2 Develop and deliver Capital Projects – Joint Command Centre, station mergers.

FP/15/16/13.3 Review and update the Authority's Property Asset Management Plan.

7.0 PERFORMANCE INDICATORS:

Performance Indicators measure key areas of performance and allow Managers to manage and react to changing situations to ensure we are achieving our objectives. Targets are set at the beginning of the year using historical performance data and professional judgement to ensure trends are analysed and taken into account to give accurate and achievable performance targets.

In January 2014 a review of Performance Indicators was undertaken to ensure that they are still relevant for Organisational needs. As a result of this review, the way performance indicators will be monitored and reported has been divided into three strands:

- **Key Performance Indicators (KPI) –Outcome indicators – Reported to Authority**
- **Tier 1 Local Performance Indicators - Outputs – some minor outcomes – Reported to Performance Management Group**
- **Tier 2 Local Performance Indicators – lower level outputs – Reported to District Management Teams**

Reporting of performance against KPIs is presented at Authority meetings using a traffic light system to update Members on the performance against targets set for the year. The results will be published on our website www.merseyfire.gov.uk.

While only key performance indicators will be reported to Authority, performance against targets will be illustrated in the quarterly Service Delivery Plan Report with data and narrative from the related 1st and 2nd tier outputs. Further data can be requested from the Strategy and Performance Department.

There has been a need to create additional indicators to monitor and performance in line with business objectives; in other areas it is considered that the indicator is not currently measuring performance in a useful way. When that is the case we either amend or replace the indicator. For 2015/16, targets will only be set for KPIs (outcome indicators). Activity against other indicators will be monitored against the time allocated for particular activities and those activities will vary in response to the risk and need in different parts of Merseyside

The amended suite of indicators for 2015/16 on which we will report to Authority, a full list of Performance Indicators, shown in the three tiers can be found at Appendix 2.

The estimated performance for 2014/15 is detailed below (using actual data from April 2013 to February 2014). This will be replaced with the final end of year figures in June.

7.1 ESTIMATED PERFORMANCE FOR 2014/15:

Performance against targets set for 2014/15 can be seen below. Where there is no target the Status is shown as not applicable (N/A). Performance Indicators have been recorded in groups for reporting to the Authority. Within the groups indicators are colour coded as in key below.

Key 🗝

Key Performance Indicator (KPI) – Outcomes – reported to Authority
Tier 1: Local Performance Indicator – Outputs
Tier 2: Local Performance Indicator - Outputs

Group	PI	Narrative	Performance 2013/14	*Target 2014/15*	Estimated Performance 2014/15	Status
Total Fires Attended	**61**	The total number of Fires in Merseyside	8422	*8,395*	**6684**	
	66	Number of Primary Fires Attended	2667	*2,743*	**2412**	
Dwelling Fires	**44**	Number of accidental fires in dwellings	1153	*1,170*	**992**	
	45	Number of fatalities from accidental dwelling fires	8	*6*	**8**	
	46	Number of injuries from accidental dwelling fires	126	*142*	**114**	
	48	Number of deliberate dwelling fires in occupied properties	164	*201*	**161**	
	48a	Number of deliberate dwelling fires in unoccupied properties	64	*66*	**43**	
	49	Number of Deaths occurring in deliberate dwelling fires	1	*1*	**2**	
	50	Number of Injuries occurring in deliberate dwelling fires	32	*31*	**14**	
		Total number of Home Fire Safety Checks (HFSC's) completed including FSN, Station & Prevention	54312	*Quality Assurance-no target*	**43379**	
	4	Total number of Home Fire Safety Checks (HFSC's) completed	41533	*Quality Assurance-no target*	**34985**	
	5	Home Fire Safety Checks carried out in domestic dwellings as a revisit.	27759	*Quality Assurance – no target*	**21435**	
	5d	Number of HFSC carried out on High & Medium Risk People	10388	*Quality Assurance- no target*	**14193**	
	5e	Number of HFSC carried out by FSN	8682	*Quality Assurance-no target*	**5368**	
	1 Amended	The % of fires attended in Accidental Dwelling Fires where: a smoke alarm had activated	48.0%	*Quality Assurance-no target*	**47%**	

	2 *Amended*	The % of fires attended in Accidental Dwelling Fires where: a smoke alarm was fitted but did not activate	16.4%	*Quality Assurance-no target*	**16%**	
	3 *Amended*	% of Accidental Dwelling Fires where: no smoke alarm was fitted	35.1%	*Quality Assurance-no target*	**37%**	
	138	Number of Accidental Kitchen fires in dwellings owned by RSLs'	219	*Quality Assurance-no target*	**185**	
	6a	Number of New high risk home safety visits carried out by Prevention Officers	4097	*Quality Assurance- no target*	**3443**	
	6b	Total Number of high risk home safety visits carried out by Prevention Officers	46.5	*Quality Assurance- no target*	**28**	
	146 New	Percentage of recorded time spent on Prevention & Protection activities compared to allocated time	N/A	*85.00%*	**46.3%**	
Dwelling Fires	**47**	Percentage of accidental dwelling fires confined to room of origin.	93.8%	*92.0%*	**92.6%**	
	137	Attendance Standard - The first attendance of an appliance at all life risk incidents in 10 minutes.	97.2%	*90.0%*	**95.9%**	
	55	Percentage of 999 calls answered within 10 seconds	96.7%	*96.0%*	**97.6%**	
	129	Alert to Mobile in under 1.9 minutes	88.7%	*95.0%*	**94.9%**	
Non Domestic Property	**19**	Number of deliberate fires in non domestic premises	86	*87*	**88**	
	19a	Number of accidental fires in non domestic premises	227	*239*	**222**	
	20	Number of Fire Safety audits by Fire Protection Officers	8.4	*Quality Assurance-no target*	**8.4**	
	142 *New*	Conduct 100% of Scheduled COMAH on site exercises	N/A	*100.0%*		
	143 *New*	Conduct 100% of Scheduled COMAH off site plan reviews	N/A	*100.0%*		
Anti Social Behaviour	**61a**	Number of deliberate vehicle fires	460	*489*	**480**	
	61b	Number of deliberate ASB fires (small)	5127	*5,062*	**3817**	
	10A	Retention rates for young people on youth engagement courses - % of those completing courses	86.12%	*Quality Assurance- no target*	**85%**	
	10B	Percentage of young people on Princes Trust courses moving into Education Employment or Training (EET)	91.49%	*Quality Assurance – no target*	**90%**	

Group	PI	Narrative	Performance 2013/14	*Target 2014/15*	Estimated Performance 2014/15	Status
Road Traffic Collisions	**36**	Number of Road Traffic Collisions (RTC)	514	*468*	**629**	
		Total Number of Injuries attended at Road Traffic Collisions	401	*355*	**523**	
	41	Number of injuries at RTC's (minor)	331	*For Context*	**436**	
	42	Number of injuries at RTC's (serious)	70	*For Context*	**93**	
	42a	Number of fatalities at RTC's	6	*7*	**11**	
	120	RTC's involving fire service vehicles	86	*Quality Assurance – no target*	**53**	
	120A	Fire appliance hit other vehicle / object whilst responding to operational incident	27	*Quality Assurance – no target*	**21**	
	120B	Fire Appliance hit other vehicle / objects whilst engaged in routine activities	34	*Quality Assurance –no target*	**22**	
	120C	Light Vehicle hit other vehicle / object whilst responding to operational incident.	3	*Quality Assurance – no target*	**0**	
	120D	Light Vehicle hit other vehicle / objects whilst engaged in routine activities	22	*Quality Assurance- no target*	**8**	
False Alarms	**140** ***New***	Total Number of False Alarms Attended	4386	*4,290*	**4386**	
	141 *New*	Total Number of False Alarm Good Intent	1383	*Quality Assurance – no target*	**1426**	
	52	Number of Malicious False Alarms Attended	203	*Quality Assurance- no target*	**183**	
	53	The number of false alarm calls due to automatic fire alarm equipment in Non Domestic Properties	862	*555*	**527**	
	135	The Number of Automatic Fire alarms which are classed as "unwanted".	2152	*Quality Assurance- no target*	**1995**	
	136	Number of calls received by MACC to Fire Alarm Actuations	4128	*Quality Assurance- no target*	**4120**	
Staff Sickenss	**112**	The number of working days/shifts lost to sickness absence per head, all personnel.	8.22	*7.54*	**8.95**	
	111A	Number of working days/shifts lost to sickness per Whole-time Equivalent GREY book (operational) personnel.	7.94	*7.54*	**9.36**	
	111B	Number of working days/shifts lost to sickness per Whole-time Equivalent GREEN & RED book (non uniformed) personnel.	8.94	*7.54*	**7.86**	

Group	PI	Narrative	Performance 2013/14	*Target 2014/15*	Estimated Performance 2014/15	Status
Health & Safety	**98 Total**	Total Number of Operational Staff Injuries	44	*40*	**51**	
	98A *New*	Number of Operational staff injuries at incidents / risk critical training	23	*Quality Assurance - no target*	**35**	
	98B *New*	Number of operational staff injuries conducting other routine duties	21	*Quality Assurance - no target*	**18**	
	133	% of operational personnel who have completed Safe Person Assessments (SPA)	96.02%	*100.00%*	**95%**	
	106	Number of non operational staff injuries – on duty	12	*Quality Assurance -no target*	**14**	
	130	% of operational personnel who have completed on-line assessments	95.57%	*100.00%*	**90%**	
	131	% of operational personnel who have attended all risk critical training courses.	100.00%	*100.00%*	**100%**	
	132	% of Senior Officers who have completed an assessment of operational competence	100.00%	*100.00%*	**100%**	
	121	Site Specific Risk Information (SSRI) - Firefighter Safety - number of sites visited resulting in a site specific plan	1237	*Quality Assurance - no target*	**956**	
	139	Reporting of the levels of Near Miss reports recorded by the service	43	*Quality Assurance –no target*	**40**	
	147 *New*	Percentage of recorded time spent on Operational Preparedness activities compared to allocated time	N/A	*85.00%*	**35%**	
Equality & Diversity	**144 *New***	*"Our aim is to create a cohesive and diverse organisation which is positive to rising to the future challenge we face."* To increase the diversity of our workforce and volunteer to reflect the local community we serve.		*Quality Assurance - no target*		
	145 New	To increase the applications for roles within the organisation (including volunteering) for those protected groups underrepresented within our workforce.		*Quality Assurance – no target*		
	134	% of Staff Appraisals to be completed during the 4th Quarter of each year	87%	*100.00%*	**90%**	
Energy & the Environment	**97**	Carbon Output of all buildings	80	*113*	**91**	
	93	Electricity used by all MFRS buildings - divided by floor space	90	*74*	**116**	
	94	Gas used by all MFRS buildings - divided by floor space	149	*275*	**131**	
	95	Water used by all MFRS buildings - divided by floor space	18.2	*0*	**14**	
	96	Waste generated per person per annum	127	*0*	**106**	
	99	% of high risk (category 1 & 2) environmental incidents of all Environmental incidents.	0	*0*	**0**	

Comments on Local Performance Indicators where the target has not been achieved.

PI 45 Number of fatalities from accidental dwelling fires

Regrettably this indicator failed to meet the target set for 2014/15. Of the 7 fatalities (to date) 5 were over 75 years of age and 6 of the 7 lived alone reinforcing the importance of intelligently targeting prevention work to the groups identified, using the Customer Insight Model, as most vulnerable. We continue to work closely with partners delivering interventions and promoting fire safety.

PI 49 Number of deaths occurring in Deliberate Dwelling Fires

Fatalities as a result of a deliberate dwelling fire are extremely rare, during 2014/15 there was however a single tragic incident, where 2 individuals died as a result.

PI 36 Number of Road Traffic Collisions (RTC)

During 2014/15 Road Traffic Collisions attended by Merseyside Fire & Rescue Service have increased for the second year in succession. As MFRA collect limited amounts of RTC related data, the organisation is looking at obtaining more data, particularly Police data, to gain further insight into the types of people involved in Road Traffic Collisions, so that future campaigns can be targeted intelligently.

PI 42A Number of Fatalities at RTC's

Fatalities as a result of Road Traffic Collisions have increased when compared to previous years. When fatality data has been analysed it is difficult to draw firm conclusions as there is a wide range of victim ages. However the majority of victims have been male with 9 of the 11 deaths attended by Merseyside Fire & Rescue Service crews.

PI 111a Number of working days/shifts lost to sickness per head whole-time equivalent Grey Book (operational) personnel.

PI 111b Number of working days/shifts lost to sickness per wholetime equivalent Green and Red book (non uniformed) personnel

PI 112 Number of working days/shifts lost to sickness absence per head, all personnel

Sickness absence continued to be high throughout 2014/15 with a small improvement amongst non-uniformed staff towards the 4th quarter of the year. The new Conduct and Capability Policies will be introduced in April 2015 and it is hoped that this will impact on sickness absence. Absence is closely monitored by department heads and by the Performance Management Group.

PI 98 Total Number of Operational Staff Injuries

This indicator includes injuries recorded at operational incidents, during training and routine activities. Operational staff injuries at incidents and during risk critical training, to date, have exceeded last year's performance by 9 recorded incidents. The majority of incidents recorded take place while handling, lifting and carrying although to date only 3 recorded incidents were manual handling injuries. The Health and Safety Department closely monitor and investigate any recorded injuries.

PI 93 Electricity used by all MFRS buildings

The Authority has now opened all seven new PFI fire stations which use electrically powered heating and cooling systems, so have a high electricity use but a correspondingly low gas use. With the completion and opening of the Joint Command and Control extension to Service Headquarters the electricity usage has increased significantly which as a result of this development is unavoidable.

PI 146/147 Percentage of recorded time spent on Prevention & Protection and Operational Preparedness activities compared to allocated time

These indicators were first introduced in 2014/15 to reflect the move away from output targets (eg completing a set number of Home Fire Safety Checks), to a work routine on stations that sets out specific blocks of time for each type of activity. For example; crews are now expected to spend an amount of time out in their communities every day carrying out prevention, protection and preparedness activities. The indicator measures the extent to which each station is achieving that time-based target. Although there have been improvements during the year and some issues with the method of recording, there is still scope for crews to spend more time in their communities.

7.2 KEY PERFORMANCE INDICATORS:

KPI Ref	Narrative	Target 2015/16
61	The total number of Fires in Merseyside	6479
66	Number of Primary Fires Attended	2385
44	Number of accidental fires in dwellings	1051
45	Number of fatalities from accidental dwelling fires	8
46	Number of injuries from accidental dwelling fires	117
48	Number of deliberate dwelling fires in occupied properties	168
48a	Number of deliberate dwelling fires in unoccupied properties	52
49	Number of deaths occurring in deliberate dwelling fires	1
50	Number of Injuries occurring in deliberate dwelling fires	26
47	Percentage of accidental dwelling fires confined to room of origin	90%
137	Attendance Standard - The first attendance of an appliance at all life risk incidents in 10 minutes.	90%
19	Number of deliberate fires in non- domestic premises	83
19a	Number of accidental fires in non-domestic premises	209

LPI Ref	Narrative	Target 2015/16
61a	The number of deliberate vehicle Fires in Merseyside	465
61b	The number of deliberate ASB fires in Merseyside	4384
55036	Number of Road Traffic Collisions (RTC) identified as 'person's trapped requiring release' attended on Merseyside.	550
	Total Number of Injuries in Road Traffic Collisions	456
42a	Number of fatalities at RTC's	8
140	Total number of False Alarms attended	4076
53	The number of false alarm calls due to automatic fire alarm equipment in Non Domestic Property	520
112	Number of working days/shifts lost to sickness absence per Whole Time Equivalent all personnel.	7.54
98a	Number of Operational Staff Injuries – on duty at Operational Incidents/Risk Critical Training	35
98b	Number of Operational Staff Injuries – on duty – other, routine activities	18
144	Increase the diversity of our workforce and volunteers to reflect the local community we serve.	Increase diverse workforce
134	Percentage of staff appraisals to be completed by the end of the 4th quarter each year	100%
97	Carbon Output of all buildings – existing target maintained	kw/m^2 per annum

8.0 EQUALITY AND DIVERSITY:

MFRA recognises the importance of considering and promoting equality in everything that we do. Our commitment to equality and diversity is a key aspect of how we deliver our services and how we recruit, develop and manage our staff. This embedding of equality and diversity in all our practices and functions has resulted in the Authority achieving the Excellent Standard against the Fire and Rescue Service Equality Framework.

Our Equality and Diversity objectives, set in January 2012, have been refreshed and continue to be a main focus during 2015/16 as our work progresses to address the role of inequality in relation to fire and the resultant impact of fire on people's lives.

We have considered the community demographic profile of Merseyside whilst preparing our IRMP and District Plans, considering the levels of deprivation, age, gender, ethnicity and religion as well as other demographics and protected characteristics where data has been available. This is then combined with the occurrence of incidents in relation to that information we have witnessed over the last three years. We use this information to target our prevention and protection resources at the areas of greatest risk.

As part of the IRMP process, consideration has been given to the impact of service level changes to the community, specifically the protected characteristics set out in the Equality Act 2010 which MFRA is required to take into account under its Public Sector Equality Duty. This will be dealt with through the Equality Impact Assessment process which will include reviewing Census data, demographic data, Fire and rescue statistics and community consultation feedback.

For more information on how we perform against the Public Sector Equality Duty and the innovative ways in which we engage with our diverse communities please read our Equality and Diversity Annual Report.

Equality Impact Assessments

Equality Impact Assessments (EIAs) are a key process in helping MFRA to determine the impact of future service changes on equality and community groups. The IRMP Document sets out the key changes to the Fire and Rescue Service for Merseyside and EIAs have been carried out on those key changes.

9.0 CORPORATE SOCIAL RESPONSIBILITY :

Corporate Social Responsibility is all about organisations embracing responsibility for the impact of their activities on the environment, service users, employees, communities and other stakeholders. Organisations that are committed to Corporate Social Responsibility proactively promote the public interest by encouraging community growth and development, and voluntarily eliminating practices that might harm the public or the environment. In short, CSR is the deliberate consideration of the wider impact of an organisation's activities and taking positive steps to minimise the negative impacts and enhance the positive ones.

Merseyside Fire and Rescue Service's Mission is Safer Stronger Communities – Safe Effective firefighters, so consideration of the effect we have on the public is our paramount concern. But we also go further to develop and deliver broader benefits to Society and we work closely with partners and communities to do this. Through drawing on our own and others' skills and expertise, whether they are part of an organisation or individual citizens, we work together as genuine partners to get things done.

We have a set of corporate values that are the framework for everything that we do and we have the skills and expertise, passion and initiative to take the lead in improving lives and services to our communities. This policy and the related Service instruction sets out what we are doing to improve our communities now and in the future.

Our approach to Corporate Social Responsibility is grounded in our overall approach to planning, and the plans that we produce set out how we deliver our services to communities in line with our Core Values.

APPENDIX 1: GENERAL MFRA – GLOSSARY OF TERMS

Glossary of MF&RS Abbreviations:

ACAS	Advisory Conciliation and Arbitration Service
ADC	Assessment Development Centres
AFA	Automatic Fire Alarm
AFD	Automatic Fire Detection
AGM	Annual General Meeting
ARA	Arson Reduction Advocate
ABS	Anti-Social Behaviour
ASBO	Anti-Social Behaviour Order
AVLS	Automatic Vehicle Location System
BA	Breathing Apparatus
BCA	Basic Credit Approval
CVS	Council for Voluntary Services
CBT	Crew Based Training
D2A	Drive to Arrive
DAG	Diversity Action Group
DCFO	Deputy Chief Fire Officer
DCU	Damage Control Unit
DES	Disability Equalities Scheme
DEOS	Department of Environment and Operational Services
DoE	Duke of Edinburgh
DTI	Department of Trade & Industry
EARLY	Education Alternative Reaching Local Youth
EDBA	Extended Duration Breathing Apparatus
EEM	Employee Expense Management
EFAD	Emergency Fire Appliance Driver
EIA	Equality Impact Assessment
EISEC	Enhanced Information Service for Emergency Calls

CCTV	**Closed Circuit Television**	**EPU**	**Emergency Planning Unit**
CDRP	**Crime & Disorder Reduction Partnership**		
CFO	**Chief Fire Officer**	**FACE**	**Fire Awareness Child Education**
CFOA	**Chief Fire Officers' Association**	**FBU**	**Fire Brigades Union**
CS	**Community Safety**	**FF**	**Firefighter**
CIU	**Chemical Incident Unit**	**FIRST**	**Firework Incident Research & Safety Team**
CIPFA	**Chartered Institute of Public Finance & Accountancy**	**FLARE**	**Team set up to investigate arson and fraud cases**
CLG	**Communities and Local Government**	**FMIS**	**Financial Management Information System**
DCE	**Deputy Chief Executive**	**FOA**	**Fire Officers Association**
CM	**Crew Manager**	**FPA**	**Fire Protection Association**
CO	**Carbon Monoxide**	**FPOS**	**First Person on Scene**
CoE	**Centre of Excellence**	**FREE**	**Fire Reduction through Education and Engagement**
COMAH	**Control of Major Accident Hazards**	**FS**	**Fire Safety**
COSHH	**Control of Substances Hazardous to Health**	**FSB**	**Fire Service Bulletins**
CPL	**Combined Platform Ladder (aerial appliance)**	**FSEC**	**Fire Service Emergency Cover (modelling software)**
CPP	**Combined Pump Platform (aerial/firefighting appliance)**	**FSIT**	**Fire Service Improvement Team**
CRB	**Criminal Records Bureau**	**FSI**	**Fire Service Inspector**
CSIMS	**Community Safety Information Management System**	**FSN**	**Fire Support Network**
CSO	**Community Safety Officer**	**FSS**	**Fire Standard Spending**
CSM	**Community Safety Manager**	**NVQ**	**National Vocational Qualification**

GES	Gender Equalities Scheme	NW	North West
GIS	Geographical Information System	NWCOE	North West Centre of Excellence
GRA	Generic Risk Assessment		
HART	Hazardous Area Response Team (Ambulance)		
HazMats	Hazardous Materials	NWFS	Networking Women in the Fire Service
		OBC	Outline Business Case
HFSC	Home Fire Safety Check	OH	Occupational Health
HMU	Hazardous Materials Unit	OJEU	Official Journal of the European Union
HOMA	Home Officer Master Agreement	ONS	Office of National Statistics
HR	Human Resources	OPARA	Operational Assurance Audit
HSE	Health & Safety Executive	OPERA	Operational Performance Audit
		ORC	Operational Resource Centre
		OSU	Operational Support Unit
ICT	Information Communications & Technology	OT	Overtime
IFE	Institute of Fire Engineers		
IIT	Incident Investigation Team	Ops	Operational
IMD	Indices of Multiple Deprivation		
IMT	Incident Management Team	PA	Personal Assistant
IMU	Incident Management Unit	PCT	Primary Care Trust
IOSH	Institute of Safety & Health	PFI	Private Finance Initiative

IPDS	Integrated Personal Development System	PH	Public Holiday
IRMP	Integrated Risk Management Plan	PI	Performance Indicator
ICT	Information Communications Technology		
JAG	Joint Agency Group	POEST	Point of Entry Selection Test
JCP	Joint Consultative Panel	POD	People Organisation and Development Group
JESIP	Joint Emergency Service Interoperability Project	PPE	Personal Protective Equipment
KMBC	Knowsley Metropolitan Borough Council	PPV	Positive Pressure Ventilation
		PQAs	Personal Qualities & Attributes
LAA	Local Area Agreements	PQQ	Pre-Qualification Questionnaire
LACDE	Local Authorities Confronting Disaster & Emergencies	PTV	Princes Trust Volunteers
LASBU	Liverpool Anti-Social Behaviour Unit	PWLB	Public Works Loans Board
LCC	Liverpool City Council	RAPID	Risk Assessed Programme for Incident Deployment
LGA	Local Government Association	RCCO	Revenue Contribution to Capital Outlay
LGBT	Lesbian, Gay, Bisexual and Transgender Group	REPPAIR	Radiation (Emergency Preparedness & Public Information)
LJMU	Liverpool John Moores University	RTC	Road Traffic Collision
LLAR	Low Level of Activity & Risk	RFI	Request for Information
		RR(Fire Safety)O	Regulatory Reform (Fire Safety) Order 2005
LPI	Local Performance Indicator	RSG	Revenue Support Grant
LSP	Local Strategic Partnership	RSL	Registered Social Landlord

MAG	Multi Agency Group
MCLG	Mersey Capacity and Learning Group
MetaData	Data that identifies the context of information
MFRA	Merseyside Fire & Rescue Authority
MFRS	Merseyside Fire & Rescue Service
MIRWMS	Merseyside Ionising Radiation Warning & Monitoring System
MLRF	Merseyside Local Resilience Forum
MOU	Memorandum of Understanding
MRAS	Mersey Regional Ambulance Service
NAG	Neighbourhood Action Group
NEBOSH	National Examining Body for Occupational Safety & Health
NJC	National Joint Council
NNDR	National Non-Domestic Rates
NRF	Neighbourhood Renewal Fund
SHQ	Service Headquarters
SIG	Special Interest Group
SLA	Service Level Agreement
SRT	Search & Rescue Team
SAP	Single Assessment Process
SCA	Supplementary Credit Approval
SMG	Strategic Management Group
SM	Station Manager
SPARC	Saving Parks And Recreational Centres
SSP	Statutory Sick Pay
STAMP	St. Helens Alternative Motor Programme
TAP	Technical Advisory Panel
T&D	Training & Development
TFC	Training for Competence
TNA	Training Needs Analysis
TRG	Threat Response Group
TUPE	Transfer of Undertakings, Protection of Employment
UHA	University Hospital Aintree
USAR	Urban Search & Rescue

SMART	**Specific, Measurable, Achievable, Realistic, Time-bound**	**UwFS**	**Unwanted Fire Signals**
SMP	**Safer Merseyside Partnership**	**VFM**	**Value For Money**
SMP	**Statutory Maternity Pay**	**VAW**	**Violence at Work**
SOP	**Standard Operating Procedure**	**VES**	**Voluntary Early Retirement**
SORP	**Statement of Recommended Practice**	**VR**	**Voluntary Retirement**
YEO	**Youth Engagement Officer**	**WM**	**Watch Manager**
YIP	**Youth Inclusion Programme**	**YOT**	**Youth Offending Team**

Our Mission: Safer, Stronger Communities; Safe Effective Firefighters

Merseyside FIRE & RESCUE SERVICE

Our Aims:

Excellent Operational Preparedness	***Excellent Operational Response***	***Excellent Prevention and Protection***	***Excellent People***
We will provide our firefighters with the training, information, procedures and equipment to ensure they can safely and effectively resolve all emergency incidents	*To maintain an excellent emergency response to meet risk across Merseyside with safety and effectiveness at its core.*	*We will work with our partners and our community to protect the most vulnerable through targeted local risk reduction interventions and the robust application of our legal*	*We will develop and value all our employees, respecting diversity, promoting opportunity and equality for all.*

SERVICE PLAN, OUTCOMES KEY PERFORMANCE INDICATORS	OUTPUTS: 1st TIER MINOR OUTCOMES & LPIs	2nd TIER OUTPUT LPI
61. The total number of Fires in Merseyside 66. Number of Primary Fires Attended		
44. Number of accidental fires in dwellings 45. Number of fatalities from accidental dwelling fires 46. Number of injuries from accidental dwelling fires 48a. Number of deliberate dwelling fires in unoccupied properties 49. Number of Deaths **o**ccurring in deliberate dwelling fires	*Total number of Home Fire Safety Checks (HFSC's) completed including: FSN, Station & Prevention* 1. The % of fires attended in Accidental Dwelling Fires where: a smoke alarm had activated 2. The % of fires attended in Accidental Dwelling Fires where: a smoke alarm was fitted but did not activate 3a. % of Accidental Dwelling Fires where: no smoke alarm was fitted 138. Number of Accidental Kitchen fires in	4. Total number of Home Fire Safety Checks (HFSC's) completed 5. Home Fire Safety Checks carried out in domestic dwellings as a revisit. 5a . Number of HFSC's carried out in high risk areas 5b . Number of HFSC's carried out in medium risk areas 5c . Number of HFSC's carried out in low risk 146. Percentage of MDT recorded time spent on Prevention & Protection activities compared to allocated time 6a. Number of New high risk home safety visits carried out by prevention officers 6b. Total Number of high risk home safety visits carried out by prevention officers 6c. High Risk home safety visits conducted per Prevention Officer
47. Percentage of accidental dwelling fires confined to room of origin. 137. Attendance Standard - The first attendance of an appliance at all life risk incidents in 10 minutes.	55. Percentage of 999 calls answered within 10 seconds	
19. Number of deliberate fires in non domestic premises	20. Number of Fire Safety audits by Fire	142. Conduct 100% of Scheduled COMAH on site exercises 143. Conduct 100% of scheduled COMAH off
61a. Number of deliberate vehicle fires 61b. Number of deliberate ASB fires (small)	10A. Retention rates for young people on youth engagement courses - % of those completing courses 10B. % of young people on Princes Trust	
36. Number of Road Traffic Collisions (RTC) *Injuries in RTC's (Combination of LPI's 41 & 42)* 42a. Number of fatalities at RTC's	41. Number of injuries at RTC's (minor) 42. Number of injuries at RTC's (serious) 120. RTCs involving fire service vehicles	120A. Fire appliance hit other vehicle / object whilst responding to operational incident 120B. Fire Appliance hit other vehicle / objects whilst engaged in routine activities 120C. Light Vehicle hit other vehicle / object whilst responding to operational incident. 120D. Light Vehicle hit other vehicle / objects whilst engaged in routine activities

SERVICE PLAN, OUTCOMES KEY PERFORMANCE INDICATORS	OUTPUTS: 1st TIER MINOR OUTCOMES & LPIs	2nd TIER OUTPUT LPI
140. Total Number of False Alarms Attended	141. Total Number of False Alarm Good Intent 52. Number of Malicious False Alarms Attended	
53. The number of false alarm calls due to automatic fire alarm equipment in Non Domestic Properties	135. The Number of Automatic Fire alarms which are classed as "unwanted".	136. Number of calls received by MACC to Fire Alarm Actuations - from ARCs
112. The number of working days/shifts lost to sickness absence per head, all personnel.	111A. Number of working days/shifts lost to sickness per Whole-time Equivalent GREY book (operational) personnel. 111B. Number of working days/shifts lost to sickness per Whole-time Equivalent GREEN & RED book (non uniformed) personnel.	
98a. Number of operational staff injuries at incidents / risk critical training 98b. Number of operational staff injuries conducting other routine duties	133. % of operational personnel who have completed Safe Person Assessments (SPA) 130. % of operational personnel who have completed on-line assessments 131. % of operational personnel who have attended all risk critical training courses. 132. % of Senior Officers who have completed an assessment of operational competence 121. Site Specific Risk Information (SSRI) - Firefighter Safety - number of sites visited resulting in a site specific plan 106. Number of non operational staff injuries – on duty 139. Reporting of the levels of Near Miss reports recorded by the service, 1st year Monitoring Only"	*Internal Indicators (Operational Response)* *OR 133a. % of successful Safe Person assessments completed by Operational staff. We will ensure 100% completion of monthly allocation of practical Safe Person assessments.* *OR 133b. % of completed Learnpro packages to support underpinning knowledge for all operational staff.* 147. Percentage of Mobile Data Terminal recorded time spent on Operational Preparedness activities compared to time allocated. *Internal Indicators (Operational Response)* *OR 1: % of watches with required optimum skill set and distribution (operationally available staff only)* *OR 2: % of occasions where appliance staffed with 5 riders* *OR 3: The number of Level 1, Local and Full Investigations not completed within the timeframe allocated.* *OR 4: Completion of Debrief returns within specified timescales* *OR 5: Completion of IRS returns within specified timescales* *OR 6a: % of monthly preparedness safety tours completed* *OR 6b: % of monthly preparedness safety tours recorded on OSHENS - 100% of people must score 80% or above.* *OR 7: Operational crews will score a result of 60% or above in both the overall score and in each sub category*
144. "*Our aim is to create a cohesive and diverse organisation which is positive to rising to the future challenges we face.*" To increase the diversity of our workforce and volunteers to reflect the local community we serve 134. Percentage of Staff Appraisals to be completed during the 4th quarter of each year	145. To increase the applications for roles within the organisation (including volunteering) for those protected groups underrepresented currently within our workforce	
97. Carbon Output of all buildings	93. Electricity used by all MFRS buildings - divided by floor space 94. Gas used by all MFRS buildings - divided by floor space 95. Water used by all MFRS buildings - divided by floor space 96. Waste generated per person per annum	99. Proportion of high risk (category 1 & 2) environmental incidents of all Environmental incidents.

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	1. The % of fires attended in Accidental Dwelling Fires where: a smoke alarm had activated 2. The % of fires attended in Accidental Dwelling Fires where: a smoke alarm was fitted but did not activate 3a. % of Accidental Dwelling Fires where: no smoke alarm was fitted 138. Number of Accidental Kitchen fires in dwellings owned by RSLs'	146. Percentage of recorded time spent on Prevention & Protection activities compared to allocated time
		6a. Number of New high risk home safety visits carried out by prevention officers 6b. Total Number of high risk home safety visits carried out by prevention officers
47. Percentage of accidental dwelling fires confined to room of origin. 137. Attendance Standard - The first attendance of an appliance at all life risk incidents in 10 minutes.	55. Percentage of 999 calls answered within 10 seconds 129. Alert to Mobile in under 1.9 minutes	
19. Number of deliberate fires in non domestic premises 19a. Number of accidental fires in non domestic premises	20. Number of Fire Safety audits by Fire Protection Officers	142. Conduct 100% of Scheduled COMAH on site exercises 143. Conduct 100% of scheduled COMAH off site plan reviews
61a. Number of deliberate vehicle fires 61b. Number of deliberate ASB fires (small)	10A. Retention rates for young people on youth engagement courses - % of those completing courses 10B. % of young people on Princes Trust courses moving into Education, Employment or Training (EET)	
36. Number of Road Traffic Collisions (RTC) *Injuries in RTC's (Combination of LPI's 41 & 42)* 42a. Number of fatalities at RTC's	41. Number of injuries at RTC's (minor) 42. Number of injuries at RTC's (serious) 120. RTCs involving fire service vehicles	120A. Fire appliance hit other vehicle / object whilst responding to operational incident 120B. Fire Appliance hit other vehicle / objects whilst engaged in routine activities 120C. Light Vehicle hit other vehicle / object whilst responding to operational incident. 120D. Light Vehicle hit other vehicle / objects whilst engaged in routine activities

SERVICE PLAN, OUTCOMES KEY PERFORMANCE INDICATORS	OUTPUTS: 1st TIER MINOR OUTCOMES & LPIs	2nd TIER OUTPUT LPI
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112. The number of working days/shifts lost to sickness absence per head, all personnel.	111A. Number of working days/shifts lost to sickness per Whole-time Equivalent GREY book (operational) personnel. 111B. Number of working days/shifts lost to sickness per Whole-time Equivalent GREEN & RED book (non uniformed) personnel.	
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144. "*Our aim is to create a cohesive and diverse organisation which is positive to rising to the future challenges we face.*" To increase the diversity of our workforce and volunteers to reflect the local community we serve 134. Percentage of Staff Appraisals to be completed during the 4th quarter of each year	145. To increase the applications for roles within the organisation (including volunteering) for those protected groups underrepresented currently within our workforce	
97. Carbon Output of all buildings	93. Electricity used by all MFRS buildings - divided by floor space 94. Gas used by all MFRS buildings - divided by floor space 95. Water used by all MFRS buildings - divided by floor space 96. Waste generated per person per annum	99. Proportion of high risk (category 1 & 2) environmental incidents of all Environmental incidents.

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	**POLICY AND RESOURCES COMITTEE**		
DATE:	**26 MARCH 2015**	**REPORT NO:**	**CFO/020/15**
PRESENTING OFFICER	**DEPUTY CHIEF FIRE OFFICER**		
RESPONSIBLE OFFICER:	**DEB APPLETON**	**REPORT AUTHOR:**	**JACKIE SUTTON**
OFFICERS CONSULTED:	**DISTRICT BASED GROUP MANAGERS STRATEGIC MANAGEMENT GROUP**		
TITLE OF REPORT:	**DISTRICT & STATION COMMUNITY SAFETY PLANS 2015/16**		

APPENDICES:	**APPENDIX 1:**	**LIVERPOOL DISTRICT PLANS 15/16**
	APPENDIX 2:	**WIRRAL DISTRICT PLANS 15/16**
	APPENDIX 3:	**SEFTON DISTRICT PLANS 15/16**
	APPENDIX 4:	**KNOWSLEY DISTRICT PLANS 15/16**
	APPENDIX 5:	**ST HELENS DISTRICT PLANS 15/16**
	APPENDIX 6:	**LIVERPOOL EIA 15/16**
	APPENDIX 7:	**WIRRAL EIA 15/16**
	APPENDIX 8:	**SEFTON EIA 15/16**
	APPENDIX 9:	**KNOWSLEY EIA 15/16**
	APPENDIX 10:	**ST HELENS EIA 15/16**

Purpose of Report

1. To request that Members approve the District Community Safety Plans for 2015/16 attached at Appendix 1-5. These plans reflect an inclusive approach to planning on Districts that has involved a wide range of staff and stakeholders.

Recommendation

2. That Members approve the District Community Safety Plans for 2015/16 (Appendices 1-5)].

Introduction and Background

3. Community Safety Plans are local plans developed and owned by the Authority's Community Fire Station staff working with their district based Group Manager, Prevention teams and partners. The planning process included structured staff engagement that resulted in a wide range of contributions drawing on local knowledge and experience to set the priorities for the local area. This engagement was enhanced by the views of partners and took into account how their priorities were connected to our own. As a result, the Plans

reflect local risks and priorities and set out how the Fire Station and District based staff will improve outcomes for their communities.

4. District and station teams began the planning process in December 2014, holding a variety of meetings with staff and partners including Local Authority, Police and Health Service. At these meetings they established what areas and issues were key priorities for all the partners and developed local plans based on those agreed priorities. The planning process was overseen by the Strategy and Performance Department with input from other Departments. Information was provided to the planning meetings on local demographics, performance, risk and equality and diversity.

5. There is one plan for each District which contains all the actions and information for the Community Fire & Rescue Stations within the District. If approved, the plans will be published on the website and printed versions will be available on stations to allow both staff and visitors to view the priorities for the area and see how the station or district is performing against the targets and actions.

6. Management of performance will be carried out using the Planning, Information and Performance System (PIPS) and reporting back to Members will be through the Performance and Scrutiny Committee. Performance will also be published on the website.

7. District and Station performance is closely monitored by the Performance Management Group and the District Management Teams.

Equality and Diversity Implications

8. Equality Impact Assessments have been completed for each individual District Plan and are attached with the attached Appendices 6-10.

Staff Implications

9. There are no staff implications arising from this report, any staff implications resulting from specific actions will be reported separately.

Legal Implications

10. There are no legal implications arising from this report, any legal implications resulting from specific actions will be reported separately.

Financial Implications & Value for Money

11. There are no financial implications rising from this report, any financial implications resulting from specific actions will be reported on separately. Development of the plans included consideration of value for money.

Risk Management, Health & Safety, and Environmental Implications

12. Risk management, environmental matters and health and safety were all considered in the development of these plans.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

13. These plans set out in detail how the Service will deliver against its Mission in district and station areas.

BACKGROUND PAPERS

CFO/034/14 District and Station Community Safety Plans 2014/15

GLOSSARY OF TERMS

MFRA **M**erseyside **F**ire and **R**escue **A**uthority

MFRS **M**erseyside **F**ire and **R**escue **S**ervice

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LIVERPOOL

Community Safety Plan 2015 -16

Merseyside FIRE & RESCUE SERVICE

Introduction by the Liverpool District Manager Ben Ryder

Welcome to the Liverpool District Community Safety Plan for 2015-16. As well as focusing on the fire and rescue-related risks in Liverpool, this plan reflects our continued role in local partnerships. We work closely with our key partner agencies; in particular the local council, police, health services and the voluntary and faith sectors, to deliver improved outcomes for our community. For example, our District Plan has been formulated in conjunction with Liverpool Citysafe and the Health and Wellbeing Board's strategic priorities.

We work collaboratively with our partners to reduce risk to the most vulnerable people and communities in Liverpool, improving community resilience, cohesion and addressing health inequalities.

The aim of this plan is to provide you with an update on our 2014/15 performance, priorities and the actions we will take during the next year to make Liverpool a safer, stronger community. This plan should be read in conjunction with the Merseyside Fire and Rescue Authority (MFRA) Integrated Risk Management Plan 2013-16, IRMP Supplement 2015/17, Functional Delivery Plans and Equality Impact Assessments.

The Liverpool Community Safety Plan is based upon our organisational objectives detailed below and contains actions of how this will be achieved.

1. Reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour.
2. Provide an efficient and effective response to emergency incidents.
3. Maintain and improve staff training, safety and competence.
4. Maintain and improve staff health, fitness and welfare.

The objectives are determined by a number of key influences including:

- The Fire and Rescue Services Act 2004.
- The Fire and Rescue National Framework.
- Civil Contingencies Act.
- Health and Safety at Work Act.
- Police and Crime Plan (2013-17) - Police and Crime Commissioner.

Liverpool

Community safety and community risk reduction is the key priority for Liverpool District. We have worked with our partners at strategic, tactical and operational levels to develop our district community safety delivery plan.

At a local level, we have engaged with our third sector colleagues, community leaders and faith groups in order to deliver safer, stronger communities against the backdrop of significant reductions in resources.

It is for this reason we must adapt our approach to ensure every contact counts, utilising resources based on business intelligence provided by partner agencies, e.g. Vulnerable Persons Index.

Liverpool has 466,415 residents and it is the fourth largest UK city.

It has 13,800 businesses and 226,000 people work within Liverpool every day.

It is a distinctive global city on the world stage, which in the past decade has undergone an inspiring revival with huge investment in both its city centre and waterfront. There are, however, significant challenges for many of our communities.

Liverpool is ranked as the most deprived local authority area in England (ID2007), and the second most deprived authority on employment.

It is therefore more important than ever that we work together to ensure safer, stronger communities and safe, effective firefighters.

Liverpool Demographics

Racial Profile				
	District Total	**Percent of District**	**% Merseyside Total**	**Merseyside Total**
White: Total	441,671	88.9	31.8	1,305,303
Mixed/multiple ethnic group: Total	11,756	2.5	56.1	20,954
Asian/Asian British: Total	19,403	4.2	63.8	30,405
Black/African/ Caribbean/Black British: Total	12,308	2.6	84.6	14,552
Other Ethnic Groups: Total	8,277	1.8	83.0	9.975
Whole Population	466,415			1,381,189

Health Profile				
	District Total	**Percent of District**	**% Merseyside Total**	**Merseyside Total**
People in very good or good health	360,109	77.2	33.0	1,068,667
People in fair health	65,422	14.0	32.8	199,347
People in bad or very bad health	40,884	8.8	36.3	113,175

Liverpool Demographics

Age Profile				
	District Total	**Percent of District**	**% Merseyside Total**	**Merseyside Total**
Age 0 to 15	78,783	16.9	31.8	245,247
Age 16 to 25	78,920	16.9	40.8	176,845
Age 25 to 34	76,280	16.4	41.6	181,370
Age 35 to 49	87,941	18.9	32.2	266,650
Age 50 to 64	80,578	17.3	30.0	265,367
Age 65 to 74	36,176	7.8	27.5	121,961
Age 75 to 84	24,072	5.2	28.0	87,001
Age 85 and over	8,030	1.7	27.1	31,148

District Land Use			
	District Total	**% Merseyside Total**	**Merseyside Total**
Number of Dwellings	199,743	33.1	604,197
Number of Non Domestic Properties	16,936	42.6	39,789
Land only (KM)	112	17.3	645

Rate of Unemployment			
	2011	**2012**	**2013**
Knowsley Demographics	11.60	12.70	11.00
Liverpool Demographics	11.40	11.80	11.80
Sefton Demographics	9.00	9.30	8.50
St Helens Demographics	8.40	9.40	7.40
Wirral Demographics	8.70	9.00	7.00

The Team Your local Management Team for Liverpool are:

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Please quote LiverpoolPlan15 in correspondence.

The Team

In the Liverpool District we have 10 stations and 29 specialist appliances spread across our stations in Kirkdale, Liverpool City Centre, Kensington, Toxteth, Belle Vale, Aintree, Speke and Garston, Old Swan, Croxteth and the River Mersey Community Fire & Rescue Station. Our emergency response standards are amongst the very best in the country. This is achieved through dynamic mobilising through our Joint Control Centre.

Our community fire stations are staffed by 300 firefighters and 48 Watch Managers.

We have a number of specialist appliances based within Liverpool District.

These assets can attend incidents within Merseyside, the region and have the capability to attend incidents both nationally and internationally, if required.

These appliances are staffed by personnel with expertise and equipment to deal with a number of different incidents including – collapsed buildings, chemical spills, mass decontamination, searching large areas, road traffic collisions, rescues from height, rescues from water, flooding and chemical detection, amongst others.

These specialist vehicles include a High Volume Pump, Urban Search and Rescue modules and incident response units which significantly enhance our operational response and have been to numerous national incidents.

"MF&RS is a key partner for us as a Community Safety team within the city council. We work together on everything from hate crime to student safety.

Without this approach we would not collectively achieve the successful outcomes that we do."

Councillor Emily Spurrell, Chair of CitySafe, Liverpool's statutory Community Safety Partnership and Mayoral Lead on Community Safety.

Community Fire and Rescue Stations

Kirkdale Community Fire Station opened in 2012.

As well as housing two normal fire engines, it also houses some of the Service's specialist appliances including the Environmental Protection Unit, Incident Command and Control Unit, and Bulk Foam Units, all of which are ready to be deployed throughout the region as required. Kirkdale is the Primary Response Station to support operational hazardous material (Hazmat) incidents within Merseyside.

Kirkdale crews also support CBRNe (incidents involving Chemical, Biological, Radiological, Nuclear or explosive materials) - related incidents, both regionally and nationally.

The Youth Engagement team is also currently based at the station, having moved from their former base at Derby Road at the end of 2014.

Community Fire and Rescue Stations

Liverpool City Community Fire Station is situated on St Anne Street on the outskirts of Liverpool city centre.

The University of Liverpool and Liverpool John Moores University have expanded significantly in the city centre, creating demand for more residential premises in the city, along with the attraction of new, and developing, waterfront accommodation.

Further risks within the city centre include many large hotels, the Liverpool One shopping centre and city centre stores, extensive office accommodation, both Mersey tunnels, the underground railway links and Liverpool Lime Street station.

The District Protection team is based at the station. This team deals with Business Fire Safety, Enforcements and Prosecutions. The District Prevention Team is also based at the station. This team has responsibility for all issues relating to Community Safety.

Community Fire and Rescue Stations

Kensington Community Fire Station area includes Everton, Fairfield and Kensington. All three areas have extremely high levels of deprivation. Kensington and Fairfield are in the top 5% of most deprived areas nationally.

A significant amount of housing clearance has taken place in Everton as part of the Housing Market Renewal Initiative.

Recently there has been an increase in new communities in the ward, most notably from Eastern Europe and the Great African Lakers region.

A reflection of the diverse society that exists within the ward can be witnessed in the Kensington Community Fire Station Community Room. The room thrives on a day-to-day basis with members of the Kensington and Fairfield community using the facility.

The room is used as a meeting place for a vast range of community groups including neighbourhood groups, religious groups, sports groups and groups which give people with learning difficulties the opportunity to develop in a relaxed environment.

Community Fire and Rescue Stations

Allerton Community Fire Station - On February 26, 2015, Merseyside Fire and Rescue Authority confirmed the closure of Allerton Fire Station following a three-month consultation process. The neighbouring stations to Allerton - Old Swan, Toxteth, Belle Vale, Speke and Garston and Kensington, will provide cover across the Allerton station area.

Allerton's fire appliance will be relocated to Old Swan Community Fire Station and crewed on a wholetime retained basis. This involves wholetime firefighters providing cover to enable the appliance to be mobilised to major incidents or during periods of exceptionally high demand on a delayed recall to duty.

Staff at Allerton will be moved to surrounding stations.

The decision was taken as part of a plan to make savings of £6.3 million in 2015/16 in response to further Government Grant cuts to the Authority budget in addition to savings of £20 million since 2011/12.

Community Fire and Rescue Stations

"For several years the Fire Service have been a key partner of the Active City approach in Liverpool. Their Fire Fit model and Fire Fit Hub have been a great success in encouraging children and young people to be more active, more often, whilst several of the Community Fire Stations around Liverpool are enabling adults and older adults to achieve their activity targets. The Fire Fit brand is now gaining international recognition and is being hailed as a model of good practice by the International Olympic Committee (IOC)."

John Marsden, Head of Public Health Delivery.

Toxteth Community Fire Station - is located on Windsor Street and is incorporated in the newly built Toxteth Fire Fit Hub. The Hub is a jointly funded Youth Centre with sporting facilities which replaced Toxteth Sports Centre, and includes a fire station on the same site.

The station area borders the south of the city centre and includes the Liverpool Women's Hospital and the Grade 2 listed historic Princes Park.

The population is a young one, with over a third coming from Black Minority Ethnic communities. Worklessness and deprivation are major problems in the Toxteth area. The station is the base for Merseyside Fire & Rescue Service's Command Support Unit.

The appliance along with the specially trained crew will mobilise and provide command support at larger scale incidents across the county.

Community Fire and Rescue Stations

Speke and Garston Community Fire Station is located on Speke Hall Avenue in close proximity to Liverpool John Lennon Airport. The station area is bordered to the west by the River Mersey and the inherent risks of a tidal river and sand banks.

Extensive commercial and retail premises are based in the area including Estuary Business Park, Speke Retail Park and bio manufacturing. The Jaguar Land Rover site, although geographically in the Knowsley Council area, is covered by Speke and Garston Community Fire Station.

Speke and Garston station now houses the Merseyside Fire & Rescue Service (MF&RS) hovercraft with the location being based upon the nearby risks for the River Mersey.

Community Fire and Rescue Stations

Old Swan Community Fire Station is located on Queens Drive, one of Liverpool's busiest roads.

Construction of the new £237m Alder Hey in the Park Is well under way, with it due to be completed in September 2015. Broadgreen Hospital is another large hospital specialising in planned general urological & orthopaedic surgery, diagnosis and treatment. Broadgreen Hospital is another large hospital specialising in planned general urological & orthopaedic surgery, diagnosis and treatment.

The Broadgreen site is shared with the Liverpool Heart and Chest Hospital NHS Foundation Trust and the Broadoak Unit.

There is a large retail park on Edge Lane which is due for regeneration in the coming years. Old Swan station area is mainly comprised of domestic residential properties with a large number of properties highlighted as vulnerable and high risk to MF&RS.

Community Fire and Rescue Stations

The recently built Belle Vale Community Fire Station on Childwall Valley Road was opened in 2013.

The station covers the areas of Belle Vale, Childwall and Woolton.

There are vast inequalities between these areas with Belle Vale being one of the most deprived areas of the City with unemployment and housing problems. Woolton is an affluent, mainly residential area with an older population, with 25% of residents are 65-years-old and over.

Community Fire and Rescue Stations

Aintree Community Fire Station is on Longmoor Lane. The station covers the areas of Aintree, Old Roan, Walton and Fazakerley. Within the station area there are some extensive and unique risks including Aintree University Hospital, which is a large teaching hospital providing Accident and Emergency services and a wide range of acute and non-acute specialities. It is also the Major Trauma Centre for the Mersey and Cheshire region. Walton Pain Relief Centre is located on the same site along with Mersey Care NHS Trust and the Clatterbridge Centre. Aintree also has two prisons - Walton Prison (HMP Liverpool) and Altcourse Prison.

Walton prison was built in 1855 and covers an area of 22 acres and is the more traditional type of prison.

Altcourse was the first designed, constructed, managed and financed private prison in the UK.

Aintree Racecourse and Aintree International Equestrian Centre are within Aintree's station boundaries. The course is the home of the Grand National steeplechase, one of the most famous races in the world. There is also a large retail park and industrial estate nearby.

Community Fire and Rescue Stations

Croxteth Community Fire Station is situated on Storrington Avenue and covers the Norris Green and Croxteth areas. The Merseyside Fire and Rescue Authority's Training and Development Academy is also based on this site.

The station is the base for MF&RS's Search and Rescue Team and as such houses a number of specialist National Resilience appliances and Teams. These include an Urban Search and Rescue (USAR) Team including specialist dogs, an International Search and Rescue Team and Flood Rescue Teams.

These appliances, along with the highly trained crews, are available for deployment to incidents nationally and internationally. The station is co-located with the North West Ambulance Service NHS Trust's Hazardous Area Response Team (HART) and the benefits of the collaborative approach extend from the training opportunities to the joint working at operational incidents.

Community Fire and Rescue Stations

The Marine Rescue Unit is based at the Mersey Ferries Pier Head Landing Stage. The team operates a 10-metre Rigid Inflatable Boat (RIB).

The boat uses "jet" propulsion and carries a range of rescue and emergency equipment, providing a fast and effective response to all emergency situations on the River Mersey.

The diverse environment of the Mersey estuary poses a range of dangers.

The Mersey has a tidal range of over 10 metres and, as a result, has the second fastest tidal flow in the United Kingdom. The Port of Liverpool handles more than 40 million tonnes of cargo and upwards of 15,000 shipping movements a year. There is also a growing leisure and tourism trade around the river.

Our Performance 2014/15

During 2014/15 we have achieved significant improvements in performance across the following areas:

- Accidental Dwelling Fires.
- Deliberate Secondary Fires.
- Non-Domestic Property Fires.
- Other property fires.
- Deliberate Vehicle Fires.

This has been achieved via weekly campaigns in the areas identified as having our most vulnerable residents. This involves utilising fire appliances and service resources in an effective, efficient manner to deliver better outcomes for our communities.

In 2014/15, Liverpool experienced a 1% increase in Road Traffic Collisions. This was an area identified as a shared concern with partner agencies.

During the District Planning process it was agreed that Merseyside Fire & Rescue Service (MF&RS) would continue to inform and educate communities to improve road safety.

During 2014, there have been examples of successful initiatives such as MF&RS presenting a short safety message on cinema screens that preceded each showing of Disney's Planes 2: Fire & Rescue at the Liverpool One Odeon Cinema.

The introduction of the Service strategy to reduce false alarms attended by firefighters, classed as "unwanted fire signals", has contributed to the large reduction in the number of automatic fire alarm attendances. This has freed up our fire crews to focus on training, community safety work and visits to high risk premises.

Our Performance 2014/15

We have an integrated district approach to reducing risk within the built environment.

This is achieved through the collaborative working of Operational, Prevention and Protection personnel to improve safety in buildings, whilst also collecting vital information through our Site Specific Risk Information process.

In preparation for incidents occurring, we have a robust training and exercising programme to develop and improve our operational preparedness and response. MF&RS works in conjunction with other (category 1 and 2) responders and the business community, utilising information from the Local Resilience Forum risk register and embedding Joint Emergency Service Interoperability principles, improving business continuity and resilience.

Incidents in Liverpool

The graphs and charts on the following pages provide a detailed analysis of incidents attended within Liverpool during 2014-15.

We note from these statistics that a large proportion of accidental dwelling fires and deliberate secondary fires occur in key locations of social deprivation.

The majority of accidental dwelling fires are cooking-related and located in the kitchen.

The Liverpool Community Safety strategy included the completion of more than 10,000 Home Fire Safety Checks (HFSCs), which has enabled us to report that the majority of fires in the home are contained to the room in which they start.

In Liverpool, we have achieved significant reductions in the number of anti-social behaviour (ASB) fires and automatic fire alarms (AFAs).

This has been achieved through a multi-agency approach to our prevention activities such as collaborative working to remove combustible materials via fly-tipping reports from crews to the Neighbourhood Response Officers. AFAs have reduced due to a Service-wide strategy to stop firefighters attending false alarms from automatic fire alarm systems.

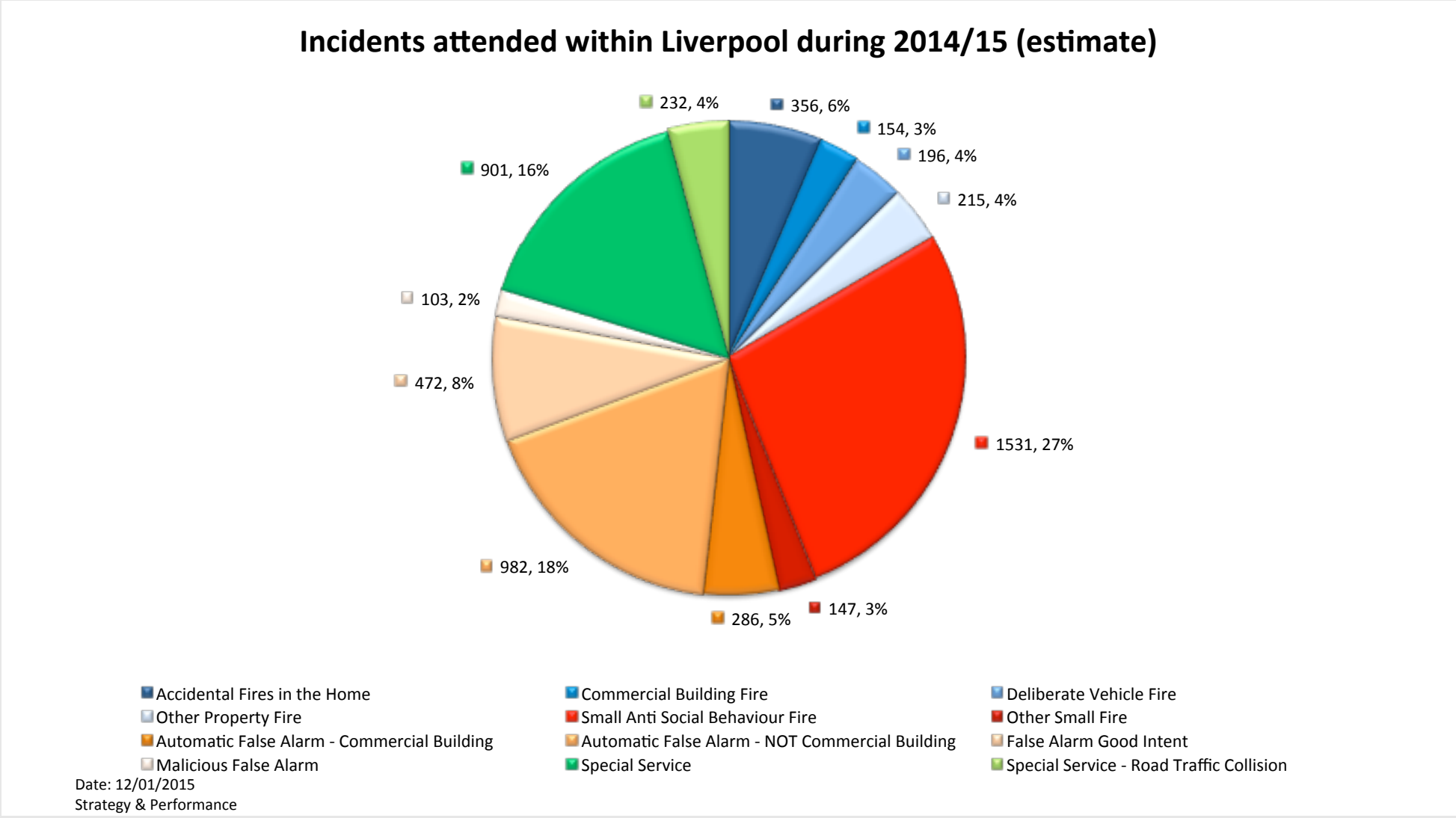
The Service has reported a steady decrease in the number of commercial and other property fires. However, post-incident analysis has highlighted the need to improve our operational intelligence.

We will therefore target resources during 2015-16 towards gathering Site Specific Risk Information.

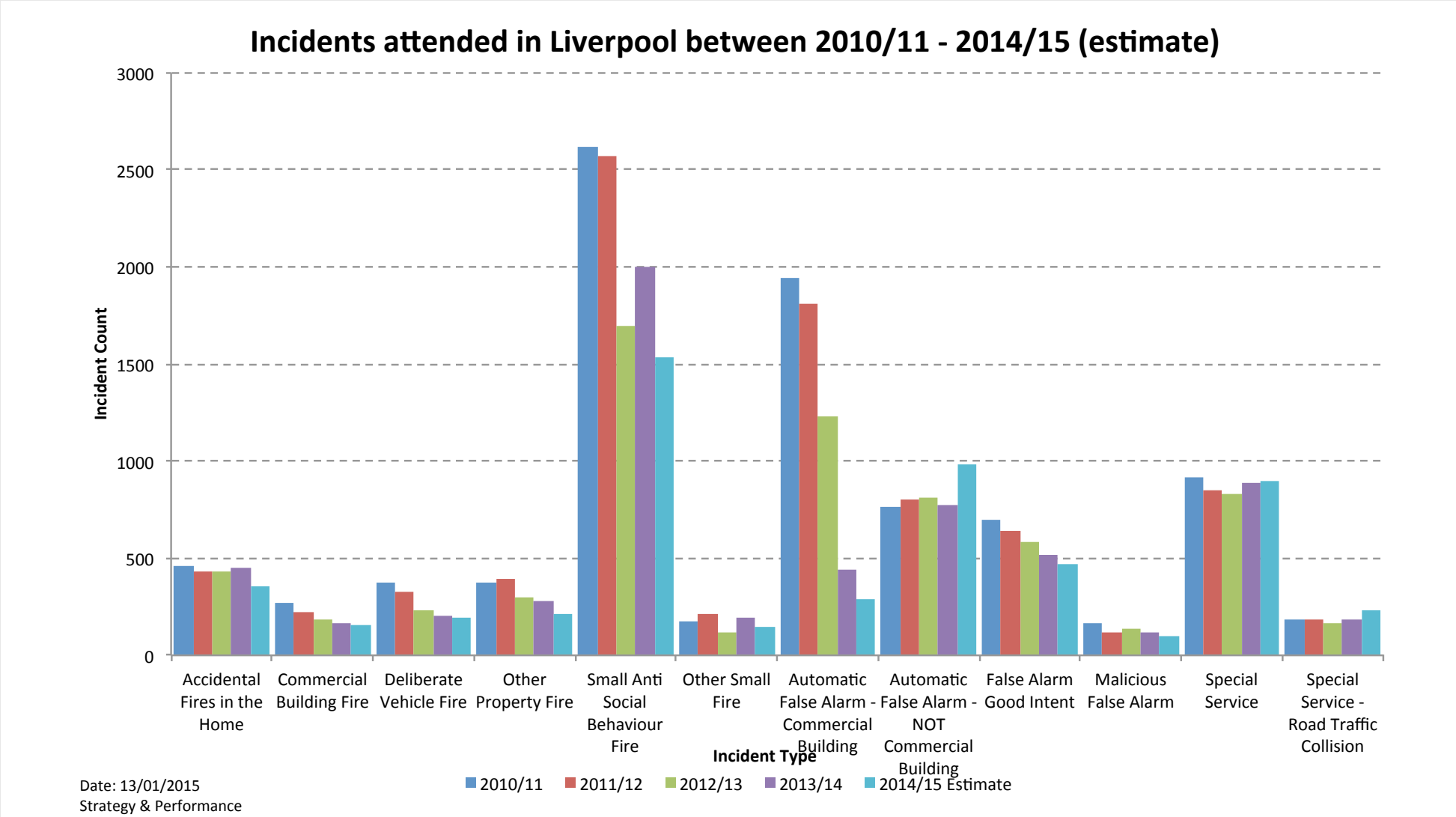
Liverpool has experienced an increase in the number of road traffic collisions attended by Merseyside Fire & Rescue Service (MF&RS).

Liverpool will continue to work with local partners in addressing road safety; however MF&RS will, as directed by Chief Fire Officers Association (CFOA), specifically inform and educate the 16-24 year-old age bracket. It is noted that many of the road traffic collisions attended by MF&RS are not attributable to this age bracket and we will also look into this.

Incidents attended in Liverpool



Incidents attended in Liverpool



Date: 13/01/2015
Strategy & Performance

Incidents attended in Liverpool

"It is important that the community safety plans for the Liverpool District of MF&RS are linked in with Citysafe's Annual Plan, so it has been helpful to be involved in joint discussions to ensure we maximise our resources and encourage innovative thinking."

Councillor Emily Spurrell, Chair of CitySafe, Liverpool's statutory Community Safety Partnership and Mayoral Lead on Community Safety.

Incidents attended in Liverpool

Incident Type	2010/11	2011/12	2012/13	2013/14	2014/15 Estimate
Accidental Fires in the Home	464	436	435	449	356
Commercial Building Fire	274	223	186	168	154
Deliberate Vehicle Fire	377	323	231	201	196
Other Property Fire	377	389	297	279	215
Small Anti Social Behaviour Fire	2620	2569	1699	1998	1531
Other Small Fire	174	210	115	195	147
Automatic False Alarm-Commercial Building	1939	1814	1234	437	286
Automatic False Alarm – NOT Commercial Building	763	806	811	774	982
False Alarm Good Intent	695	642	585	517	472
Malicious False Alarm	169	119	137	118	103
Special Service	914	854	831	889	901
Special Service - Road Traffic Collision	186	189	166	187	232
Liverpool	8952	8574	6727	6212	5530

Incidents attended in Liverpool

Incident Type	10 - Kirkdale	11 - Liverpool City	12 - Kensington	13 - Allerton	14 - Speke	15 - Toxteth	16 - Old Swan	17 - Belle Vale	18 - Aintree	19 - Croxteth
Accidental Fires in the Home	29	21	62	45	22	40	57	15	25	46
Commercial Building Fire	7	38	21	2	18	7	20	6	45	2
Deliberate Vehicle Fire	25	3	37	9	19	21	21	12	20	28
Other Property Fire	32	14	39	14	17	25	31	8	14	22
Small Anti Social Behaviour Fire	163	84	242	55	120	161	267	81	119	242
Other Small Fire	17	44	24	5	14	18	13	4	10	11
Automatic False Alarm – Commercial Building	6	106	45	11	7	24	25	9	52	2
Automatic False Alarm – NOT Commercial Building	77	137	161	51	43	209	140	56	36	78
False Alarm Good Intent	52	62	63	19	39	53	68	45	26	47
Malicious False Alarm	13	26	22	7	5	13	5	5	2	5
Special Service	79	211	96	61	77	93	117	46	53	70
Special Service - Road Traffic Collision	19	16	30	22	22	22	37	12	11	42
Grand Total	519	761	843	302	402	686	803	298	413	594

Incidents attended in Liverpool

Incident Type	10 - Kirkdale	11 - Liverpool City	12 - Kensington	13 - Allerton	14 - Speke	15 - Toxteth	16 - Old Swan	17 - Belle Vale	18 - Aintree	19 - Croxteth
Accidental Fires in the Home	5.5%	2.8%	7.4%	14.9%	5.4%	5.8%	7.1%	5.1%	6.0%	7.7%
Commercial Building Fire	1.3%	5.0%	2.5%	0.8%	4.5%	1.0%	2.5%	2.0%	10.9%	0.4%
Deliberate Vehicle Fire	4.8%	0.4%	4.4%	3.0%	4.7%	3.0%	2.6%	4.0%	4.8%	4.7%
Other Property Fire	6.2%	1.8%	4.6%	4.7%	4.1%	3.6%	3.8%	2.8%	3.5%	3.6%
Small Anti Social Behaviour Fire	31.4%	11.0%	28.8%	18.2%	29.9%	23.5%	33.3%	27.0%	28.8%	40.7%
Other Small Fire	3.3%	5.7%	2.8%	1.7%	3.4%	2.6%	1.7%	1.2%	2.4%	1.9%
Automatic False Alarm – Commercial Building	1.1%	13.9%	5.3%	3.7%	1.7%	3.4%	3.1%	3.1%	12.7%	0.4%
Automatic False Alarm – NOT Commercial Building	14.8%	18.1%	19.1%	16.8%	10.7%	30.4%	17.5%	18.7%	8.8%	13.2%
False Alarm Good Intent	10.1%	8.2%	7.5%	6.4%	9.8%	7.8%	8.5%	14.9%	6.2%	8.0%
Malicious False Alarm	2.5%	3.4%	2.6%	2.3%	1.3%	1.9%	0.6%	1.8%	0.5%	0.8%
Special Service	15.2%	27.7%	11.4%	20.1%	19.1%	13.6%	14.6%	15.4%	12.7%	11.8%
Special Service - Road Traffic Collision	3.7%	2.1%	3.6%	7.3%	5.4%	3.2%	4.6%	4.0%	2.5%	7.0%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Our Plans for Liverpool

Our Organisational Objectives:

We have a number of Organisational Objectives that we want to deliver for every area of Merseyside. These are:

To reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour, working with partners and the community to protect the most vulnerable people in Merseyside.

To provide an efficient and effective response to all emergency incidents, for all risks across all areas of Merseyside.

To maintain and improve staff training, safety and competence to ensure they can safely and effectively resolve all emergency incidents.

To maintain and improve staff health, fitness and welfare to ensure our staff are the best they can be.

Our Plans for Liverpool

The Liverpool District Management Team are embedded within the Strategic Partnerships. Through this framework we have consulted our partners and aim to improve outcomes for Liverpool in 2015/16 by focusing on the following areas:

The sharing of data and information is a key priority for Liverpool to identify risk and target both our own, and our partners' resources at those most in need. Liverpool District supports and proactively contributes to the Liverpool Citysafe and Health and Wellbeing Board priorities.

The Liverpool District Safety plan is linked to a number of key factors such as social demographics, historical incident data and social deprivation indices, in order to target our resources to prevent fire and Road Traffic Collisions more effectively.

The plan is underpinned by an Equality Impact Assessment. Our local fire stations are all dedicated "Safe Havens" and have also become a hub for local communities with children, families and a diverse range of community groups all using our resources.

Whether it be our kitchens to promote independence and cook food safely, or our gyms to encourage healthier life styles or through our personnel engaging with young, old and vulnerable people alike, we are promoting health and wellbeing.

This aims to reduce Liverpool's health inequalities whilst continuing to deliver key fire safety and social responsibility messages.

The greatest contribution in supporting the district's targeted approach to identifying the most vulnerable has come through our work with the Adult Safeguarding Board. The partnership has been who have been instrumental in providing information on people who are susceptible to having a fire in the home.

The district has made good progress with partners from the Health and Wellbeing Board (Liverpool Clinical Commissioning Group and the Families Strategic Group) in order to further improve our focussed approach; an example being the integration of the pre-Emergency Help Assessment Tool's (EHAT's) into our prevention initiatives.

Our Plans for Liverpool

The Liverpool District Management Team will conduct monthly community threat assessment meetings with colleagues from Merseyside Police Liverpool Basic Command Unit (BCU) in order to improve community cohesion and resilience.

The District Manager sits on the Liverpool Resilience Action Group, a partnership whose role is to ensure the city of Liverpool has suitable and sufficient plans to deal with threats to the region's national infrastructure and that those plans can be effectively executed in the event of a major threat.

The Safe Person Assessment (SPA) and Operational Assurance Audit process, as described in our Local Actions, significantly contributes to our firefighters being safe and effective in dealing with such incidents.

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Operational Preparedness	Maintain and improve staff training, safety and competence	Testing Operational Preparedness Test Operational Preparedness vs Standard Operating Procedures & Generic Risk Assessment.	Stations will train and exercise against risks as defined by Local Resilience Forum Community Risk Register.	District
		Test Operational Preparedness vs Standard Operating Procedures & Generic Risk Assessment.	Liverpool District Management Team will co-ordinate Cross-Border training and exercises with neighbouring fire and rescue services (FRS).	District
		Test Operational Preparedness vs Standard Operating Procedures & Generic Risk Assessment.	Stations with additional assets will train and exercise in order to maintain competencies.	Stations
		Complete all Site Specific Risk Information inspections in line with Service Strategy.	The District will utilise assets flexibly to complete Site Specific Risk Information inspections (SSRI).	Stations

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Operational Preparedness	Maintain and improve staff training, safety and competence	Complete all water surveys (hydrant inspections) in line with Service Strategy.	The District will utilise assets to complete water surveys.	Stations
		All personnel to attend core risk critical assessments courses during the year. All personnel to complete allocated	Managers will monitor and report that staff have completed core assessments.	Stations
		All personnel to complete allocated Learnpro packages and on line assessments.	Managers will monitor and report that staff have completed Learnpro assessments.	Stations

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Operational Response	Provide an efficient and effective response to emergency incidents	Ops crew will aspire to achieve an Operational Assurance Team daily audit result of 100%.	Staff will train, learn and develop skills, knowledge and understanding of equipment/ procedures.	Stations
		All individual Safe Person Assessments to be completed.	Managers will monitor and report Safe Person Assessment (SPA) performance.	Stations
		Achieve Alert to Mobile times within prescribed timescale.	Managers will monitor and report on Alert to Mobile Times.	Stations
		Manage and reduce accidents and injuries to the lowest achievable level.	Managers will monitor and report on Health and Safety in the work place.	Stations

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Prevention and Protection	Reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour	Reduction in Accidental Dwelling Fires (ADFs) through intelligent targeting of high risk or previously unvisited properties for Home Fire Safety Checks (HFSCs).	Liverpool District will conduct targeted thematic campaigns with partners.	District
		Reduction in ADFs through intelligent targeting of high risk or previously unvisited properties for HFSCs.	Liverpool District Management Team (LDMT) will work with LSPs to focus and co-ordinate resources within the community.	District
		Reduction in ADFs through intelligent targeting of high risk or previously unvisited properties for HFSCs.	Home Safety Campaigns will be focused within Citysafe priority wards.	District
		Seasonal pre-planning and arson/ hate crime risk intelligence led target hardening.	Liverpool District will conduct targeted anti-social behaviour (ASB) and environmental campaigns with partners.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Prevention and Protection	Reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour	Seasonal pre-planning and arson/ hate crime risk intelligence led target hardening.	Thematic Campaigns will focus on Citysafe priority wards to improve community cohesion.	District
		Seasonal pre-planning and arson/ hate crime risk intelligence led target hardening.	Liverpool District will use Fire Fit initiative to promote physical activity health and wellbeing.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Prevention and Protection	Reduce deaths and injuries, road traffic collisions and anti-social behaviour	Enhance road safety through education and engagement with young drivers most at risk.	Work with partners to educate and improve community's knowledge of road safety.	District
		Improve business fire safety to comply with Regulatory Reform Order (Fire Safety) 2005.	The Protection team to complete audits as per the risk-based strategy.	District
			The Protection team to target unvisited commercial property.	District
			Joint campaigns targeting commercial premises with domestic accommodation.	District
			Improve business fire safety to comply with Regulatory Reform Order (Fire Safety) 2005.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent People	Maintain and improve, staff health, fitness and welfare	Absence to be managed to lowest achievable levels.	Managers will monitor and report on Absence.	District
		Completion of appraisals for all staff in January and February.	Managers will conduct Appraisals within specified time frames, monitor and review progress.	District
		Development of staff skills and knowledge through training opportunities.	Appraisal objectives will develop individuals and contribute to organisational aims and objectives.	District

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WIRRAL

Community Safety Plan 2015 -16

Merseyside FIRE & RESCUE SERVICE

Introduction by the Wirral District Manager, Paul Murphy

Welcome to the Community Safety Plan for Wirral for 2015-16.

As well as focusing on the Fire and Rescue-related risks in Wirral, this plan reflects our continued role in local partnerships. We work closely with our key partner agencies; in particular Wirral Council, police, health and the voluntary and faith sector to deliver improved outcomes for our community. For example, our partners share information with us so we can help reduce risks to the most vulnerable people in Wirral.

The aim of this plan is to provide you with an update on our performance and activity from 2014/15 and to provide information on our objectives and the actions we will take during the next year to achieve our mission of Safer, Stronger Communities; Safe, Effective Firefighters.

This plan should be read in conjunction with the Merseyside Fire and Rescue Authority (MFRA) Integrated Risk Management Plan 2013-16 and IRMP Supplement 2015/17.

The Chief Fire Officer and Merseyside Fire and Rescue Authority (MFRA) will have to make further hard decisions if the Government continues to cut public spending. On top of £9.2 million of cuts to our budget between 2011- 2013, we are required to make a further £6.3 million of savings before April 2015, with more cuts expected up until 2020.

This presents the Authority with significant challenges as it seeks to minimise the impact of these cuts on the level of service it provides to the public. It is clear that it is no longer possible to make savings of this magnitude without having an impact on fire stations and fire appliances.

Introduction by the Wirral District Manager, Paul Murphy

Contained within the Community Safety Plan are our main priorities and how these will be implemented and achieved across the district in 2015/16. Our four main objectives are:

1. Reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour.
2. Provide an efficient and effective response to emergency incidents.
3. Maintain and improve staff training, safety and competence.
4. Maintain and improve staff health, fitness and welfare.

These priorities are determined by a number of influences including:

- The Fire and Rescue Services Act 2004.
- The Fire and Rescue National Framework.
- Wirral Council Corporate Plan 2014-16.
- Police and Crime Plan 2013-17 (Merseyside Police and Crime Commissioner).
- Wirral Health and Wellbeing Strategy 2013-15.

Wirral

Wirral is a borough of contrasts; a peninsula of 60 square miles, with 25 miles of coastline, comprising of both urban and rural areas. The latest population figures for Wirral are 320,200 and growing Joint Strategic Needs Assessment, 2014), with 197,400 of working age.

There are over 7,000 businesses in Wirral working across a unique combination of industries.

Merseyside Fire & Rescue Service (MF&RS) is well prepared to respond to incidents across these complex areas, including oil and chemical works, shipbuilding and docklands, large retail developments, major transport links such as Motorways, railways, the Mersey Tunnels, as well as the growing leisure and tourism industry.

There are extremes of wealth in Wirral. The affluent West of the borough contrasts sharply with the more deprived East, where social deprivation and problems such as anti-social behaviour are concentrated.

This polarisation is apparent in ill health and disability rates and there is a difference in life expectancy of 10.3 years between the most and least deprived areas of Wirral.

Wirral

Wirral's elderly population is higher than the national average and is growing.

This group is particularly vulnerable to fire, with a large proportion of Wirral's fire fatalities over the last 10 years occurring within the over 70 age group. Additionally, 34% of over 65-year-olds live alone in Wirral, a factor which also increases fire risk.

There is also a higher prevalence of severe mental illness, alcohol and drug misuse in Wirral, and high incidence of fuel poverty and dementia. All of these issues increase risk of fire significantly in the home. Alcohol and mental health issues, however, are not isolated to the more deprived wards and a number of related, serious fires have occurred in more affluent areas in recent years, in particular in the homes of middle aged occupants who live alone.

Wirral demographics

Racial Profile				
	District Total	**Percent of District**	**% Merseyside Total**	**Merseyside Total**
White: Total	310,156	97.0	23.8	1,305,303
Mixed/multiple ethnic group: Total	3,286	1.0	15.7	20,954
Asian/Asian British: Total	5,116	1.6	16.8	30,405
Black/African/ Caribbean/Black British: Total	695	0.2	4.8	14,552
Other Ethnic Groups: Total	530	0.2	5.3	9.975
Whole Population	319,783			1,381,189

Health Profile				
	District Total	**Percent of District**	**% Merseyside Total**	**Merseyside Total**
People in very good or good health	250,113	78.2	23.4	1,068,667
People in fair health	45,687	14.3	22.9	199,347
People in bad or very bad health	23,983	7.5	21.2	113,175

Wirral demographics

Age Profile				
	District Total	**Percent of District**	**% Merseyside Total**	**Merseyside Total**
Age 0 to 15	59.366	18.6	24.2	245,247
Age 16 to 25	32,903	10.3	18.6	176,845
Age 25 to 34	36,156	11.3	19.9	181,37
Age 35 to 49	62, 858	19.7	23.6	266,650
Age 50 to 64	64,378	20.1	24.3	265,367
Age 65 to 74	34,369	10.7	28.2	121,961
Age 75 to 84	21,526	6.7	24.7	87,001
Age 85 and over	8,739	2.7	28.1	31,148

District Land Use			
	District Total	**% Merseyside Total**	**Merseyside Total**
Number of Dwellings	142,197	23.5	604,197
Number of Non Domestic Properties	8,039	20.2	39,789
Land only (KM)	157	24.4	645

Rate of Unemployment			
	2011	**2012**	**2013**
Knowsley Demographics	11.60	12.70	11.00
Liverpool Demographics	11.40	11.80	11.80
Sefton Demographics	9.00	9.30	8.50
St Helens Demographics	8.40	9.40	7.40
Wirral Demographics	8.70	9.00	7.00

The Team Your local Management Team for Wirral are:

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Steve Gadsdon,
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Andy Anderson,
Wirral District Protection Manager
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0151 296 6208

Please quote WirralPlan15 in correspondence.

The Team

Last year, Merseyside Fire and Rescue Authority ran a major consultation exercise in Wirral over proposed changes to fire cover in the district.

Due to Government public sector spending cuts, the Authority proposes to close West Kirby and Upton Fire Station and merge the two stations into one new community fire station. The alternative to the proposed merger is the outright closure of West Kirby Fire Station. A further consultation will run for 12 weeks from 2nd of March, 2015.

Both proposed options include the re-designation of one of the two existing wholetime appliances as "wholetime retained" on a 30-minute recall for periods of exceptional demand.

We start 2015 with six fire appliances and two specialist appliances spread across our stations in Birkenhead, Bromborough, Heswall, Upton, West Kirby and Wallasey.

This allows us to meet our attendance standards in all areas, with the closest appliance sent to any emergency incident.

These stations are staffed by 25 Watch Managers and 108 Firefighters.

Our two specialist appliances are a Combined Platform Ladder (CPL), located at Wallasey Community Fire Station, and a High Volume Pump (HVP) located at West Kirby Community Fire Station.

The Combined Platform Ladder provides high access for rescues from height, access to tall buildings and a platform for the application of large volumes of water onto a fire.

The High Volume Pump is a National Resilience asset which can deliver large volumes of water over long distances. It has been used nationally to remove flood water and to provide large volumes of water for firefighting.

Community Fire and Rescue Stations

Birkenhead Community Fire Station is a newly-built station in the centre of Birkenhead on Exmouth Street.

The Birkenhead station area encompasses a diverse range of risks including a high density of single and multi-occupancy domestic properties, a large shopping centre, ship builders and repairers, engineering works and a COMAH (Control of Major Accident Hazards) top tier site at Tranmere Oil Terminal. The station area includes the M53, underground railway, the docklands, the Queensway Tunnel and St Catherine's Hospital.

Birkenhead Community Fire Station is also utilised by the North West Ambulance Service NHS Trust and has become a hub for local communities, engaging children, families, youth and community groups in fire safety education and the development of life skills.

Community Fire and Rescue Stations

Bromborough Community Fire Station was opened in 1959 by Viscount Leverhulme on Dock Road South.

The Bromborough station area has significant risks such as chemical industry sites, Clatterbridge Hospital, major road and rail networks, including the M53, Unilever, Lady Lever Art Gallery, QE2 Dock, a top tier COMAH site and various risks associated with the River Mersey, which borders the station area.

The local community have use of the station community room and gym to encourage healthier lifestyles and to engage young people in fire safety education and the development of life skills, including the Prince's Trust Team Programme.

Community Fire and Rescue Stations

Heswall Community Fire Station is located in Heswall town centre, on Telegraph Road.

The Heswall station area has approximately 7 kilometres of coastline.

The risk profile of the station area is one that consists of approximately 5,000 hectares of a predominantly low risk, rural geography of farmland and heathland, with areas of residential housing.

The area also incorporates a significant number of local small to medium business enterprises and important industrial areas such as the Darlington Commercial and Industrial Estate on Chester Road.

Heswall station also provides supporting emergency cover for Cheshire in the Neston area. Road links are good throughout the wards and include the M53 motorway network and other (Class A/B roads) travel routes to Liverpool and Chester.

Community Fire and Rescue Stations

Upton Community Fire Station is based on Arrowe Park Road.

The Upton station area covers a variety of risks including Arrowe Park Hospital, the Woodchurch, Noctorum and Beechwood estates, which include two residential high rise blocks. In addition to large urban risk, there is also a semi-rural community with a number of small farms and areas of commerce/ business such as the North Cheshire Trading Estate.

The M53 motorway system and other high speed roads dissect the station area, alongside a number of rural/urban rail links.

Community Fire and Rescue Stations

West Kirby Community Fire Station is located on Grange Road in West Kirby town centre.

The station area is predominantly low risk, semi-rural geography containing residential housing, farmland and heathland, but also incorporates a significant number of local small to medium sized business enterprises and important industrial areas such as the Carr Lane Industrial Estate in Hoylake.

Geographically, the area is bounded on two sides by an estimated 10 kilometres of coastline, which is exposed to estuarial tidal ranges from the River Dee and the River Mersey.

The electrified Wirral Line Merseyrail runs through the area, originates and terminates at West Kirby.

Community Fire and Rescue Stations

Wallasey Community Fire Station is based on Mill Lane.

The station area includes a large residential risk incorporating all types of housing stock, commercial premises in and around the town centres, leisure facilities at the seaside resort of New Brighton, the Kingsway Tunnel, M53 motorway, rail links and stations.

The station area is bordered by the River Mersey and inherent risks associated with a tidal river including severe flooding and the River Mersey ferry terminals.

The Wirral Prevention and Protection Team are based at Wallasey Community Fire Station. There is a Heartbeat gym, Youth Hub and community room at the station which is well used by a variety of community and NHS groups.

Incidents in Wirral

Since 2010/11 we have seen a gradual reduction in fires in the home, but in 2013/14 these figures started to rise again. However, in 2014/15, we are estimating a reduction in accidental dwelling fires (ADFs) to a five-year low, although Wirral has experienced two fire fatalities in the home this year and there is still one inquest pending.

Merseyside Fire & Rescue Service (MF&RS) incident statistics show that accidental fires in the home are more concentrated in the built-up areas of Birkenhead and Wallasey, however serious and fatal fires are more complex and don't always occur in areas where fires have historically happened. These incidents have informed our community safety strategy which focuses on individual vulnerability and partnership working to reduce risk in the community.

Like dwelling fires, anti-social behaviour fires occur more frequently in deprived areas. There was an increase in these fires in 2013/14 but following extensive work with partners and within our communities, including a successful bonfire period, we have since seen a decrease in the numbers of incidents of this nature in 2014/15.

There is an even spread of road traffic collisions across the Borough. This year's figures have shown a slight increase in MF&RS attendance at RTCs and a larger increase in corresponding injuries. To address this issue, MF&RS are expanding road safety interventions, delivering the interactive "Suddenly from Nowhere" educational package to our target group of 17-25-year-olds in schools and colleges across Wirral.

We will continue to support the business community in further reducing the number and impact of fires in commercial premises which have reduced in 2014/15, following a slight increase in 2013/14. Our automatic fire alarm (AFA) strategy has successfully reduced the number of attendances at AFAs in commercial buildings to the lowest level in five years, enabling stations to be more productive within the working day.

False alarms received by MF&RS from the public have decreased due to our engagement campaigns in schools and within the community.

Incidents in Wirral

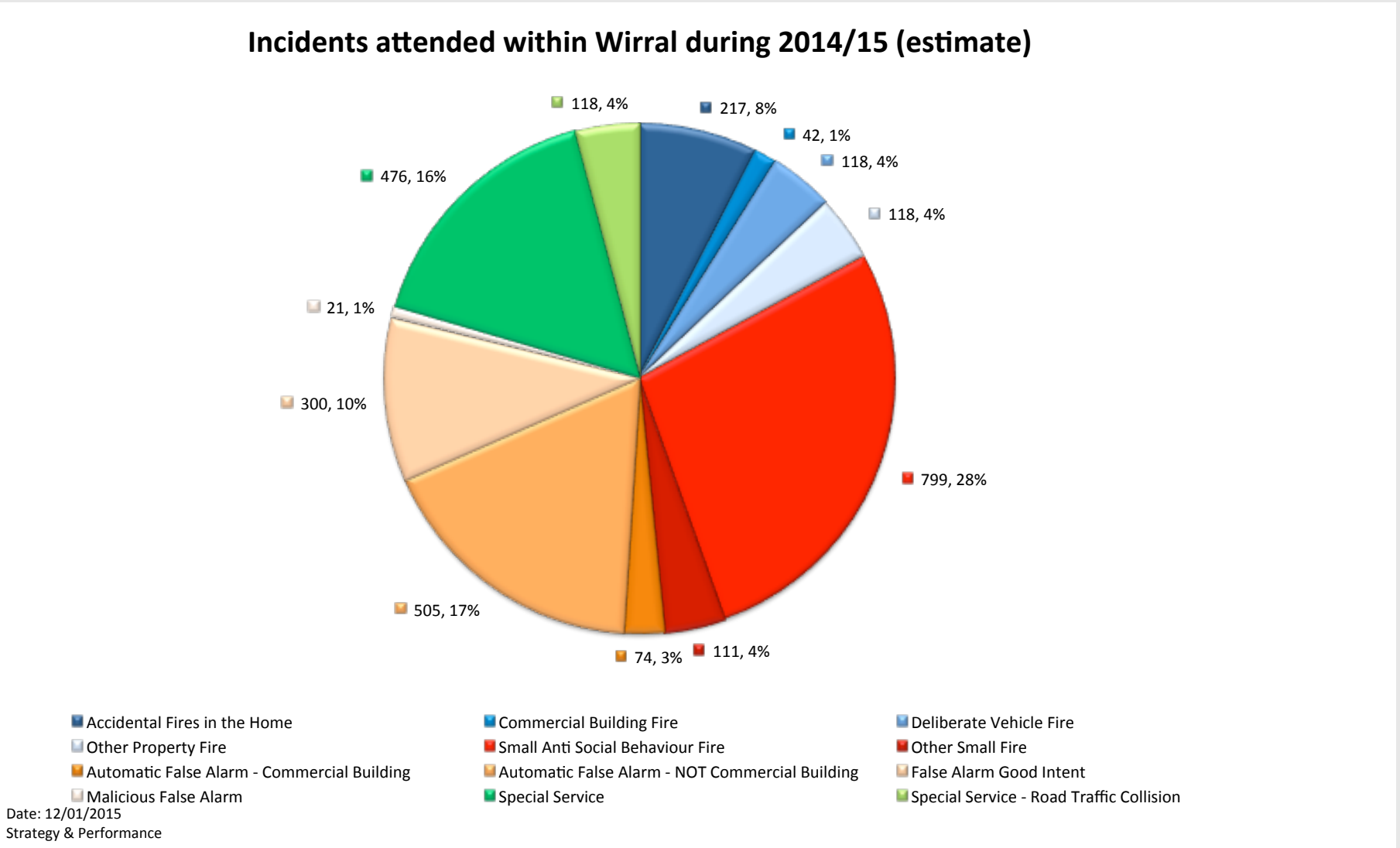
We continue to work alongside our colleagues in Merseyside Police to reduce the number of deliberate vehicle fires across Wirral where we have seen a year-on-year increase since 2011/12.

In order to resolve incidents safely, our crews maintain the very highest standards of operational competence. Fire crews continue to prepare and respond to emergencies through operational training on and off station or through Crew-Based Training at our Training and Development Academy.

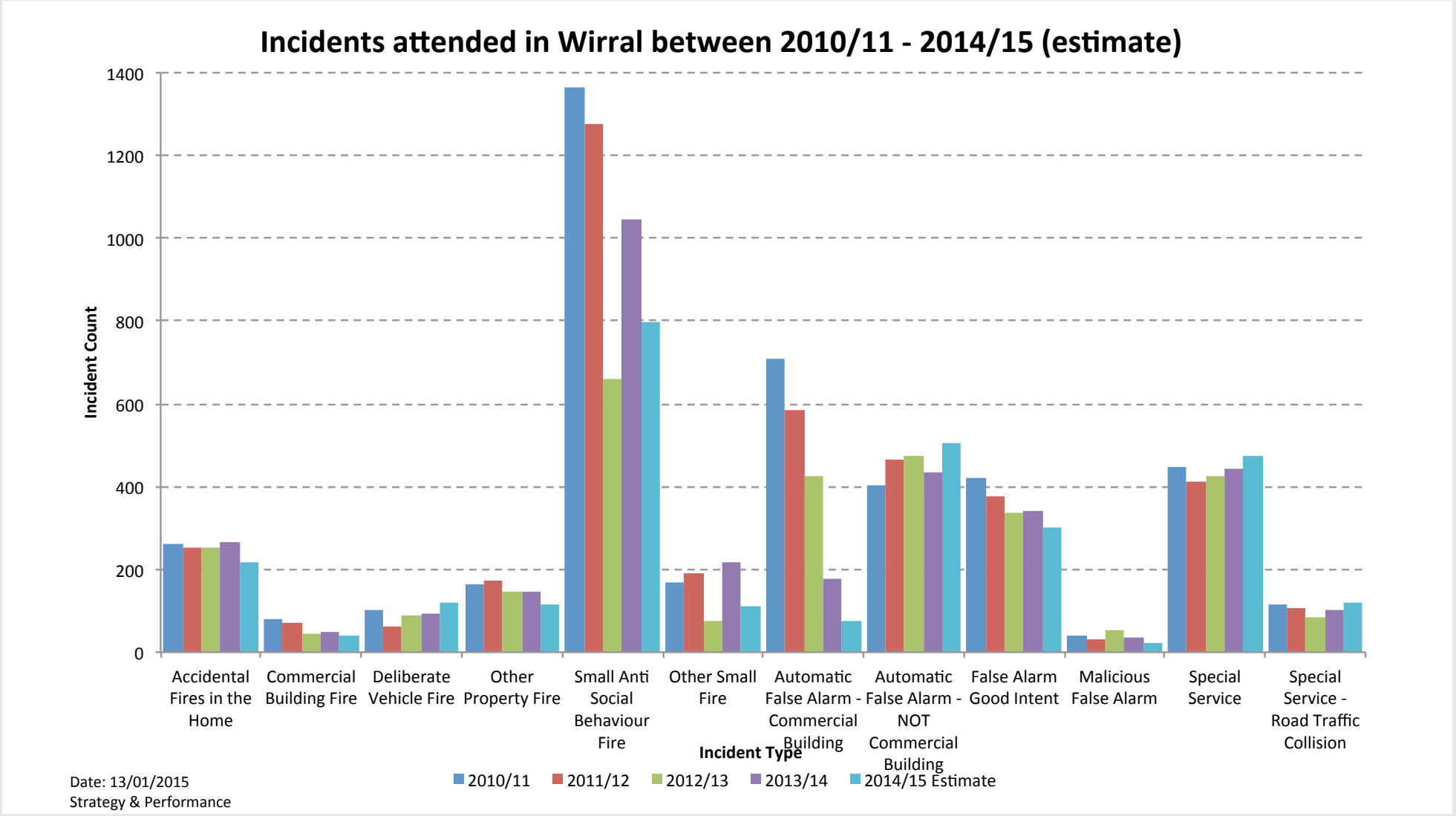
Safe Person Assessments (SPAs) and online theoretical tests examine each individual firefighter's competence in risk critical areas. Application of these skills is measured at operational incidents by the active monitoring role undertaken by senior officers.

To evaluate our Operational Preparedness and Response, MF&RS carry out a comprehensive programme of offsite exercises. During 2014/15 we tested our operating procedures and joint working practices with other agencies at a number of exercises across the district during a COMAH (Control of Major Accident Hazards) exercise at Tranmere Oil Terminal, Exercise Joint Endeavour and Exercise KMAF Warrior on the River Mersey.

Incidents attended in Wirral



Incidents attended in Wirral



Date: 13/01/2015
Strategy & Performance

Incidents attended in Wirral

Incident Type	2010/11	2011/12	2012/13	2013/14	2014/15 Estimate
Accidental Fires in the Home	262	254	253	266	217
Commercial Building Fire	78	71	46	50	42
Deliberate Vehicle Fire	101	64	87	94	118
Other Property Fire	164	172	145	146	118
Small Anti Social Behaviour Fire	1365	1278	658	1045	799
Other Small Fire	167	190	75	216	111
Automatic False Alarm – Commercial Building	710	584	424	177	74
Automatic False Alarm - NOT Commercial Building	405	467	472	436	505
False Alarm Good Intent	422	376	335	343	300
Malicious False Alarm	40	33	52	35	21
Special Service	449	413	427	442	476
Special Service - Road Traffic Collision	115	107	86	104	118
Wirral	4278	4009	3060	3354	2867

Incidents attended in Wirral

Incident Type	20 - Birkenhead	21 - Bromborough	22 - Heswall	23 - Upton	24 - West Kirby	25 - Wallasey
Accidental Fires in the Home	74	24	8	43	11	53
Commercial Building Fire	21	6	0	1	0	8
Deliberate Vehicle Fire	43	12	2	26	4	34
Other Property Fire	51	10	8	20	8	21
Small Anti Social Behaviour Fire	279	122	26	163	39	171
Other Small Fire	21	34	10	19	16	17
Automatic False Alarm – Commercial Building	1	28	6	20	3	15
Automatic False Alarm - NOT Commercial Building	186	85	19	78	27	112
False Alarm Good Intent	93	33	27	59	12	78
Malicious False Alarm	12	2	1	1	0	7
Special Service	159	60	30	66	32	130
Special Service - Road Traffic Collision	37	24	10	29	7	13
Grand Total	977	440	147	525	158	658

Incidents attended in Wirral

Incident Type	20 - Birkenhead	21 - Bromborough	22 - Heswall	23 - Upton	24 - West Kirby	25 - Wallasey
Accidental Fires in the Home	7.5%	5.6%	5.5%	8.2%	6.9%	8.1%
Commercial Building Fire	2.1%	1.4%	0.0%	0.3%	0.0%	1.1%
Deliberate Vehicle Fire	4.4%	2.6%	1.4%	5.0%	2.5%	5.1%
Other Property Fire	5.2%	2.3%	5.4%	3.9%	5.1%	3.3%
Small Anti Social Behaviour Fire	28.5%	27.6%	17.9%	31.0%	24.3%	26.0%
Other Small Fire	2.2%	7.8%	6.5%	3.6%	10.1%	2.6%
Automatic False Alarm – Commercial Building	0.1%	6.5%	4.4%	3.9%	1.9%	2.2%
Automatic False Alarm - NOT Commercial Building	19.1%	19.2%	12.8%	14.9%	17.0%	17.0%
False Alarm Good Intent	9.6%	7.6%	18.3%	11.3%	7.3%	11.9%
Malicious False Alarm	1.2%	0.5%	0.7%	0.2%	0.0%	1.0%
Special Service	16.3%	13.6%	20.4%	12.5%	20.3%	19.7%
Special Service - Road Traffic Collision	3.8%	5.4%	6.8%	5.4%	4.6%	2.0%
Grand Total	100.00%	100.0%	100.0%	100.0%	100.0%	100.0%

Our Performance 2014/15

Merseyside Fire & Rescue Service (MF&RS) has worked proactively to provide fire safety advice and education in the community, which has resulted in an estimated reduction in 2014/15 to a five-year low in Accidental Dwelling Fires. However, serious fires still persist with Wirral experiencing eleven fire fatalities over the last five years despite our comprehensive community fire safety strategy.

The winter months have seen the greatest number of fire deaths. Although there is no gender bias, the age groups most at risk are 40-49 and 75-84-year-olds. Unlike the general trend for house fires, fire fatalities don't always occur in areas where fires have historically happened.

Figures show that one in three homes in Merseyside that have a fire caused by accident do not have smoke alarms. Between January 1, 2014, and December 18, 2014, in Wirral, there were 222 accidental dwelling fires.

In 83 of those incidents, which is 37%, there was no smoke alarm present.

We continue to work closely with partner agencies in Health, Wirral Council, Merseyside Police and the voluntary sector to identify and assist our most vulnerable residents and prevent fires in the home.

In 2014/15 we have improved our targeted approach to Home Fire Safety Checks (HFSCs) utilising information from our partners to identify vulnerable people, which has been expanded this year to include Cheshire and Wirral Partnership NHS Foundation Trust (CWP).

Referral processes have been set up with a wide range of public, voluntary, housing and private sector organisations with over 80 frontline professionals from these agencies receiving home fire safety awareness training sessions to assist them to identify hazards in the home and refer vulnerable occupants to MF&RS.

Last year, Wirral fire crews carried out targeted HFSCs in over 8,000 homes, fitting smoke alarms and providing tailored safety advice to residents.

A number of campaigns took place throughout the year such as Road Safety Week and Winter Warm campaigns, which involved a variety of initiatives and community engagement activities.

Our Performance 2014/15

A key focus was on kitchen fires as 60% of ADFs last year were caused by cooking.

Our kitchen safety campaign delivered a wide range of talks, events, and localised campaigns which emphasised safe cooking messages.

Although kitchen fires are high in number, it is reassuring to find that due to the early warning given by fitted smoke alarms, most of these fires require little or no fire-fighting action on arrival, thus increasing safety for both residents and fire fighters. Additionally, high profile reassurance campaigns have been delivered following serious fires.

To promote our safety activities we have introduced "themed" open days across Wirral community fire stations.

Two marketplace events were organised last year aimed at older people and a recent family event was held at Birkenhead Community Fire Station during the Christmas period, where partner agencies were invited to showcase the services available to the community, whilst reinforcing our own safety advice.

MF&RS will continue to innovate and find alternative ways of reaching and supporting people within local communities who are socially isolated.

We have continued to support the role of Fire Community Safety Officers within Wirral and these officers are embedded into our partner organisations working in areas such as Road Safety, Anti-Social Behaviour, Youth Engagement, and Wirral's "Intensive Family Intervention Programme" (IFIP) supporting "troubled families".

Our Plans for Wirral

Our Organisational Objectives:

We have a number of Organisational Objectives that we want to deliver for every area of Merseyside. These are:

- ***To reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour****, working with partners and the community to protect the most vulnerable people in Merseyside.*
- ***To provide an efficient and effective response to all emergency incidents****, for all risks across all areas of Merseyside.*
- ***To maintain and improve staff training, safety and competence*** *to ensure they can safely and effectively resolve all emergency incidents.*
- ***To maintain and improve staff health, fitness and welfare*** *to ensure our staff are the best they can be.*

Our Plans for Wirral

We have talked to our partners and analysed our performance last year and we aim to improve outcomes for Wirral in 2015/16 by focusing on the following areas:

Our Local Priorities:

The Merseyside Fire & Rescue Service (MF&RS) Wirral Community Safety Plan supports Wirral Council's move to four constituency areas and works towards identifying those who are most vulnerable or at risk from fire. The plan is linked to a number of key factors such as social demographics, historical incident data and social deprivation in order to target our local community safety strategies to prevent fire more effectively and the plan is underpinned by an Equality Impact Assessment.

Our local fire stations are all dedicated "Safe Havens" and have also become a hub for local communities with children, families and a diverse range of community groups all using our community facilities and our gyms to encourage healthier lifestyles.

MF&RS personnel continue to engage with young, old, and vulnerable people alike to promote health and wellbeing to reduce Wirral's health inequalities whilst continuing to deliver key fire safety and social responsibility messages.

We recognise that to truly respond to the needs of Wirral's communities, we need to understand them, their problems, concerns and challenges and we need to shape our service to respond to those needs efficiently and effectively by working together with our community and our key partners.

· We will continue to deliver MF&RS's Organisational Aims and promote and understand the strategic priorities of key partners through the development of contacts at station level.

· We will continue to mutually share information with partners at a local level assisting in the identification of vulnerable people within Wirral's communities to ensure a targeted approach to Home Fire Safety Checks, Hot Spot Campaigns and we will continue to deliver community reassurance following any significant incidents to reduce fires, death and injuries, road traffic collisions and anti-social behaviour.

· We aim to enhance our contribution to collaborative working through the promotion and delivery of local, national and seasonal safety campaigns, linked to historical incident data.

Our Plans for Wirral

We have talked to our partners and analysed our performance last year and we aim to improve outcomes for Wirral in 2015/16 by focusing on the following areas:

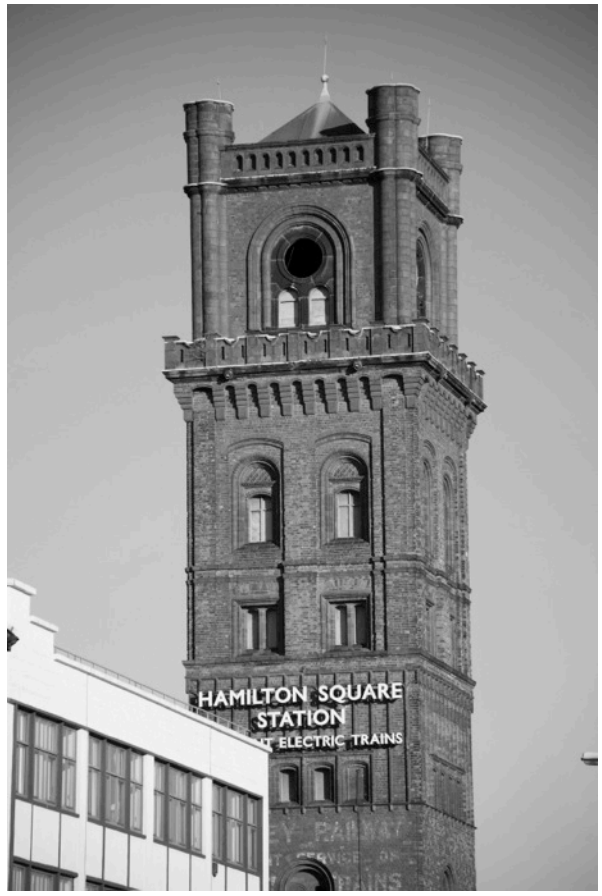
· We will continue to support and deliver both fire-related and community engagement activities within the community to promote joint initiatives.

· We will continue to deliver educational workshops to our partner organisations and within the community to identified vulnerable groups.

· We will work with the public, private, voluntary and faith sectors to build relationships at a local level to identify joint training, familiarisation and Site Specific Risk Information (SSRI) to ensure our own staff are provided with a high level of training, information, and equipment to ensure they can safely and effectively resolve all emergency incidents and continue to provide an excellent service to the community.

· We will identify void properties and build-up of combustibles through Environmental Audits and refer through to the appropriate partner organisation for action.

· We will continue to support the Wirral business community in reducing the impact of fires on commercial premises, along with working alongside our partners to strengthen Wirral's community resilience.



Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local actions	Location
Excellent Operational Preparedness	Maintain and improve staff training, safety and competence	Test Operational Preparedness vs Standard Operating Procedures and Generic Risk Assessment.	Complete all local training as assigned in the Station Training Calendar.	Stations
		Complete all Site Specific Risk Information inspections in line with Service Strategy.	Complete Site Specific Risk Information (SSRI) on all identified sites within Wirral.	Stations Protection Department
		Complete all water surveys (hydrant inspections) in line with Service Strategy.	Ensure that water surveys are completed within the prescribed timescales.	Stations
		All personnel to attend core risk critical assessments courses during the year.	All personnel to attend the core risk critical training (TDA) courses during 2014/15.	District
		All personnel to complete allocated Learnpro packages and on line assessments.	All personnel to complete allocated Learnpro courses and achieve the required pass mark.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local actions	Location
Excellent Operational Response	Provide an efficient and effective response to emergency incidents	All operational crews will aspire to achieve an Operational Ops crew will aspire to achieve an Operational Assurance Team daily audit result of 100%.	All stations to secure a score of 60% or above in all sub Operational crews will aspire to achieve the optimum score during Ops Assurance Team audits.	Stations
		All individual Safe Person Assessments to be completed.	All personnel to complete allocated SPAs.	Stations
		Achieve Alert to Mobile times within prescribed timescale.	To ensure that resources are mobile to calls within prescribed time limits.	Stations
		Manage and reduce accidents and injuries to the lowest achievable level.	Ensure compliance with relevant Health & Safety legislation.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local actions	Location
Excellent Operational Response	Provide an efficient and effective response to emergency incidents	Manage and reduce accidents and injuries to the lowest achievable level.	Ensure station preparedness and Health & Safety audits are completed and outcomes are actioned.	District
		Manage and reduce accidents and injuries to the lowest achievable level.	Ensure that all operational personnel carry out daily fitness training.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local actions	Location
Excellent Prevention and Protection	Reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour	Reduction in Accidental Dwelling Fires (ADFs) through intelligent targeting of high risk or previously unvisited properties for Home Fire Safety Checks (HFSCs).	Deliver MF&RS's Organisational Aims by working with key strategic partners.	District
		Reduction in ADFs through intelligent targeting of high risk or previously unvisited properties for HFSCs.	Mutually share information with partners to identify vulnerable people within Wirral.	District
		Seasonal pre-planning and arson/ hate crime risk intelligence led target hardening.	Work in collaboration to deliver local and national seasonal safety campaigns.	District
		Reduction in ADFs through intelligent targeting of high risk or previously unvisited properties for HFSCs.	Support and deliver community engagement activities to promote joint initiatives.	District
		Enhance road safety through education and engagement with young drivers most at risk.	Deliver educational workshops to the community and our partner organisations.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local actions	Location
Excellent Prevention and Protection	Reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour	Reduction in ADFs through intelligent targeting of high risk or previously unvisited properties for HFSCs.	Identify local joint training, exercising and familiarisation opportunities.	District
		Seasonal pre-planning and arson/ hate crime risk intelligence led target hardening.	Identify void properties and work to remove build-ups of combustibles within the community.	District
		Improve business fire safety to comply with Regulatory Reform Order (Fire Safety) 2005.	Support the Wirral business community by reducing the impact of fires on commercial premises.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local actions	Location
Excellent People	Maintain and improve, staff health, fitness and welfare	Absence to be managed to lowest achievable levels.	To deliver a reduction in sickness figures by 1.5% from 2013/14.	Wirral Managers
		Completion of appraisals for all staff in January and February.	Ensure 100% completion of quality Values Based Appraisals at all levels within Wirral.	Wirral Managers
		Development of staff skills and knowledge through training opportunities.	Training and support will be provided to meet development needs through Line Managers.	Wirral Managers

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SEFTON

Community Safety Plan 2015 -16

Merseyside FIRE & RESCUE SERVICE

Introduction by the Sefton District Manager Rob Pritchard

Welcome to the Sefton Community Safety Plan for 2015-16.

As well as focusing on the fire and rescue-related risks in Sefton, this plan reflects our continued role in local partnerships.

We work closely with our key partner agencies, in particular Sefton Council, Merseyside Police, health services, and the voluntary and faith sectors to deliver improved outcomes for your communities.

For example, our partners share information with us so we can help reduce risks to the most vulnerable people in Sefton.

The aim of this plan is to provide you with an update on our performance and activity from 2014-15 and to provide information on our objectives and the actions we will take during the coming year to make Sefton communities safer and stronger.

This plan should be read in conjunction with the Merseyside Fire and Rescue Authority (MFRA) Integrated Risk Management Plan 2013-16 and IRMP Supplement 2015/17. Contained within the Community Safety Plan are our main objectives and how these will be implemented and achieved across the District for 2014/15.

Our four main priorities are:

- Reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour.
- Provide an efficient and effective response to emergency incidents.
- Maintain and improve staff training, safety and competence.
- Maintain and improve, staff health, fitness and welfare.

These priorities are determined and influenced by number of strategic documents and wider consultation, including:

The Fire and Rescue Services Act 2004.

- The Fire and Rescue National Framework.
- Sefton's Health and Wellbeing Strategy.
- Sefton's Joint Needs Assessment Strategies.
- Police and Crime Plan 2013-2017.
- Sefton Council's Corporate Plan.

Sefton

Sefton is one of the five districts comprising the Merseyside metropolitan area, at the heart Of the wider Liverpool City Region. Created in 1974, Sefton is a surprisingly rich and diverse area covering 153 square kilometres.

Our boundary commences at the heavily commercialised/ industrialised area around the Port of Liverpool in South Sefton and follows the coastline to Southport in the north of the borough, which is an important tourist destination.

To the south of the borough there are areas of derelict land, however, new developments in and around the Freeport area include improving local housing and a significant port expansion development.

Bootle also supports a large office quarter together with some light industry.

There are further densely populated but generally wealthier suburbs towards the north, including Crosby, Formby, Southport and Maghull.

These are interspersed with extensive areas of high-grade agricultural land and scientifically important wild habitat, which includes the beaches of Formby and Southport.

Population forecasts published in 2012 indicate Sefton has one of the highest proportions of older residents nationally and there are also stark social and health inequalities within Sefton. South Sefton has significantly higher levels of deprivation, child poverty, worklessness and crime and disorder. Within the areas of South Sefton that are most deprived, average life expectancy is 11 years less than in the more affluent parts of the Borough.

Merseyside Fire & Rescue Service (MF&RS) data suggests that these groups are also more at risk from fire and we will therefore work with partners to respond to and reduce risk.

Sefton Demographics

Racial Profile				
	District Total	**Percent of District**	**% Merseyside Total**	**Merseyside Total**
White: Total	266,741	97.4	20.4	1,305,303
Mixed/multiple ethnic group: Total	2,820	1.0	13.5	20,954
Asian/Asian British: Total	2,719	1.0	8.9	30,405
Black/African/ Caribbean/Black British: Total	796	0.3	5.5	14,552
Other Ethnic Groups: Total	714	0.3	7.2	9.975
Whole Population	273,790			1,381,189

Health Profile				
	District Total	**Percent of District**	**% Merseyside Total**	**Merseyside Total**
People in very good or good health	213,184	77.9	19.9	1,068,667
People in fair health	40,620	14.8	20.4	199,347
People in bad or very bad health	19,986	7.3	17.7	113,175

Sefton Demographics

Age Profile				
	District Total	**Percent of District**	**% Merseyside Total**	**Merseyside Total**
Age 0 to 15	46,775	17.1	19.1	245,247
Age 16 to 25	28,541	10.4	16.1	176,845
Age 25 to 34	29,287	10.7	16.1	181,370
Age 35 to 49	51,625	18.9	19.4	266,650
Age 50 to 64	56,790	20.7	21.4	265,367
Age 65 to 74	30,652	11.2	25.1	121,961
Age 75 to 84	21,476	7.8	24.7	87,001
Age 85 and over	8,061	2.9	25.9	31,148

District Land Use			
	District Total	**% Merseyside Total**	**Merseyside Total**
Number of Dwellings	121,072	20.0	604,197
Number of Non Domestic Properties	7,536	18.9	39,789
Land only (KM)	154	23.9	645

Rate of Unemployment			
	2011	**2012**	**2013**
Knowsley Demographics	11.60	12.70	11.00
Liverpool Demographics	11.40	11.80	11.80
Sefton Demographics	9.00	9.30	8.50
St Helens Demographics	8.40	9.40	7.40
Wirral Demographics	8.70	9.00	7.00

The Team Your local Management Team for Sefton are:

Rob Pritchard
Group Manager
Sefton District Manager
robpritchard@merseyfire.gov.uk

Richie Clarke
Station Manager
richardclarke@merseyfire.gov.uk
0151 296 4429

Mark Jones
Station Manager
markjones@merseyfire.gov.uk
0151 296 4429

Jennifer Taylor
District Prevention Manager
jennifertaylor@merseyfire.gov.uk
0151 296 6729

Dave Martin
Watch Manager
District Protection Manager
davidmartin@merseyfire.gov.uk
0151 296 4525

Please quote SeftonPlan15 in correspondence.

In the Sefton District we have five fire appliances and one specialist appliance spread across our stations in Bootle and Netherton, Crosby, Formby and Southport. This allows us to meet our attendance standards in all areas, although the closest appliance will always be sent to any emergency incident. These stations are staffed by 104 Response Staff (19 Watch Managers and 85 Firefighters). Southport also has an appliance that is used for high rise rescue.

The Sefton Community Protection Department, who work with commercial and industrial premises to ensure compliance with relevant Fire Safety Legislation (six staff), are based in Bootle and Netherton As are the Community Prevention Department (six staff), who deliver specialist prevention activity to more vulnerable members of our communities.

Community Fire and Rescue Stations

Crosby Community Fire Station, opened in 2013, is situated on the main arterial route from Liverpool City Centre to the north of the borough.

The station has one appliance responding to large residential areas such as Thornton, Ford, Litherland, Netherton, Maghull and Lydiate. Risks in these areas vary from residential and rural to large factory estates, retail parks, care homes and specialist homes for the elderly and children with disabilities.

Heavy goods and light electric rail lines, plus the heavily used Southport commuter route (A565), the A5036 which carries significant container traffic to the Seaforth Container base and the busy convergence of the M57 and M58 at Switch Island, makes a very busy road and rail network.

Youth engagement, including the Prince's Trust team programme and Duke of Edinburgh schemes, operate from this community fire station. There are facilities that can, by arrangement, be used by partners and community groups. North West Ambulance Service NHS Trust are also located on the site.

Community Fire and Rescue Stations

Crosby Fire Station areas includes Crosby, Seaforth, Waterloo, Blundellsands and Litherland. It is a heavily urbanised area with all types of housing stock from large Victorian mansions to high rise blocks. There are several factory estates, a British Gas storage facility, the Royal Seaforth Container Terminal, Gladstone Docks and a growing Freeport area.

The Port is expanding its container terminal (Liverpool 2), which will create more work and prosperity in the area. There is significant road traffic throughout the station area and there are four commuter rail stations including the main rolling stock repair depot at Hall Road.

The Sefton Coastline runs the entire length of the station area with the unique risks associated with beaches and water. Further life risks include several residential care premises, small to large hotels, seven multi-storey tower blocks and a private hospital.

Some of the building stock dates from the 1800s and is of historical interest.

Community Fire and Rescue Stations

Formby Community Fire Station, opened in 2013, covers mainly rural risks from Ainsdale to Hightown but with considerable suburban residential concentrations, an operational and training RAF base, Altcar Barracks and Rifle Range, specialist nursing homes, several residential care homes, some light industrial/retail estates, a permanent traveller caravan site, static caravan parks and road and rail risks running through the length of the Station area. Of particular note is the busy Formby bypass which is subject to several high speed collisions each year.

The Sefton coastline has 13 square km of pine forest forming the National Trust and English Heritage conservation areas, which are of special scientific interest with some fragile animal and plant species. The area is used throughout the year by visitors and is particularly busy during the summer months right along the coast and due to significant water shortage the area can have significant wild land fires.

The North West Ambulance Service NHS Trust now shares this building. There are additional facilities that can, by arrangement, be used by our local partners and community groups.

Community Fire and Rescue Stations

Southport Community Fire Station area is predominantly a holiday resort with a population that increases significantly during the summer months with visitors counted in the millions and associated leisure facilities. The area boasts a marine lake and a pier which runs some distance out into the sea, and an extensive beach with sinking sands, which are a risk to the unwary.

The area is mainly urban with some rural and light industrial risk but extensive retail developments. The residential risks are pre and post-war housing with many properties converted into multi-occupation units. There is a major General Hospital with both emergency and spinal injury departments. There are many listed buildings highlighting Southport's Victorian heritage.

The area is known for its generally affluent, retired elderly population living in rest or nursing homes but the demographics are changing, with a growing Eastern European community and an increasing number of transient people living in temporary rented accommodation. The North West Ambulance Service NHS Trust now shares this building. There are additional facilities that can, by arrangement, be used by our local partners and community groups.

Our Performance 2014/15

All of Sefton's stations and specialist teams have broadly delivered well across all targets in the 2014/15 Community Safety Plan, supported by external partners.

Despite budget concerns across public sector agencies Sefton teams continue to deliver a high number of Home Fire Safety Checks.

Community engagement hours are also worth mentioning as they encompass activity for Home Fire Safety Checks, seasonal targeted campaigns such as Bonfire (reduction of anti-social behaviour fires), Beach Safe (safety and education of visitors to the Sefton Coastline and pine woods and reduction of anti-social behaviour/fires) and Rimrose Valley Country Park (reduction of anti-social behaviour/fires). Inter-department and multi-agency partnerships have this year delivered outstanding results which have contributed to Sefton maintaining its performance against shared goals and outcomes.

In relation to anti-social behaviour fires within Sefton, the model developed from the Rimrose and Beach Safe initiatives allowed ourselves and partners to quickly target and impact upon emerging issues and we have seen a significant reduction this year.

Crews have also ensured response readiness through training to maintain skills and Site Specific Risk Intelligence visits to ensure that responding crews understand the nature and complexity of risks within Sefton.

However, there are areas where we have not been able to maintain the overall performance, albeit the base line figures are small. Sefton has had a spike of deliberate vehicle fires early in the year linked to criminality and road traffic collisions are running 20 incidents above where we would expect.

In relation to house fires, we continue to reduce the number of fires. However, we are still seeing a high number of kitchen/cooking fires. Therefore, fire crews will continue to target education through Home Fire Safety Checks to reduce this type of incident.

Incidents in Sefton

Priorities within Sefton 2014-15 were to reduce accidental dwelling fires, reduce secondary fires, improve road safety and reduce anti-social behaviour.

The data in the following charts give a breakdown of the range and number of incidents we attended across Sefton in 2014-15.

Overall, Sefton continues to be a great place to live but we are mindful that accidental dwelling fires continue to occur in all station areas, with a significant increase in kitchen fires in areas such as Formby and Southport which has been targeted through Home Fire Safety Checks (HFSCs).

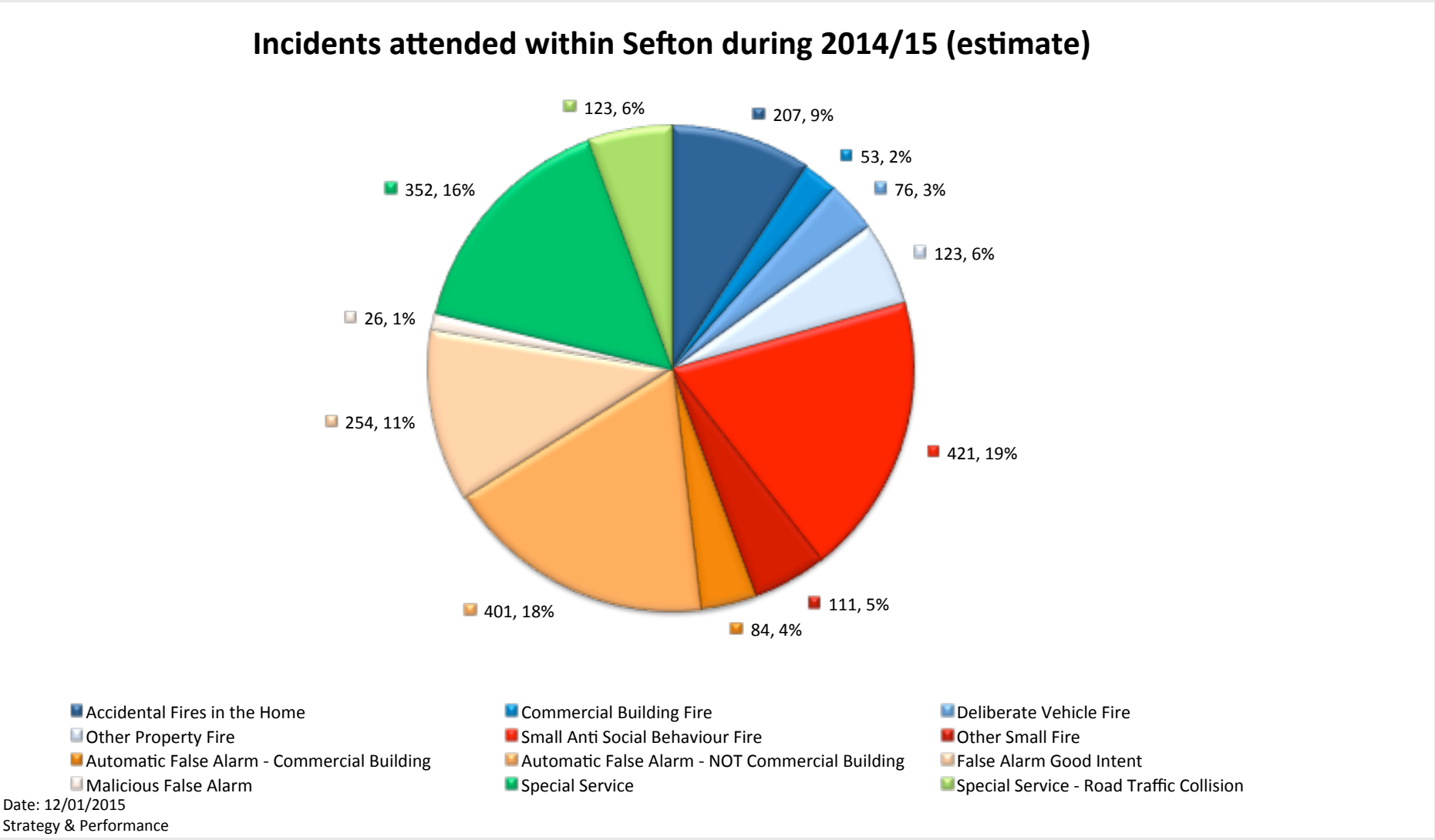
Road traffic collisions range from high speed, serious incidents on the major high speed routes, such as those around Bootle and Netherton, the Formby by-pass and the Coast Road. However, we continue to see a number of relatively low speed incidents involving mainly, but not exclusively, older drivers across the whole borough. Road safety education through engagement with schools may be assisting to reduce incidents within younger drivers. The gains made with this group need to be replicated with other emerging risk groups.

Anti-social behaviour fires in Sefton have seen a marked decrease this year. Multi-agency partnerships have supported us greatly in this area and resulted in excellent continued performance during the bonfire period.

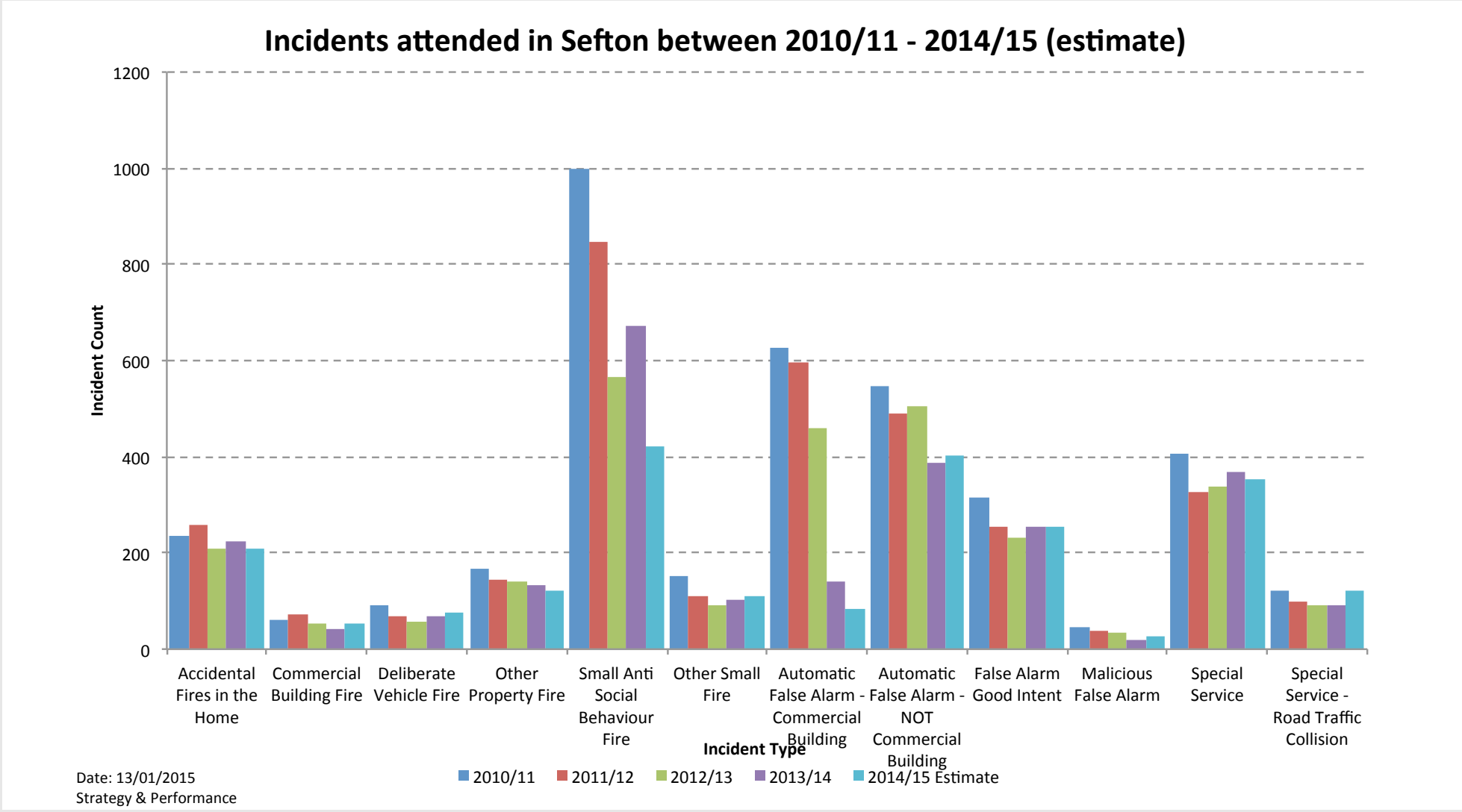
Working with the business community team, we have worked to ensure arson does not impact adversely on the prosperity of Sefton and, working with police colleagues, we have a targeted response to vehicle arson. The business community is also continuing to assist us with reductions in automatic fire alarm false alarms.

A five-year trend analysis of incidents continues to show downward trends for incidents.

Incidents attended in Sefton



Incidents attended in Sefton



Incidents attended in Sefton

Incident Type	2010/11	2011/12	2012/13	2013/14	2014/15 Estimate
Accidental Fires in the Home	234	259	209	223	207
Commercial Building Fire	62	74	53	41	53
Deliberate Vehicle Fire	93	69	57	68	76
Other Property Fire	169	144	140	133	123
Small Anti Social Behaviour Fire	997	845	564	673	421
Other Small Fire	153	112	91	101	111
Automatic False Alarm – Commercial Building	626	597	461	142	84
Automatic False Alarm – NOT Commercial Building	548	491	505	389	401
False Alarm Good Intent	315	255	233	255	254
Malicious False Alarm	46	38	35	18	26
Special Service	407	327	338	368	352
Special Service - Road Traffic Collision	121	97	93	90	123
Sefton	3771	3308	2779	2501	2204

Incidents attended in Sefton

Incident Type	30 - Bootle & Netherton	31 - Crosby	32 - Formby	33 - Southport	Neighbouring Stations
Accidental Fires in the Home	48	70	6	62	22
Commercial Building Fire	8	19	3	14	11
Deliberate Vehicle Fire	24	29	0	12	13
Other Property Fire	36	43	9	28	11
Small Anti Social Behaviour Fire	104	151	28	64	74
Other Small Fire	26	30	12	38	10
Automatic False Alarm – Commercial Building	40	8	3	35	5
Automatic False Alarm - NOT Commercial Building	70	116	24	137	55
False Alarm Good Intent	45	69	12	91	40
Malicious False Alarm	3	9	0	9	3
Special Service	74	107	29	103	41
Special Service - Road Traffic Collision	34	26	16	36	13
Grand Total	511	677	142	628	299

Incidents attended in Sefton

Incident Type	30 - Bootle & Netherton	31 - Crosby	32 - Formby	33 - Southport	Neighbouring Stations
Accidental Fires in the Home	9.3%	10.3%	4.5%	9.8%	7.4%
Commercial Building Fire	1.6%	2.8%	2.1%	2.2%	3.8%
Deliberate Vehicle Fire	4.6%	4.2%	0.0%	1.9%	4.4%
Other Property Fire	7.0%	6.3%	6.3%	4.5%	3.6%
Small Anti Social Behaviour Fire	20.4%	22.3%	19.4%	10.1%	25.0%
Other Small Fire	5.1%	4.4%	8.5%	6.0%	3.3%
Automatic False Alarm – Commercial Building	7.8%	1.3%	2.1%	5.5%	1.8%
Automatic False Alarm – NOT Commercial Building	13.6%	17.1%	17.1%	21.8%	18.6%
False Alarm Good Intent	8.8%	10.2%	8.5%	14.5%	13.3%
Malicious False Alarm	0.6%	1.3%	0.0%	1.4%	1.0%
Special Service	14.6%	15.8%	20.3%	16.3%	13.6%
Special Service - Road Traffic Collision	6.6%	3.9%	11.1%	5.8%	4.4%
Grand Total	100.0%	100.0%	100.0%	100.0%	100.0%

Our Plans for Sefton

Our Organisational Objectives:

We have a number of Organisational Objectives that we want to deliver for every area of Merseyside. These are:

- **To reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour,** working with partners and the community to protect the most vulnerable people in Merseyside.
- **To provide an efficient and effective response to all emergency incidents,** for all risks across all areas of Merseyside.
- **To maintain and improve staff training, safety and competence** to ensure they can safely and effectively resolve all emergency incidents.
- **To maintain and improve, staff health, fitness and welfare** to ensure our staff are the best they can be.

Our Plans for Sefton

Our Local Actions:

As a key partner within Sefton, the Fire and Rescue Service will work with the wider public, private and voluntary sectors to meet our objectives along with supporting the Merseyside Police Crime Commissioner's priorities to reduce crime, anti-social behaviour, hate crime and maintaining public safety.

We will work with our partners and our communities to protect the most vulnerable through targeted, local risk reduction interventions and, where required, the robust application of our legal powers.

Sefton's Prevention and Protection and Operational teams will build upon their unique position of trust and respect within the community to tackle the underlying factors which effect risk and impact on communities as a whole.

Working in partnership with public, voluntary and private sector colleagues our teams will contribute to making Sefton's communities safer from the risk of fire, road risk, industrial and natural disasters.

Our Plans for Sefton

We have talked to our partners and studied our performance last year and we aim to improve outcomes for Sefton in 2015-16 by focusing on the following areas:

- Reducing Accidental Dwelling Fires - continue to target those most vulnerable.
- Reducing Anti-social behaviour and deliberate fires - work with partners on targeted interventions such as Bonfire,Beach Safe and Rimrose Valley Park.
- Ensuring local risks within Sefton are reviewed and trained for against the Merseyside Fire & Rescue Service Standard Operating Procedures and Generic Risk Assessments.
- Reducing Road Traffic Collisions by providing road safety education to target groups.

In Sefton, the Health and Wellbeing Partnership have agreed the following "Together we are Sefton - a great place to be! We will work as one Sefton for the benefit of local people, businesses and visitors".

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Operational Preparedness	Maintain and improve staff training, safety and competence	Test Operational Preparedness vs Standard Operating Procedures & Generic Risk Assessment.	Deliver tactical exercises to meet risks within Sefton.	District
		Complete all Site Specific Risk Information inspections in line with Service Strategy.	Review existing sites and identify emerging risks and sites that require SSRI.	Stations
		Complete all water surveys (hydrant inspections) in line with Service Strategy.	Completion of allocated Hyrant walks during 2015/16.	Stations
		All personnel to attend core risk critical assessments courses during the year.	Maintain risk critical skills to ensure excellent operational response.	Stations
		All personnel to complete allocated Learnpro packages and on line assessments.	Firefighters to maintain underpinning knowledge and understanding by completing allocated modules.	Stations
		Complete all Site Specific Risk Information inspections in line with Service Strategy.	Engage with small business to identify operational risk information to ensure firefighter safety.	Stations

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Operational Preparedness	Maintain and improve staff training, safety and competence	Test Operational Preparedness vs Standard Operating Procedures and Generic Risk Assessment	Engage with stakeholders to enhance operational response to water-related incidents across Sefton.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Operational Response	Provide an efficient and effective response to emergency incidents	Ops crew will aspire to achieve an Operational Assurance Team daily audit result of 100%.	Operational staff to maintain optimum readiness for response.	Stations
		All individual Safe Person Assessments (SPAs) to be completed.	All operational members of staff to achieve 100% compliance with assigned SPAs.	Stations
		Achieve Alert to Mobile times within prescribed timescale.	All mobilisations to achieve operational response targets.	Stations
		Manage and reduce accidents and injuries to the lowest achievable level.	Ensure both competence and fitness to respond to all risks quickly and safely.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Prevention and Protection	Reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour	Reduction in Accidental Dwelling Fires (ADFs) through intelligent targeting of high risk or previously unvisited properties for Home Fire Safety Checks (HFSCs).	Joint working with partner/internal stakeholders delivering targeted high risk interventions.	District
		Reduction in ADFs through intelligent targeting of high risk or previously unvisited properties for HFSCs.	Improve risk data sharing protocols between MF&RS and all key partner agencies.	District
		Seasonal pre-planning and arson/ hate crime risk intelligence led target hardening.	Lead and support multi-agency seasonal initiatives.	District
		Enhance road safety through education and engagement with young drivers most at risk.	Target schools and other risk groups to raise awareness of risks on Sefton's roads.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Prevention and Protection	Reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour	Improve business fire safety to comply with Regulatory Reform Order (Fire Safety) 2005.	Engage with relevant stakeholders who sit on Sefton's operational groups to enhance Fire Protection.	District
		Seasonal pre-planning and arson/hate crime risk intelligence led target hardening.	Use data intelligently to target interventions and identify emerging risks across the district.	District
		Seasonal pre-planning and arson/hate crime risk intelligence led target hardening.	To share data and performance with strategic and operational groups to enhance stakeholder buy-in.	District
		Reduction in ADFs through intelligent targeting of high risk or previously unvisited properties for HFSCs.	Engage with community faith and voluntary sector to identify vulnerable members of the community.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent People	Maintain and improve, staff health, fitness and welfare	Completion of appraisals for all staff in January and February.	Use of appraisals to improve performance and develop individuals to maximise their potential.	District
		Absence to be managed to lowest achievable levels.	Sefton district management team to support all staff to achieve lowest levels of absence.	District
		Development of staff skills and knowledge through training opportunities.	Develop staff through training opportunities from internal provision and external partners.	District

KNOWSLEY

Community Safety Plan 2015 -16

Merseyside FIRE & RESCUE SERVICE

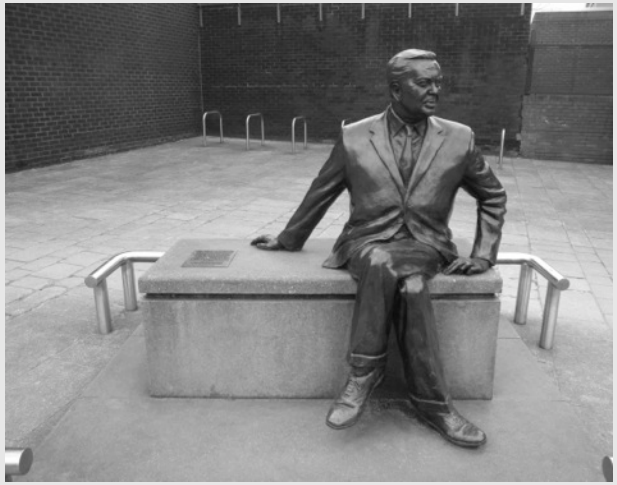
Introduction by the Knowsley District Manager, Dean Bolton

Welcome to the Community Safety Plan for Knowsley for 2015-16.

As well as focusing on the fire and rescue-related risks in Knowsley, this plan reflects our continued role in local partnerships. We work closely with our key partner agencies; in particular Knowsley Council, Merseyside Police, health services, and the voluntary and faith sectors to deliver improved outcomes for our community. For example, our partners share information with us so we can help reduce risks to the most vulnerable people in Knowsley.

This plan should be read in conjunction with the Merseyside Fire and Rescue Authority (MFRA) Integrated Risk Management Plan 2013-16 and IRMP Supplement 2015/17.

Contained within the Community Safety Plan are our main objectives and how these will be implemented and achieved across the district in 2015/16. Our four main priorities are:



1. Reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour.
2. Provide an efficient and effective response to emergency incidents.
3. Maintain and improve staff training, safety and competence.
4. Maintain and improve, staff health, fitness and welfare.

These priorities are determined by a number of influences, including:

- The Fire and Rescue Services Act 2004.
- The Fire and Rescue National Framework.
- Strategy for Knowsley.
- Knowsley Council Corporate Plan 2013–2016.
- Knowsley Joint Health and Wellbeing Strategy 2013–2016.
- Safer Knowsley Partnership 2013–2016.
- Police and Crime Plan 2013-2017 (Police and Crime Commissioner).

Knowsley

Knowsley has a population of just under 145,900, two thirds of which are of working age (16-64 years) and is home to around 3,000 businesses. The district covers an area of 8,620 hectares, of which 54% is designated as Green Belt.

Located between Liverpool and Manchester, Knowsley is connected to these cities by the M57 and M62 motorways, and the A580 East Lancashire Trunk Road. Its superior connectivity means the borough is well placed for both business and commuting, within the City Region and further afield.

The borough is made up of five main townships: Huyton, Kirkby, Halewood, Prescot and Whiston; and the smaller villages of Cronton and Knowsley Village. Each area has its own characteristics and history which makes them unique. Knowsley is a borough of contrasts: it has areas where deprivation levels are amongst the highest in the country, particularly Kirkby, Huyton and Stockbridge Village, and other areas that are seen as relatively affluent.

Knowsley is an important location for employment in the Liverpool City Region. The borough has a large industrial base concentrated mainly at Knowsley Industrial Park and business parks at Kirkby, Huyton and Prescot, as well as being home to renowned businesses such as Jaguar Land Rover, QVC and most recently Matalan.

Knowsley

Knowsley is also home to three of the county's top tier COMAH (Control of Major Accident Hazards) sites. In recent years there has been considerable investment in Knowsley's infrastructure including new schools, health centres and state-of-the-art leisure facilities.

The town centres of Huyton, Halewood and Kirkby have seen major retail investment and Stockbridge Village has a new village centre and community facilities. Prescot town centre will soon see similar investment, this is also extended to social and private housing. There has been no significant change in Knowsley's population between 2011 and 2012. The population decreased marginally from 145,900 to 145,893.

The Team Your local Management Team for Knowsley are:

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0151 296 5469

Please quote KnowsleyPlan15 in correspondence.

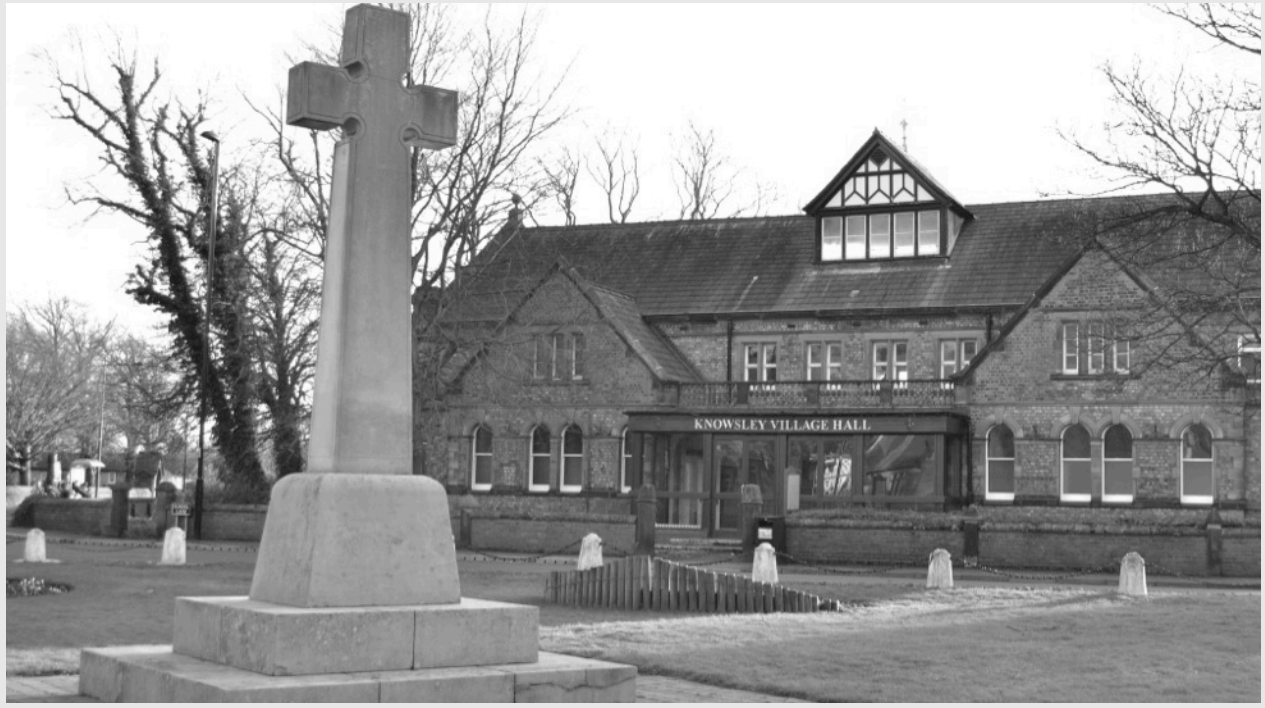
In the district we have three appliances spread across our stations in Huyton, Kirkby and Whiston community fire stations.

This allows us to meet our attendance standards in all areas, although the closest appliance will always be sent to any emergency incident.

These stations are staffed by 57 firefighters and 13 Watch Managers.

We have three dedicated Protection staff located at Kirkby Fire Station.

We have four dedicated Prevention staff located at Huyton Fire Station.



Community Fire and Rescue Stations

Huyton Community Fire Station area has a population of approximately 56,135. The fire station is situated on Huyton Lane. The station area is comprised of mainly private and council dwelling properties, together with care homes for the elderly and Knowsley Housing Trust high rise buildings.

Stockbridge Village, not far from Huyton Community Fire Station, has a new village centre and community facilities. The station covers a mix of residential property, commercial, light industrial sites and has an extensive motorway network (M57/M62) running through the area.

Huyton Community Fire Station is the main base for the Community Prevention Team and the Fire and Rescue Service Prince's Trust Team programme for Knowsley.

The Merseyside Fire & Rescue Service Youth Engagement Team also run Beacon Project courses at the Training and Development Academy (TDA) for teenagers from some Huyton schools.

Their pass-out presentations are carried out by the Mayor of Knowsley.

Community Fire and Rescue Stations

Whiston Community Fire Station area has a population of approximately 48,638. The fire station is located on Fire Station Road. The station covers a mix of residential, commercial and light industrial risks including Whiston Hospital and Knowsley Safari Park.

Whiston operational fire crews work closely with the Community Prevention Team and partners to achieve key priorities within the district. Although Whiston does not have a dedicated community room, the station can still be used for some community-based activities with pre-arrangements.

The crews and the Community Prevention Team work closely together on and off-site to engage with community groups and youths in the Community.

Community Fire and Rescue Stations

Kirkby Community Fire Station area has a population of approximately 41,163. The fire station is located on Webster Drive, near to the newly refurbished town centre. The station covers a mixture of residential, commercial and industrial risks, including four of the country's COMAH (Control of Major Accident Hazard) sites on Kirkby's large industrial estates and motorway network (M57/M58).

Predominantly, the area is made up of privately-owned, council, private social landlords properties and Knowsley Housing Trust high rise multi-storey blocks with a small number of Care Homes.

The community fire station is able to offer a community room facility to partners to support community activities, also facilitating the running of a Knowsley Beacon Course for 12 to 16-year-olds. The Knowsley Community Safety Protection Team is also based at the station.

As mentioned previously in this plan, Huyton and Whiston fire stations will be closing to be replaced by a new station in Prescot in 2016.

Our Performance 2014/15

Since the introduction of District and Station Plans and in particular for the year 2013/14, we have gone to some lengths to ensure all of our staff understand the direction of travel and how their day-to-day activities can hugely effect the outcomes of our local performance indicators (LPIs).

As a district, this year we will have completed over 5,300 Home Fire Safety Checks, with over two thirds being completed in medium and high risk homes. This focus on higher risk people is possible because we now have access to a range of data that allows us to direct our resources more effectively. To do this we rely on partner organisations sharing data with us.

During the bonfire period 2014, we were unable to deliver a reduction in the number of incidents compared to our success in 2013. However, the collaboration and support of partners throughout the period, we would regard as hugely successful, keeping the number of incidents attended over the bonfire period as low as 36 across the whole of Knowsley in comparison to 24 incidents during 2013.

Merseyside Fire & Rescue Service (MF&RS) have provided support to Knowsley Chamber of Commerce and Merseyside Police in reinvigorating the "Knowsley Business Watch" scheme, first in Kirkby and more recently in Huyton and Whiston. This has been used as a platform to increase our access to businesses to improve performance for SSRI visits (Site Specific Risk Information), Bonfire celebrations, and arson risk assessments.

Our Performance 2014/15

All our fire stations are now Safe Havens. These benefit both our own staff and business owners and the public.

Another benefit of Business Watch is that is has given us the opportunity to train and exercise in real-life environments.

Our Youth Engagement activities across the district are extensive. We host three Prince's Trust Team Programmes each year, we have three schools undertaking Fire Fit programmes with the year 5 age group and a School Fire Liaison Officer working with young people in a secondary school.

The charity Fire Support Network delivers cage sports across the district following a successful award from Sport England and operational crews are delivering Road Safety messages in schools.

For our operational staff in 2013, we introduced a new competency-based framework (Safe Person Assessments) and monthly audit process to ensure key risk critical competencies are maintained in addition to regular crew-based training.

We have also introduced a more robust performance management framework across all Operational Response Local Performance Indicators to improve performance.

This has resulted in a noticeable improvement in such areas as alert to mobile times (how long it takes for firefighters to respond to a call to an incident), Incident Reporting System returns (completed as soon as possible after incidents) and staff vehicle accidents.

Incidents in Knowsley

This section provides an overview of the incidents that occurred in Knowsley during 2014/15. It looks at whether performance has improved over recent years and where we need to focus our attention over the next year. The table and graphs in this section illustrate the types of incidents that occur in Knowsley District.

The charts are a breakdown of incidents in the district and how these incidents are distributed across the station areas. Accidental fires in the home and anti-social behaviour fires across the district are found mostly in the built-up areas of Kirkby, Huyton and Halewood. This is to be expected and, following the monitoring of any trends in these specific areas, allows us to target our resources accordingly.

Following scrutiny of our performance and working with our partners, we were able to establish that the majority of our anti-social behaviour fires in the district were attended in the Northwood vicinity of Kirkby.

Using this information we were able to work with partner agencies on focusing our resources in this area, leading to a vastly improved return in the year to date figures. In 2013/14 there were 67 incidents, during 2014/15 to February there have been 37 incidents.

We continue to drive down attendances to unwanted fire signals (which are automatic fire alarm false alarms), as these are a nuisance to our business and those of our partners. We will work with our local business partners to develop our Automatic Fire Alarm strategy to ensure that our response to these types of incidents is mitigated to the lowest level possible.

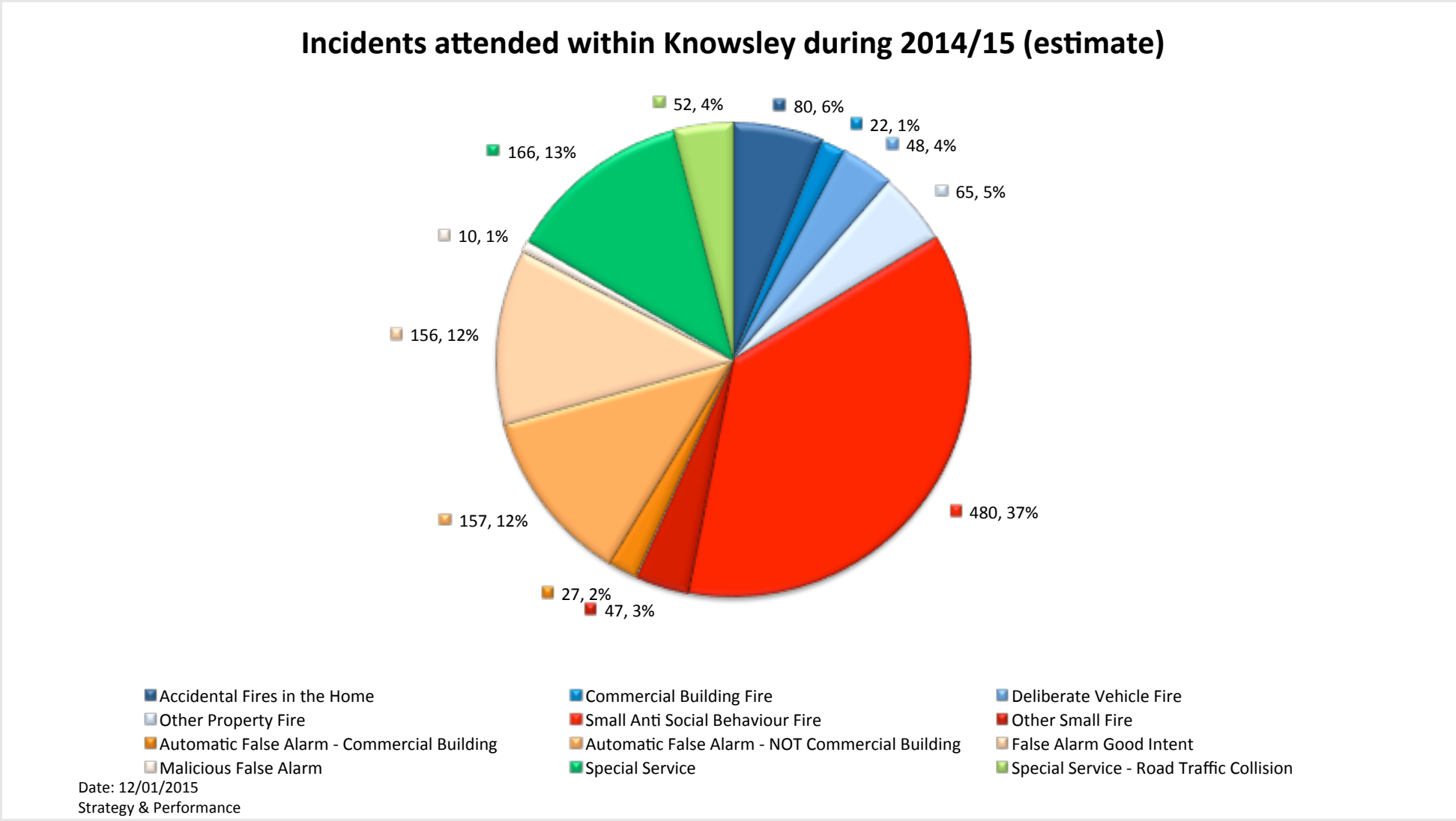
We will continue to work with our colleagues from Merseyside Police to reduce the number of deliberate vehicle fires that we attend across the district. Since 2008, we have seen a year on year decrease in the number of incidents attended, from 188 vehicle fires compared to 39 in 2015 up to February.

Incidents in Knowsley

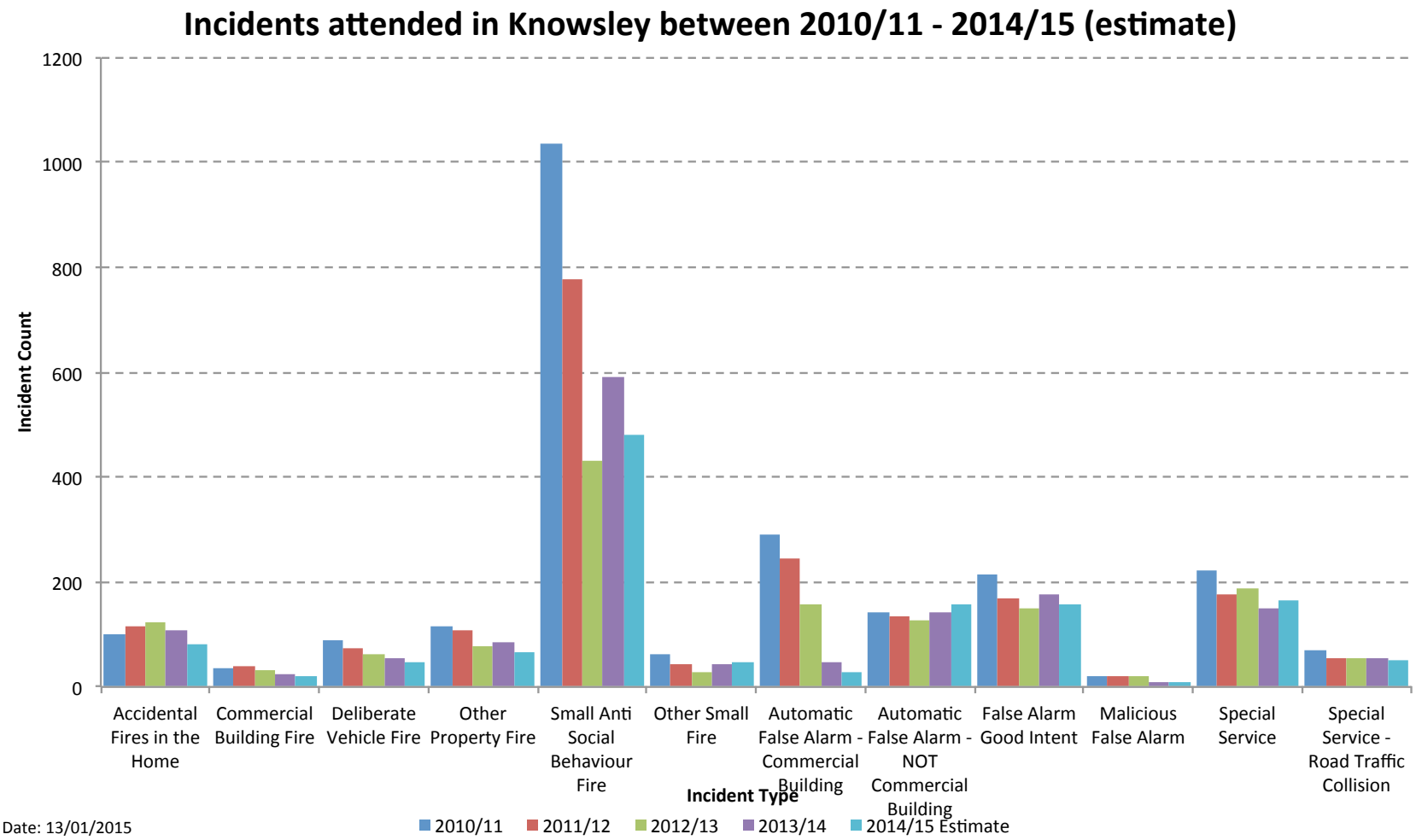
We will continue to support our business partners in the district and the District Manager sits on the Knowsley Business Watch Board, meeting on a monthly basis to improve the local business links in Knowsley.

The introduction of a new work routine on fire stations in January 2014 has assisted the District, Station and Watch Managers in improving performance for 2014/15. We have placed three hours of productive time into the day shift from the night shift. There is a simple expectation that the role of our fire crews on day shifts is externally focused, undertaking training, visiting homes, schools and businesses and engaging with the community; with the night shift covering equipment maintenance, station routines, firefighter fitness and underpinning their knowledge.

Incidents in Knowsley



Incidents in Knowsley



Date: 13/01/2015
Strategy & Performance

Incidents in Knowsley

Incident Type	2010/11	2011/12	2012/13	2013/14	2014/15 Estimate
Accidental Fires in the Home	99	116	125	107	80
Commercial Building Fire	37	41	33	25	22
Deliberate Vehicle Fire	88	74	61	54	48
Other Property Fire	116	107	77	84	65
Small Anti Social Behaviour Fire	1038	778	432	591	480
Other Small Fire	64	44	27	45	47
Automatic False Alarm Commercial Building	292	244	158	49	27
Automatic False Alarm – NOT Commercial Building	143	135	128	143	157
False Alarm Good Intent	216	168	151	177	156
Malicious False Alarm	22	21	19	10	10
Special Service	223	177	187	150	166
Special Service - Road Traffic Collision	71	54	56	53	52
Knowsley	2409	1959	1454	1488	1304

Incidents in Knowsley

Incident Type	40 - Huyton	41 - Whiston	42 - Kirkby	Neighbouring Stations
Accidental Fires in the Home	30	18	24	6
Commercial Building Fire	10	6	9	1
Deliberate Vehicle Fire	20	5	19	3
Other Property Fire	28	7	22	8
Small Anti Social Behaviour Fire	134	81	198	68
Other Small Fire	16	8	17	5
Automatic False Alarm Commercial Building	6	7	9	4
Automatic False Alarm – NOT Commercial Building	49	31	38	40
False Alarm Good Intent	45	36	42	34
Malicious False Alarm	1	0	11	0
Special Service	79	26	49	14
Special Service - Road Traffic Collision	12	9	16	15
Grand Total	431	234	453	197

Incidents in Knowsley

Incident Type	40 - Huyton	41 - Whiston	42 - Kirkby	Neighbouring Stations
Accidental Fires in the Home	7.0%	7.8%	5.4%	3.0%
Commercial Building Fire	2.3%	2.6%	1.9%	0.5%
Deliberate Vehicle Fire	4.6%	2.1%	4.2%	1.4%
Other Property Fire	6.6%	2.9%	4.9%	4.1%
Small Anti Social Behaviour Fire	31.1%	34.6%	43.7%	34.5%
Other Small Fire	3.7%	3.2%	3.7%	2.3%
Automatic False Alarm - Commercial Building	1.5%	3.0%	2.0%	2.0%
Automatic False Alarm – NOT Commercial Building	11.4%	13.2%	8.3%	20.3%
False Alarm Good Intent	10.5%	15.2%	9.3%	17.1%
Malicious False Alarm	0.2%	0.0%	2.3%	0.0%
Special Service	18.4%	11.3%	10.8%	7.2%
Special Service - Road Traffic Collision	2.7%	4.0%	3.5%	7.7%
Grand Total	100.0%	100.0%	100.0%	100.0%

Our Plans for Knowsley

Our Organisational Objectives:

We have a number of Organisational Objectives that we want to deliver for every area of Merseyside. These are:

- To reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour (ASB) working with partners and the community to protect the most vulnerable people in Merseyside
- To provide an efficient and effective response to all emergency incidents, for all risks across all areas of Merseyside
- To maintain and improve staff training, safety and competence to ensure they can safely and effectively resolve all emergency incidents
- To maintain and improve staff health, fitness and welfare, to ensure our staff are the best they can be.

We have talked to our partners and studied our performance last year and we aim to improve outcomes for Knowsley in 2014/15 by focusing on the following areas:

Our Local Actions:

- We will continue to work with key partners to implement risk reduction strategies that have a direct impact upon improving outcomes for Merseyside Fire & Rescue Service . For example, supporting the Safer Knowsley Partnership which will give focus
- to the Hillside Estate in Knowsley and tackling ASB.

- We will look to support the development of the Healthy Homes Team in Knowsley – working with Public Health colleagues will be invaluable in providing us with key data to support our business objectives and identifying those individuals who will need our support in making their homes safer from fire risk.

- Economic growth is important to the borough of Knowsley; we will continue to use the Chamber of Commerce as a platform for engagement with the Business Community – we will support its Business Watch scheme, this approach will provide opportunity for engagement through increased SSRI, training and exercising opportunities and arson risk assessment.

Our Plans for Knowsley

- Young people have a clear role in the development of the borough. We will support this by providing various opportunities. For example, Prince's Trust volunteers, the Beacon Project for 12 to 16-year-olds, Fire Fit Schools and Emergency Service Cadets for 9 to 11-year-olds.

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Operational Preparedness	Maintain and improve staff training, safety and competence	Test Operational Preparedness vs Standard Operating Procedures and Generic Risk Assessment.	Personnel know and understand the pre-planned site specific operational procedures for all risks.	Stations
		Complete all Site Specific Risk Information inspections in line with Service Strategy.	Complete SSRI on sites in District and allocated Merseyside category 1 and 2 sites during 2015/16.	Stations
		Complete all water surveys (hydrant inspections) in line with Service Strategy.	Ensure that water surveys are completed within the prescribed Timescales.	Stations
		All personnel to attend core risk critical assessments courses during the year.	All personnel to attend the core risk critical training (TDA) courses during 2015/16.	Stations
		All personnel to attend core risk critical assessments courses during the year.	All personnel to remain operationally ready through meaningful training and elearn packages.	Stations

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Operational Response	Provide an efficient and effective response to emergency incidents	Ops crew will aspire to achieve an Operational Assurance Team daily audit result of 100%.	Attainment of Operational Performance Team Audit Scores of 80% average for the year.	Stations
		All individual Safe Person Assessments to be completed.	Operational firefighters will demonstrate excellent skills through training audit and assessment.	Stations
		Achieve Alert to Mobile times within prescribed timescale.	Resources will be mobile to calls before 1 minute 54 seconds to ensure the highest levels of response.	Stations

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Operational Response	Provide an efficient and effective response to emergency incidents	Manage and reduce accidents and injuries to the lowest achievable level.	We will ensure compliance with regard to the management of road risk and low speed manoeuvres.	District
		Reduction in Accidental Dwelling Fires (ADFs) through intelligent targeting of high risk or previously unvisited properties for Home Fire Safety Checks (HFSCs).	We will continue to develop and enhance the Knowsley Healthy Homes Team utilising our advocate teams.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Prevention and Protection	Reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour	Reduction in ADFs through intelligent targeting of high risk or previously unvisited properties for HFSCs.	Work with the Stronger Families Team to provide a service to vulnerable families reducing the risk.	District
		Reduction in ADFs through intelligent targeting of high risk or previously unvisited properties for HFSCs.	We will visit schools to deliver key fire safety messages consistent to the Fire Kills calendar.	District
		Seasonal pre-planning and arson/ hate crime risk intelligence led target hardening.	We will plan our activities year-round to respond to seasonal increases in risk.	District
		Seasonal pre-planning and arson/ hate crime risk intelligence led target hardening.	We will work with our partners to reduce anti-social behaviour (ASB) incidents, by maintaining data sharing protocols.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Prevention and Protection	Reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour	Enhance road safety through education and engagement with young drivers most at risk.	Operational crews will deliver road safety education to young people across district aged 17-25 year-olds.	District
		Enhance road safety through education and engagement with young drivers most at risk.	We will establish a local road safety forum with key partners to look at road risk.	District
		Improve business fire safety to comply with Regulatory Reform Order (Fire Safety) 2005.	Fire safety visits will be carried out on care homes by operational crews.	District
		Improve business fire safety to comply with Regulatory Reform Order (Fire Safety) 2005.	Work in partnership with the Knowsley Chamber to promote fire safety among the business community.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Prevention and Protection	Reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour	Improve business fire safety to comply with Regulatory Reform Order (Fire Safety) 2005.	We will use the Business Watch Forum to increase SSRI capture and arson risk assessment.	District
		Improve business fire safety to comply with Regulatory Reform Order (Fire Safety) 2005.	Heritage – we will adopt the "HeritProt" model for Knowsley Hall.	District

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent People	Maintain and improve, staff health, fitness and welfare	Absence to be managed to lowest achievable levels.	Knowsley management team will ensure absence levels are monitored and procedures are adhered to.	District
		Completion of appraisals for all staff in January and February.	Ensure 100% completion of quality Values Based Appraisals at all levels within the district.	District
		Development of staff skills and knowledge through training opportunities.	Training and support will be provided to staff with a focus on quality of service delivery.	District

ST HELENS

Community Safety Plan 2015 -16

Merseyside FIRE & RESCUE SERVICE

Introduction by the St Helens District Manager, Chris Case

Welcome to the Community Safety Plan for St Helens for 2015-16.

working closely with St Helens Council, Merseyside Police, housing providers, the Health Authority, voluntary and faith sectors to deliver improved outcomes for our communities.

For example, we share information and deliver joint working so we can help reduce risks to the most vulnerable people in St Helens.

The aim of this plan is to provide you with an update on our performance and activity from 2014/15 and to provide information on our objectives and the actions we will take during the next year to make St Helens a safer, stronger community. This plan should be read in conjunction with the Merseyside Fire and Rescue Authority (MFRA) Integrated Risk Management Plan 2015-17.

Contained within the Community Safety Plan are our main objectives and how these will be implemented and achieved across the district in 2015/16. Our four main priorities (our Organisational Objectives) are:

Reduce fires, deaths and injuries, road traffic collisions and antisocial behaviour.

1. Provide an efficient and effective response to emergency incidents.
2. Maintain and improve staff training, safety and competence.
3. Maintain and improve, staff health, fitness and welfare.

These priorities are determined by A number of influences, including:

- The Fire and Rescue Services Act 2004.
- The Fire and Rescue National Framework.
- The St Helens Community Safety Partnership Delivery Plan.
- The St Helens Council Plan 2013-2016.

St Helens

St Helens sits on the borders of Cheshire and Greater Manchester with a population of approximately 175,000 people, around 12% of the Merseyside population.

St Helens' history is inextricably linked To the industrial revolution, being the location of the world's first commercial canal and its first passenger railway.

This enabled the town to exploit its natural resources, notably through coal mining, which fuelled significant chemical manufacturing and a world-famous glass industry.

Coal mining and glass manufacturing once employed around 50,000 people, well over half the local population's workforce. However, the industries that built the town have now declined in importance, with over 30,000 jobs lost in the late 1980s.

This fundamental shift in the pattern of employment has been
At the heart of the challenges faced ever since.

According to 2011 Census data, 96.6% of the population are listed as White British, with 1.9% of the population having a Black and Minority Ethnic background (BME) which is lower than the Merseyside average.

St Helens is a district of contrasts in terms of deprivation with 3.4% of the borough falling within the most (0-10%) areas of deprivation in Merseyside, 20.3% falling within the most (0-10%) areas on deprivation in the county. A total of 12.7% of the borough falls within the least deprived areas, with areas of affluence in Rainford, Billinge and Rainhill.

St Helens demographics

Racial Profile				
	District Total	**Percent of District**	**% Merseyside Total**	**Merseyside Total**
White: Total	171,877	98.0	13.2	1,305,303
Mixed/multiple ethnic group: Total	1,179	0.7	5.6	20,954
Asian/Asian British: Total	1,764	1.0	5.8	30,405
Black/African/ Caribbean/Black British: Total	248	0.1	1.7	14,552
Other Ethnic Groups: Total	240	0.1	2.4	9.975
Whole Population	175,308			1,381,189

Health Profile				
	District Total	**Percent of District**	**% Merseyside Total**	**Merseyside Total**
People in very good or good health	134,603	76.8	12.6	1,068,667
People in fair health	26,198	14.9	13.1	199,347
People in bad or very bad health	14,507	8.3	12.8	113,175

St Helens demographics

Age Profile				
	District Total	**Percent of District**	**% Merseyside Total**	**Merseyside Total**
Age 0 to 15	31,925	18.2	13.0	245,247
Age 16 to 25	18,800	10.7	10.6	176,845
Age 25 to 34	21,310	12.2	11.7	181,370
Age 35 to 49	35, 862	20.5	13.4	266,650
Age 50 to 64	34,352	19.6	12.9	265,367
Age 65 to 74	19,314	11.0	15.8	121,961
Age 75 to 84	11,042	6.3	12.7	87,001
Age 85 and over	3,616	2.1	11.6	31,148

District Land Use			
	District Total	**% Merseyside Total**	**Merseyside Total**
Number of Dwellings	78,014	12.9	604,197
Number of Non Domestic Properties	4,371	11.0	39,789
Land only (KM)	136	21.1	645

Rate of Unemployment			
	2011	**2012**	**2013**
Knowsley Demographics	11.60	12.70	11.00
Liverpool Demographics	11.40	11.80	11.80
Sefton Demographics	9.00	9.30	8.50
St Helens Demographics	8.40	9.40	7.40
Wirral Demographics	8.70	9.00	7.00

The Team Your local Management Team for St Helens are:

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District Prevention Manager
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Please quote StHelensPlan15 in correspondence.

The Team

In St Helens we have three fire engines and an aerial platform spread across our stations in St Helens, Eccleston and Newton-le-Willows. This allows us to meet our attendance standards in all areas, although the closest appliance will always be sent to any emergency incident. We work with our neighbouring district in Knowsley as well as the Fire and Rescue Services in Cheshire, Lancashire and Greater Manchester.

These stations are staffed by 60 firefighters and 12 Watch Managers. Our fire engines carry a crew of up to four, plus an officer and hold 1800 litres of water which can be augmented using hydrants. The powerful pumps can deliver up to 4200 litres of water per minute.

The aerial platform is based at St Helens and can reach up to 30 metres to rescue or provide a water jet.

Our engines are some of the best equipped in the country, providing kit to deal with incidents such as fires, road traffic collisions, water rescue, chemical Incidents and rope rescue.

In the St Helens District, a number of partners work alongside firefighters at community fire stations such as the Health Improvement Team and Youth Offending Team.

Our station at Newton-le-Willows accommodates firefighters, paramedics and Ambulance staff working alongside each other to provide the best levels of service possible.

Community Fire and Rescue Stations

St Helens Fire Station is based on Parr Stocks Road and has a fire engine and aerial platform. Covering the areas of Bold, Sutton, St Helens Town Centre, Blackbrook, Billinge and Seneley Green. The station is staffed 24/7 by highly trained firefighters.

The diverse station area has a large number of industrial areas to cover, as well as several railway lines, canals and high speed road routes such as the St Helens Linkway, the M62 and East Lancashire Road.

The St Helens Rugby Stadium at Langtree Park is close to the Fire Station. The Community Prevention Team is based at the station and they work with partners to assist the most vulnerable in our community.

Our Anti-Social Behaviour and Arson Reduction Team work with the Police and the local council to target criminal behaviour, the biggest cause of fire in St Helens and they work to protect those threatened by the use of fire as a weapon.

The Community Protection Team work with local businesses to improve business fire safety.

Community Fire and Rescue Stations

Newton-le-Willows Fire Station is located on Borron Road in Newton on a site that has seen three previous stations before the current new station was built in 2012.

The station has a single fire engine covering the areas of Newton, Earlestown and Haydock. The station area is bordered by Greater Manchester and Cheshire Fire and Rescue Services with whom we train and have cross border emergency arrangements.

Newton-le-Willows is a mainly residential area with some areas of farmland. In Haydock, there are large industrial and commercial estates in the area.

The teams are often called to deal with traffic accidents and emergencies on the road network with the East Lancashire Road, M6 and M62 running through the area.

Community Fire and Rescue Stations

Eccleston Fire Station is located at Millfields alongside Mill Dam and is staffed 24/7 by highly trained firefighters. A single engine covers the areas of Thatto Heath, Eccleston, Windle, Moss Bank and Rainford.

The station area incorporates over 22,000 properties as well as major road infrastructures, railways, industrial factories, inland water risks, colleges and St Helens Town Centre, extending up to Rainford Junction where we border with Lancashire Fire and Rescue Service.

The station area is mainly residential but there are some significant areas of farmland.

Our Prevention and Protection Teams, based at St Helens Community Fire Station, work throughout The St Helens District.

Our Performance 2014/15

We have seen another reduction in the number of accidental fires in people's homes and an increase in the number of house fires where a smoke alarm activated and allowed the occupants to make a safe escape. We have also seen continued reductions in the number of calls to false alarms triggered by automatic fire alarms following the introduction of a new system to challenge such calls and ensure that valuable resources are maintained for real emergencies, training and prevention work.

Our operational crews carried out **5,741** home fire safety visits, offering advice and assistance to people to help to protect them from the dangers of house fires.
Our prevention teams have visited **971** homes and provided direct intervention to the most vulnerable people in our communities to protect them from the dangers of fire in the home.

During 2014, St Helens Protection Department completed 265 audits, resulting in nine interventions by way of five Enforcement Notices and four Prohibition Notices.

Following previous incidents where young people had been seriously injured or killed in swimming accidents in areas of unsupervised open water, our crews maintained a high presence at such areas during the summer months, engaging with young people and offering advice. During the bonfire period, we worked with our partners on Operation "Good Guy" to reduce the impact of Halloween and Bonfire on our communities and reduce the number of small fires attended.

Throughout the months of October and November, our Prevention Team, operational crews, Neighbourhood Firefighters and volunteers worked alongside partners from the Police, local authority and housing providers to remove combustibles, educate school children and reduce the risk to communities.

Our teams removed over 36 tonnes of rubbish from the St Helens area, engaged with 9,800 school children and staged a number of events to provide diversionary activities for children who may be tempted to engage in anti-social behaviour.

"Carn'Evil" took place again this year at St Helens Community Fire Station on Parr Stocks Road, which included the famous Zombie Scare House, inflatable activities and games for over 350 young people.

Our Performance 2014/15

Our biggest challenge for 2015/16 is to reduce the number of small fires caused by anti-social behaviour.

We saw an overall decrease in Deliberate secondary fires over the 2014/15 period but, despite this, we witnessed an increase of 31 incidents over the Bonfire period.

A new Joint Action Group was formed in 2014, the Local Roads Policing Group, to tackle a recent rise in road traffic collisions.

We, along with police and the local authority, are delivering a co-ordinated approach to accident reduction within a policy of education, engineering and enforcement solutions.

Our Operational Crews have completed a number of complex operational exercises within the district and in partnership with our neighbouring fire and rescue services.

Key exercising in 2014/15 was focused on residential property fire, water rescue and road traffic collisions in conjunction with Cheshire, Greater Manchester and Lancashire, to reflect the need for cross border reinforcement when required.

Priority was also given to specific multi-agency collaboration, alongside the police and the North West Ambulance Service NHS Trust, on such issues as public order exercises and interoperability practice.

We have continued our partnership with St Helens College, accommodating 16 public service students who have become student firefighters, attending practical training sessions alongside firefighters at St Helens and volunteering to assist our prevention teams to deliver interventions to vulnerable people.

Incidents in St Helens

The stations saw an overall reduction in the number of calls for service in 2014.

Number of Calls 2014/2015

We had one fatality in 2014 in Eccleston. A reassurance and fire safety campaign was carried out following the incident. During the campaign, we visited 241 properties and completed 93 Home Fire Safety Checks in Eccleston.

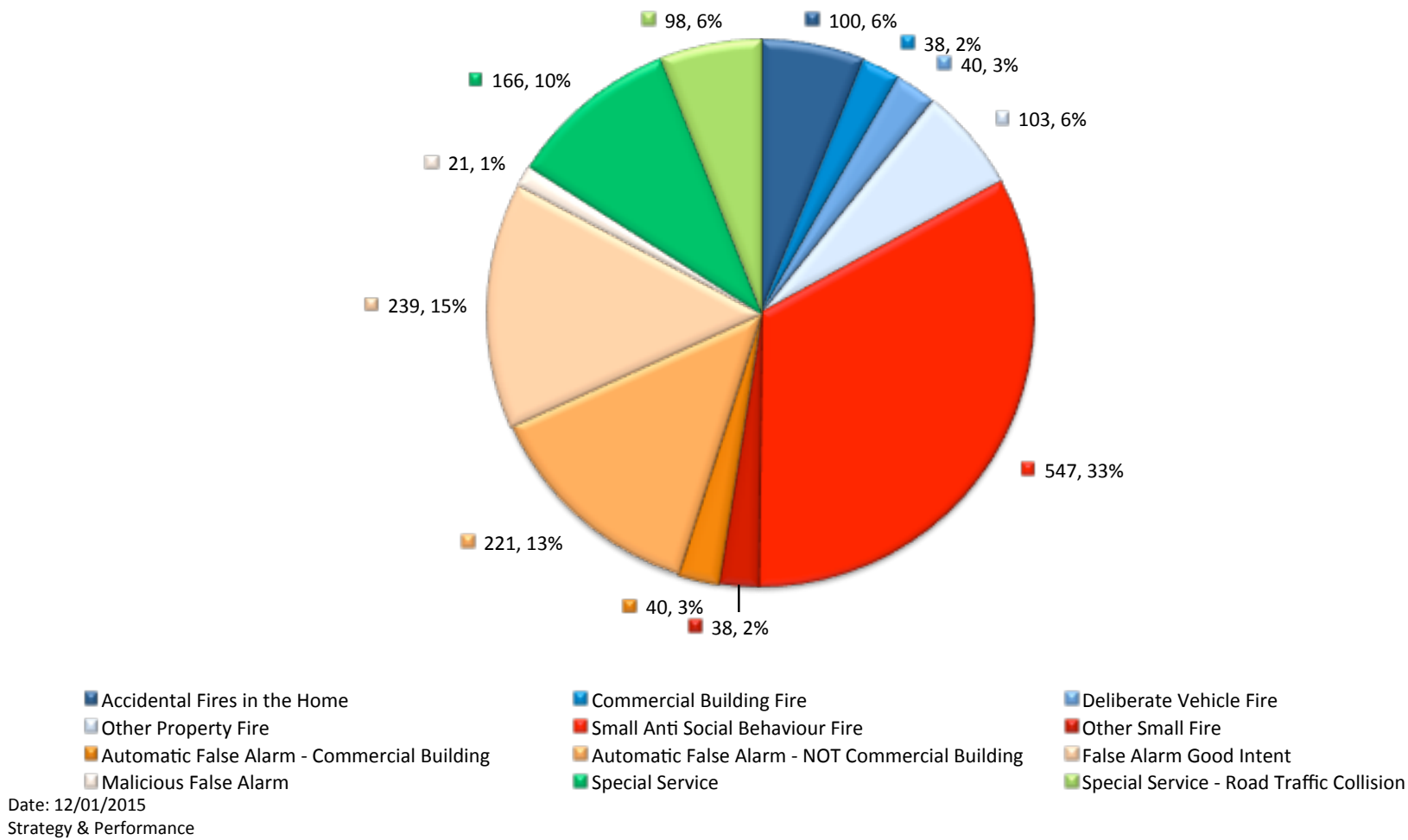
As detailed in our performance, We saw a significant increase in the number of arson fires we attended due to anti- social behaviour over the bonfire period in 2014. This stands as our biggest challenge for the coming year.

Continue to attend incidents requiring rescue as a result of road traffic collisions, particularly on the M6 and M62 motorways. We also experienced a number of significant incidents involving hazardous substances at local commercial premises and the M6 motorway, both resulting in a substantial interruption and temporary closure.

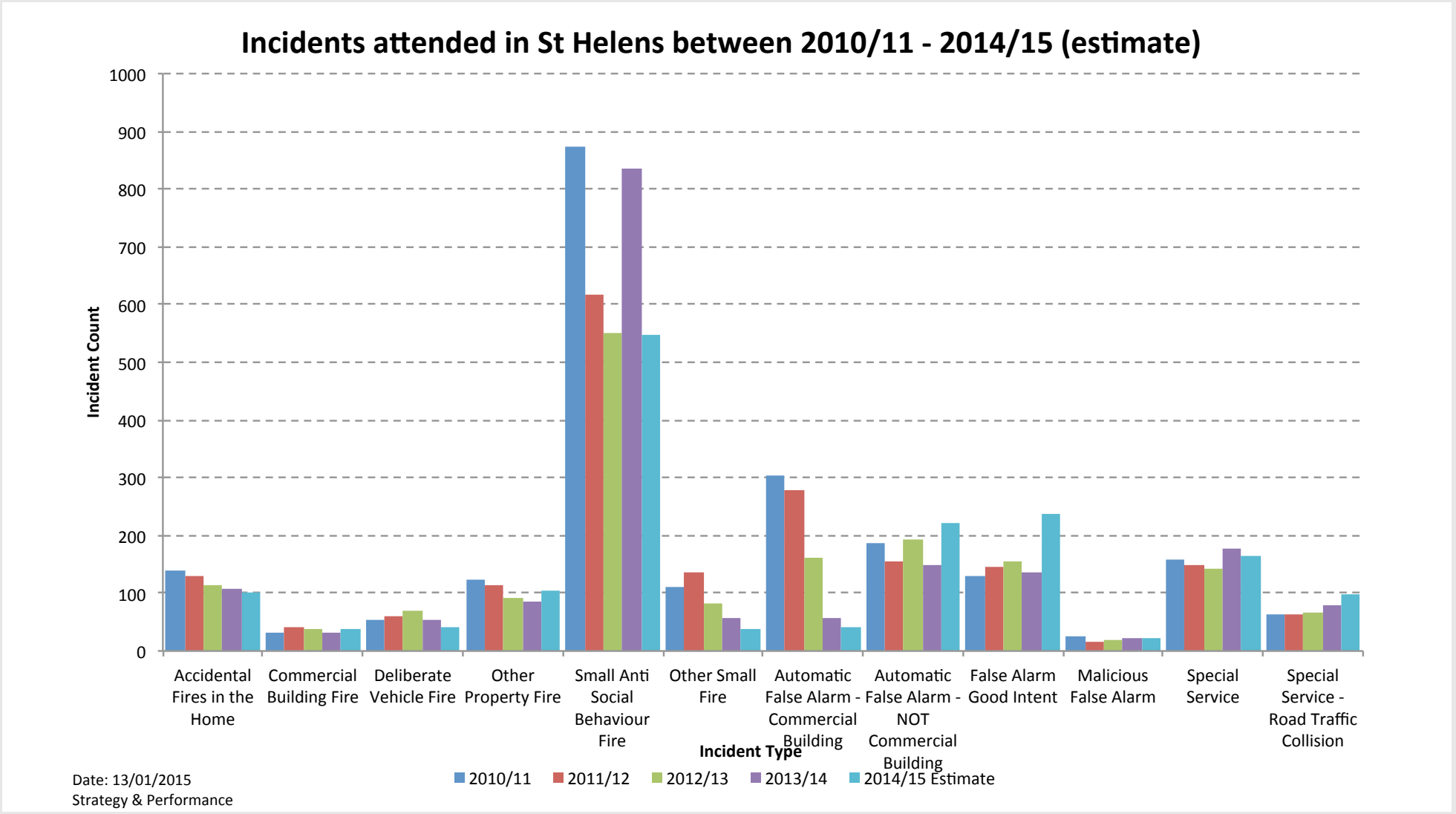
Through sharing of information and joint action and initiatives, we have created specific responses with partners to the increases in arson and the continued concerns of road safety.

Due to the number of accidental fires that have occurred in food outlet premises, St Helens Protection team will work in conjunction with Environmental Health to identify any premises of concern. In addition, operational crews will programme visits to these premises and liaise with Protection as required.

Incidents in attended in St Helens



Incidents in attended in St Helens



Incidents in attended in St Helens

Incident Type	2010/11	2011/12	2012/13	2013/14	2014/15 Estimate
Accidental Fires in the Home	140	131	114	108	100
Commercial Building Fire	31	42	38	31	38
Deliberate Vehicle Fire	55	60	70	55	40
Other Property Fire	122	115	93	85	103
Small Anti Social Behaviour Fire	873	618	550	834	547
Other Small Fire	110	135	83	57	38
Automatic False Alarm – Commercial Building	304	279	162	57	40
Automatic False Alarm – NOT Commercial Building	187	156	192	150	221
False Alarm Good Intent	131	147	154	137	239
Malicious False Alarm	27	15	18	22	21
Special Service	159	149	142	177	166
Special Service - Road Traffic Collision	64	62	68	80	98
St Helens	2203	1909	1684	1793	1622

Incidents in attended in St Helens

Incident Type	50 - St Helens	51 - Newton Le Willows	52 - Eccleston	Neighbouring Stations
Accidental Fires in the Home	47	15	35	6
Commercial Building Fire	19	8	11	0
Deliberate Vehicle Fire	27	5	9	0
Other Property Fire	49	21	29	4
Small Anti Social Behaviour Fire	318	96	121	14
Other Small Fire	17	8	12	1
Automatic False Alarm – Commercial Building	20	7	10	2
Automatic False Alarm - NOT Commercial Building	98	32	73	20
False Alarm Good Intent	129	39	66	8
Malicious False Alarm	14	3	4	0
Special Service	81	38	38	11
Special Service - Road Traffic Collision	48	27	16	8
Grand Total	867	299	422	72

Incidents in attended in St Helens

Incident Type	50 - St Helens	51 - Newton Le Willows	52 - Eccleston	Neighbouring Stations
Accidental Fires in the Home	5.5%	4.9%	8.2%	7.6%
Commercial Building Fire	2.2%	2.7%	2.5%	0.0%
Deliberate Vehicle Fire	3.1%	1.8%	2.1%	0.0%
Other Property Fire	5.7%	7.1%	6.9%	5.5%
Small Anti Social Behaviour Fire	36.6%	32.0%	28.5%	19.4%
Other Small Fire	1.9%	2.8%	2.7%	1.7%
Automatic False Alarm – Commercial Building	2.4%	2.3%	2.4%	2.3%
Automatic False Alarm - NOT Commercial Building	11.3%	10.7%	17.3%	27.0%
False Alarm Good Intent	14.9%	13.0%	15.6%	11.1%
Malicious False Alarm	1.6%	1.0%	0.9%	0.0%
Special Service	9.3%	12.6%	8.9%	15.0%
Special Service - Road Traffic Collision	5.5%	9.2%	3.9%	10.4%
Grand Total	100.0%	100.0%	100.0%	100.0%

Our Plans for St Helens

Our Organisational Objectives:

We have a number of Organisational Objectives that we want to deliver for every area of Merseyside. These are:

To reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour working with partners and the community to protect the most vulnerable people in Merseyside.

To provide an efficient and effective response to all emergency incidents, for all risks across all areas of Merseyside.

To maintain and improve staff training, safety and competence to ensure they can safely and effectively resolve all emergency incidents.

To maintain and improve, staff health, fitness and welfare to ensure our staff are the best they can be.

We have talked to our partners and studied our performance last year and we aim to improve outcomes for St Helens in 2015/16 by focusing on the following areas:

In response to the fact that the majority of our accidental dwelling fires are either as a result of an electrical appliance or within the kitchen, operational crews and the Prevention Team will be focusing on these areas during Home Fire Safety Checks in an effort to educate the occupiers on kitchen and electrical safety.

Following a number of fires in premises used for food preparation, and subsequent involvement of integral residential property, operational crews will be visiting such properties to deliver Home Fire Safety Checks and ensure timely referrals to our Protection Unit for any commercial advice and action.

Following the increase in anti-social behaviour fires, we will use an intelligence-led approach in targeting our resources and work in partnership with Merseyside Police, the local authority, Helena and other housing providers, in a bid to reduce such incidents.

We will continue to work in partnership with Merseyside Police and the Local Authority Road Safety Team within a dedicated Joint Action Group to address Road Traffic Incidents.

We will continue to support St Helens College and the Public Uniform Services Course.

We will also look to develop and implement the national cadets programme at St Helens Community Fire Station.

We will continue to attend the enforcement building control forum on a bi-monthly basis to discuss problem buildings within the district.

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Operational Preparedness	Maintain and improve staff training, safety and competence	Test Operational Preparedness vs Standard Operating Procedures and Generic Risk Assessment.	Crews will identify the local risks and priority sites for exercising within the district.	District
		Complete all Site Specific Risk Information (SSRI) inspections in line with Service Strategy.	Complete assurance audits with an aspiration for achievement of 100% and continued improvement.	Stations
		Complete all water surveys (hydrant inspections) in line with Service Strategy.	Ensure that all water surveys are completed within prescribed timescales.	Stations
		All personnel to attend core risk critical assessments courses during the year.	Enhance capability in CPL, BFU, HVP and HDIM.	Stations

Action Plan 2015/16

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Operational Preparedness	Maintain and improve staff training, safety and competence	All personnel to attend core risk critical assessments courses during the year. All personnel to complete allocated Learnpro packages and on line assessments.	Ensure effective cross border training with Lancashire, Cheshire and Greater Manchester Services. All personnel to complete allocated Learnpro assessments and achieve required pass mark.	Stations Stations

Action Plan 2014/15

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Operational Response	Provide an efficient and effective response to emergency incidents:	Ops crew will aspire to achieve an Operational Assurance Team daily audit result of 100%.	Complete assurance audits with an aspiration for achievement of 100% and continued improvement.	Stations
		Ops crew will aspire to achieve an Operational Assurance Team daily audit result of 100%.	Integrate flood risk awareness into local audits and exercises.	Stations
		All individual Safe Person Assessments (SPAs) to be completed.	All personnel to complete allocated Safe Person Assessments (SPAs).	Stations
		Achieve Alert to Mobile times within prescribed timescale.	Watch Managers to ensure response to operational incidents are within defined targets.	Stations
		Manage and reduce accidents and injuries to the lowest achievable level.	Ensure both competence and fitness to respond to all risks efficiently and safely.	District

Action Plan 2014/15

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent Prevention and Protection	Reduce fires, deaths and injuries, road traffic collisions and anti-social behaviour:	Reduction in the number of accidental dwelling fires and Reduction in Accidental Dwelling Fires (ADFs) through intelligent targeting of high risk or previously unvisited properties for Home Fire Safety Checks (HFSCs).	Prevention will be sharing information with partners to ensure Develop data sharing with partners, utilise weekend campaigns and "hotspot" response to incidents.	District
		Seasonal pre-planning and arson/hate crime risk intelligence led target hardening.	Joint Agency Seasonal Plans, Significant event Reporting and diversionary tactics.	District
		Enhance road safety through education and engagement with young drivers most at risk.	RTC Packages for schools, colleges and young offenders, develop local road safety partnership.	District
		Improve business fire safety to comply with Regulatory Reform Order (Fire Safety) 2005.	Partnership with St Helens Chamber, Reduce Automatic Fire Alarm (AFA) actuations, joint approach to SSRI.	District

Action Plan 2014/15

Strategic Aim	Organisational District Plan Objective	Organisational Actions	Local Actions	Location
Excellent People	Maintain and improve, staff health, fitness and welfare:	Absence to be managed to lowest achievable levels.	Team absence to be discussed in 1-2-1s with Station Manager/ Watch Manager, oversight through District Management Team.	District
		Completion of appraisals for all staff in January and February.	100% completion of Appraisals to be achieved.	District
		Development of staff skills and knowledge through training opportunities.	All requirements resulting from Appraisals to be archived where possible to promote progression.	District

Equality Impact Assessment (EIA) Reporting Form

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

Section 1: EIA Details

1.1) Author	Kay, Paul
1.2) Responsible Officer	
1.3) Function	Strategy and Performance
1.4) Department	Operational Assurance
1.5) What is the status of this EIA? If "Revision" is selected, please ensure "1.7) Date of EIA" is revised and "1.5.1) Which sections have been revised?" is completed.	New
1.6) Title of EIA	Liverpool Community Safety Plan
1.7) Date of EIA	30/01/2015
1.8) What does the EIA relate to?	Policy
1.9) Title reference of SI/policy/report/event/project	
1.10) SI Policy Number of SI/policy/report/event/project	

Section 2: Initial Assessment

2.1) What are the legitimate aims or purposes of the SI/policy/report/event/project?

MFRS Liverpool District has developed a Community Safety Plan that underpins and actions the aims and objectives of MFRS IRMP 2013-16.

Liverpool District will engage with its workforce, partners, stakeholders and local communities to deliver the district plan with the aim of reducing risk as determined by MFRS specific priorities to every person who resides, works or visits Liverpool district.

Liverpool District will consistently monitor and evaluate the plan and the districts performance to ensure all objectives are met and work with partners to build safer stronger communities

2.2) Who will be affected? MF&RS Staff & Members of the Public

2.3) Which of the protected groups below does this impact on for an initial assessment?

Protected Characteristics	Positive Impact	Negative Impact	Neutral
Age	◉	○	○

Sex	◉	○	○
Race	◉	○	○
Disability	◉	○	○
Religion & Belief	◉	○	○
Gender Reassignment	◉	○	○
Marriage & Civil Partnership	◉	○	○
Pregnancy and Maternity	◉	○	○
Sexual Orientation	◉	○	○
Socio-Economic Disadvantage	◉	○	○

2.4) Has there been any positive or negative impact identified as part of the Initial Assessment for this SI/Policy/report/event/project? ◉ **Yes** ○ **No**

2.5) Please supply supporting comments as to why you feel there is no positive/negative impact caused as part of the Initial Assessment for this SI/Policy/report/event/project?

Section 3: Monitoring

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

3.1) What monitoring data have you considered?

Plus Dane Housing
Housing Association
Properties owned by the housing association
Liverpool Direct (Revs and Bens)
Benefits
Individuals known to revenue and benefits filtered by over 60
Liverpool Direct (Revs and Bens)
Benefits
Individuals known to revenue and benefits filtered by disability
Liverpool Direct (Revs and Bens)
Benefits
Individuals known to revenue and benefits filtered by lone parents
Liverpool Direct (Revs and Bens)
Benefits
Individuals known to revenue and benefits filtered by lone occupants
Liverpool Direct (Revs and Bens)
Benefits
Individuals known to revenue and benefits filtered by employment support allowance claimants

Liverpool DASS
Adult Social Services
Residents known to Adult Social Service
Liverpool Community Health
Health
Residents known to LCH

HFSC Data provided by FSD

Liverpool District sourced information provided by MFRS Knowledge and Information relating to Accidental Dwelling Fires,
ASB fires, Non domestic property fire, Other property fire, AFA's and RTC's
Troubled families
Local resilience Forum
Hate Crime JAG

3.2) What did it show in relation to Equality Impacts?

Home Fire safety checks remain the primary focus within Prevention activities for all operational and prevention staff. Liverpool have completed 10414 HFSC's to date, of which 2927 were high risk, 4705 were medium risk and 2782 low risk.

Targeted campaigns across the district focussing on the most vulnerable people in the most vulnerable areas have resulted in a dramatic decrease in Accidental dwelling Fires across the district. Liverpool will continue to adapt and improve the campaigns to deliver the positive outcomes.

Liverpool have consistently sought to reduce ASB fires and have worked with partners and the local communities to ensure the lowest recorded figures in 5 years.

we work with the ASB strategy partnership which focusses resources to protect vulnerable victims as per changes in ASB statute

3.3) What future monitoring of effects/outcomes will be recorded?

Liverpool will work with partners and record and monitor all data relating to community activity. All information recorded will assist in tailoring campaigns within the district and station boundaries.
Liverpool district Management team will meet with Merseyside Police monthly to discuss community threat assessment and act upon all shared information.

Liverpool have worked with the strategic families group to embed the Early Help Assessment Tool, (EHAT) in order to protect children, young people and families through pro active help and support.

Section 4: Research

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

4.1) What research have you considered?

Full review of Service incident statistics and Local performance indicators. Full consultation with partners and community groups collating both qualitative and quantitative data. See appendix for minutes and actions of consultation.

4.2) What did it show in relation to Equality Impact?

MFRS have targeted the most vulnerable people and BME groups in the most vulnerable areas utilising service assets efficiently and effectively which has seen ADF' and secondary class fires reduce.
The engagement with partners (citysafe safer stronger team) highlighted the changes in community demographics due to the transient nature of ethnic groups within the EU.

4.3) What did the exercise tell in relation to Equality Impact?

the equality impact assessment must be continually reviewed and kept as a live document/ the Liverpool district management team will take an organic approach to the EIA based upon the information provided by internal and external sources.

Section 5: Consultation

Summarise the opinions of any consultation. Who was consulted and how? (This should include reference to people and organisations identified in 3.2). Outline any plans to inform consultees of the results of the consultation.

5.1) What Consultation have you undertaken to help identify any further equality issues?

**Liverpool District has built up a strong network of partners and has sought consultation with each group on a strategic, tactical and operational level. we believe it is vitally important that to achieve our outcomes all parties are given the opportunity to share, inform and educate Liverpool's district plan.
Liverpool held several meetings that provided statistical evidence (Qualitative and quantitative sources) relating to 2014/15 performance and set out the district priorities and objectives for 2015/16 plan. All partners were encouraged to comment and provide feedback to ensure best practice can be achieved.
this is evidenced by the comments provided by key individuals/stakeholders.**

5.2) What did it say?

The consultation process underlined the commitment from partners, the third sector and community groups to collaborative working. This is evidenced in the Liverpool Community Safety Plan via local actions and ongoing communication and partnership working. See appendix

5.3) Which Groups/persons?

**The Liverpool City Council
Merseyside Police
Liverpool Health improvement and better lifestyles
Local Resilience Forum
Liverpool Safer Stronger communities
Liverpool ASB Strategy Group
Liverpool Community Cohesion and Hate Crime (Chair Emily Spurrell)**

Merseyside PCC Office.
Liverpool Clinical Commission Group
Youth Offending Service
Liverpool Mutual Homes
SLH
LCC Neighbourhood Management Team
Liverpool Healthy Homes
Other RP's
Strategic Families Group (EHAT)
Liverpool Safeguarding Adults Board and performance sub group
Internal Staff consultation with operational crews, Prevention/Protection teams and other duties staff.

Section 6: Conclusions

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

(a) Age

Young people
Young people aged between 10-19 account for 13% of Liverpool's population, (58,895) ASB fires can often be attributed to this age range, therefore Liverpool will engage with its local partners and deliver initiatives utilising the Fire Fit brand to reduce ASB within the district targeting key times of the day and school holidays. Operational Crews will also undertake intelligence led patrols working with local Neighbourhood Police to identify hotspot areas and have a presence in those area and engage with young people in a positive way who may be at risk of engaging in anti-social behaviour.

Liverpool's Prevention Team will continue to deliver the FACE Programme (Fire Awareness Child Education) to engage with young people who are partaking in fire setting behaviour, whether this be a fascination within the home, or fire setting within the local community.

In 2015, Prevention Liverpool will take on four young Apprentice Community Safety Advisors from the Liverpool area which will assist us to understand and provide effective services to young people as well as provide experience and development opportunities for young people. The apprentices will work with the Liverpool Prevention Team for a period of 12 months.

Middle aged People
Liverpool will deliver monthly campaigns in line with the Fire Kills calendar and the diversity calendar which will aim to target the most vulnerable people at key times of the year.

Older people
Liverpool District has an older person population of 65,000 accounting for 14% of the population. Liverpool Prevention and Operational Fire Crews will undertake seasonal campaigns delivering key messages at key times of the year to ensure Accidental Dwelling Fires remain low across the district. Age is a key determinant of risk in the district vulnerable persons index

In addition, we will continue to develop our work around data sharing with partner agencies in the Liverpool District to identify vulnerable people and targeting HFSC's to those most at risk of dying in fires.
Campaigns will focus specifically on elderly people and share relevant information with partners

The overall aim of Liverpool's district plan is to ensure that all age groups within the

family and community are aware of the message MFRS delivers and thus ensure safer stronger communities
MFRS are embedded within the Liverpool safeguarding boards. examples of joint working being data sharing with vulnerable adults board for VPI and EHAT being embedded for children, young people and families.

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

At 9.7%, Liverpool has significantly more people claiming Employment support Allowance than the north west average. Of these 7.5% have been claiming for over 5 years.

22.5% of Liverpool's population is classed as having a Disability or long term illness that affects their day to day activities to some extent according to the ONS census 2011. This is higher than the Northwest benchmark at 20.3%.

Liverpool's Community Safety Plan will have a positive impact on those with disabilities and poor health. These problems are often linked closely with fire risk and data shows that people with disabilities are more at risk of suffering an Accidental Dwelling Fire and associated injury . We will continue to target our resources and provide services to those at higher risk of fire. The Liverpool Prevention Team will continue to develop partnerships and receive high risk referrals from key health and social care agencies in Liverpool.

Working with partners we will continue to further refine our data sharing to develop a Vulnerability Profile for the city which will allow us to deliver appropriate interventions and support to those affected by Disability . This will be managed through seasonal campaigns and thematic initiatives guided by the diversity calendar.

The Liverpool Prevention team will continue to provide and install special smoke detectors consisting of a vibrating pad for under a pillow and a strobe light to alert those who cannot hear a standard smoke detector.

Liverpool district will utilise Fire Fit to integrate able and non able bodied members of the community to come together and participate in physical activity and sport.

Liverpool District will continue to work with Daisy UK and promote Blue Light games, promoting an understanding of disabled sports to the public sector organisations.

MFRS sits on the Hate crime JAG, which takes a multi agency approach to protecting vulnerable people.

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

At 11%, Liverpool has double the number of residents with black, minority ethnic background. The figures show Black African , Chinese and Indian as the 3 most popular ethnic minority groups in the district . There is a significant Black African population in the Toxteth station area, and there are also significant numbers of foreign students attending university within the city representing many different diverse ethnicities and cultures

In Toxteth we will work with the Fire Fit Hub Manager to engage with all sectors of the community and all age groups to maximise the benefit of the Hub and promote community cohesion.

Elsewhere we will work with Registered Providers, university managers and other partner groups to deliver timely interventions and supporting informational material in a range of languages. The employment of advocates from different ethnic backgrounds assists MFRS in achieving this objective.

The provision of Safe Havens at all our Liverpool stations will have a positive impact on all BME groups who may feel threatened or at risk of violence and can seek safe refuge at a local Fire Station until further assistance arrives.

Liverpool district will seek to build strong relationships with all groups through initiatives linked to the diversity calendar. All activity will be driven predominantly by campaigns
We continuously engage with under represented groups via the Liverpool Community Cohesion Forum.
MFRS sits on the Hate crime JAG, which takes a multi agency approach to protecting vulnerable people.

(d) Religion or Belief

MFRS data does not indicate religious belief as increasing individual risk and there were no issues raised by our partners to suggest that religious faith identified individuals as vulnerable to accidental dwelling fires. Our home fire safety strategy reflects a non-discriminatory approach to proactive community fire safety. Should any issues be identified during a visit we will take appropriate action, including working with partner agencies to resolve any issue. HFSC campaigns directed by the Diversity calendar will target specific groups to inform and educate around fire safety. There has been evidence that religious belief and faith can make an individual more likely to be the victim of a hate crime. As such, we will further strength our partnership working to ensure referral pathways are effective.
Liverpool will look to work with the Equality and Diversity Department to build strong links with Faith groups within Communities and seek guidance on how best to engage with the different faith groups.
We will continue to provide arson risk assessments and target hardening where appropriate to those who may be targeted due to hate crime as a result of their religion or belief.

The provision of Safe Havens at all our Liverpool stations will have a positive impact on all faiths and religions who may feel threatened or at risk of violence and can seek safe refuge at a local Fire Station until further assistance arrives.

All Liverpool Operational Fire Crew will continue to receive Hate Crime Training delivered by Prevention Staff to enable them to gain a better understanding into how members of the public are affected by hate crime and the role that MFRS plays in tackling hate crime.
We continuously engage with under represented groups via the Liverpool Community Cohesion Forum.
MFRS sits on the Hate crime JAG, which takes a multi agency approach to protecting vulnerable people.

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

MFRS data does not indicate that sex, pregnancy etc. is increasing in terms of individual risk, and there were no issues raised by our partners to suggest that sex identified individuals as vulnerable.

Our home fire safety strategy reflects a non-discriminatory approach to proactive community fire safety. Should any issues be identified during a visit we will take appropriate action, including working with partner agencies to resolve same.

There has been evidence that sex (gender reassignment) can make an individual more likely to be the victim of a hate crime. As such, we will further strength our partnership working to ensure referral pathways are effective. Further, our crews and prevention teams will develop relationships with community groups to raise awareness of fire safety.

All Liverpool Operational Fire Crew will continue to receive Hate Crime Training delivered by Prevention Staff to enable them to gain a better understanding into how members of the public are affected by hate crime and the role that MFRS plays in tackling hate crime.

Liverpool District plays an active role in the Domestic Violence MARAC (Multi-Agency Risk Assessment Conference) and will continue to support this process.

Liverpool Operational crews and Prevention/Protection staff will also continue to promote the Men against Violence campaign

The provision of Safe Havens at all our Liverpool stations will have a positive impact on women and those who feel at risk who may be at risk of violence who can seek safe refuge at a local Fire Station until further assistance arrives.

The Liverpool Prevention Team will continue to strengthen its partnership and work closer with Children's Family Service Team who look after teenage mums from 12 weeks into their pregnancy to 2 years old.

MFRS sit on the violence against women and girls strategic group.

(f) Sexual Orientation

Sexual orientation was a factor in one percent of hate crimes involving the fire service. There has been evidence that sexual orientation can make an individual more likely to be the victim of a hate crime. As such, we will further strength our partnership working to ensure referral pathways are effective. Further, our crews and prevention teams will develop relationships with community groups to raise awareness of fire safety.

All Liverpool Operational Fire Crew will continue to receive Hate Crime Training delivered by Prevention Staff to enable them to gain a better understanding into how members of the public are affected by hate crime and the role that MFRS plays in tackling hate crime. The provision of Safe Havens at all our Liverpool stations will have a positive impact on all LGBT Groups who may feel threatened or at risk of violence and can seek safe refuge at a local Fire Station until further assistance arrives.

Liverpool District will also continue to work and promote Pride and all LGBT events
We continuously engage with under represented groups via the Liverpool Community Cohesion Forum.
MFRS sits on the Hate crime JAG, which takes a multi agency approach to protecting vulnerable people.

(g) Socio-economic disadvantage

Liverpool remains the most deprived borough in England and has high levels of deprivation, poor health and high unemployment. At 20.6% Liverpool has double the north west average of population reliant on benefits. It also has a higher proportion of single parent families who are unemployed.

Liverpool has a significantly higher proportion of its small areas, known as Lower Super Output Areas (LSOAs), in the higher deprivation areas than any other core city (22 out of 100 nationally). MFRS data shows that on their own, each of these factors increases an individual's risk of suffering an ADF and associated injury and collectively they increase that risk significantly. Working with partners we will further develop the vulnerable person's index to target the most vulnerable to fire. We will also use our location based customer insight analysis to identify areas of highest risk.

Section 7: Decisions

If the SI/policy/report/event/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 SI/policy/report/event/project needs to be objectively justified as being an appropriate and necessary means of achieving the legitimate aim set out in 3.1

It is not necessary to change the Liverpool community safety plan as it will have a positive impact on a number of groups, who are identified as being at a higher risk of being involved in incidents. For 2015-16, Liverpool stations will adopt a SMART approach

and respond to the needs of their local communities. The Liverpool CS delivery plan has outlined key priorities as follows:

We will continue to deliver MFRS's Organisational Aims and promote and understand the strategic priorities of key partners through contact at a strategic, tactical and operational level. As a district collectively we will monitor and review to ensure outcomes are achieved

We will continue to mutually share information with partners at a local level assisting in the identification of vulnerable persons within Liverpools communities and deliver bespoke Home Fire Safety campaigns to reduce accidental dwelling fires. we will work with local partners, schools and the local community to reduce road traffic collisions through information, education and nationally promoted campaigns. we will also deliver bespoke campaigns targeting specific areas at specific times of the year to reduce anti-social behaviour and secondary class fires.

We aim to enhance our contribution to collaborative working through the promotion and delivery of local, national and seasonal safety campaigns, linked to recent and historical data. we will utilise the Fire Kills calendar, Diversity calendar and work with local communities on the matters that affect them most.

We will continue to support and deliver both fire related and community engagement activities within the community to promote joint initiatives. we will utilise the Fire Fit brand to reach out and engage with young people in the community

We will continue to deliver educational workshops to our partner organisations and within the community to identified vulnerable groups.

We will work with the public, private, voluntary and faith sectors to build relationships at a local level to identify joint training, familiarisation and SSRi opportunities to ensure our own staff are provided with the a high level of training, information, and equipment to ensure they can safely and effectively resolve all emergency incidents.

We will identify void properties and build-up of combustibles through Fly Tipping Reports and refer through to the appropriate partner organisation for action.

We will continue to support the Liverpool business community in reducing the impact of fires on commercial premises by integrating MFRS protection department.
Liverpool will continually assess the work being carried out by all departments and encourage peer review from fellow districts within Merseyside to share good practice.

Liverpool will take a key role in using intelligence across the partnership to reduce ASB and the impact that it has on the most vulnerable.

Liverpool District Management team will act as leaders and positively influence the wider determines framework via strategic partnership networks.

Section 8: Actions (Admin Use Only)

8.1) Actioned Required ○ **Yes** ○ **No**

8.2) Details of Action Required

8.3) DAG Consultation Required	○ **Yes** ○ **No**
8.4) Approved	○ **Yes** ○ **No**
8.5) Responsibility Of	Kay, Paul
8.6) Completed By	
8.7) Review Date	30/01/2016

Section 9: Equality & Diversity Sign Off (Admin Use Only)

9.1) Signed off by Wendy Kenyon	

365	
ID	
File Name	

Merseyside Fire and Rescue Service

Equality Impact Assessment Form

Title of policy/report/project:	**Wirral Community Safety Plan**
Department:	**Wirral District**
Date:	**January 2015**

1: What is the aim or purpose of the policy/report/project

This should identify "the legitimate aim" of the policy/report/project (there may be more than one)

1. **MF&RS Wirral will develop and publish a Wirral Community Safety Plan which will be linked to the Merseyside Fire & Rescue Service IRMP (MFRS, 2013).**
2. **The MFRS Wirral Fire Stations, Prevention and Protection teams will engage with the community, partners and stakeholders to effectively develop and deliver the Community Safety Plan, ensuring better collaboration, information sharing and more effective targeting of resources to deliver our fire specific priorities and provide value for money.**
3. **The Wirral Community Safety Plan incorporates a robust process for measuring and evaluating the effectiveness and improving performance across Wirral District.**

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)

Those affected include the general public living and/or working in Wirral, as well as public, private and voluntary sector organisations. Below is a list of partner agencies and organisations which represent the views of sections of the community who have been consulted about the Wirral Community Safety Plan.

The plan has been distributed via a number of networks including:-
Wirral Community Safety Partnership
Wirral Borough Council Public Service Board
Wirral Public Service Board

Wirral Local Public Service Boards
Wirral Older People's Parliament
Wirral Health and Wellbeing Board
Partner agencies consulted include:-
Merseyside Police
Magenta Living
Police & Crime Commissioner's Office
Wirral Community NHS Trust / Livewell Team
Wirral University Teaching Hospital NHS Trust
Cheshire & Wirral Partnership NHS Trust
Wirral Clinical Commissioning Group
Wirral Council Public Health
Wirral Community Safety Team
Early Years Team
Wirral Children & Young Peoples Department
Wirral Council Neighbourhoods Team
Wirral Anti-Social Behaviour Team
Wirral Council One Stop Shops
Wirral Council Licencing
Wirral Libraries
Wirral Chamber of Commerce
Wirral Youth Voice
Wirral Intensive Family Intervention Project
Children's Centres
Youth Support Service
Wirral Council Highways Team
Department of Work and Pensions
Streetscene
Wirral Council Environmental Health Department
Targeted Prevention Services
Citizen's Advice Bureau
Community Action Wirral
Wirral Advice Alliance
MFRS personnel – operational and non-operational
Wirral MFRA Councillors

3. Monitoring

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

What monitoring data have you considered?	**What did it show?**
HFSC information provided by FSD	Home Fire Safety Checks (HFSC) remain the foundation of MFRS (Wirral) prevention and community engagement strategy. Last year Wirral's Operational Staff visited over 8000 homes to carry out Home Fire Safety Checks.

Status Reports using Vulnerability data from partner agencies	These visits have been targeted utilising information from the Goldmine system which produces status reports of addresses. The reports list properties that have never previously received a HFSC, those that were previously identified as high or medium risk, and is informed by our own records but also by data from our partners. Agencies such as Cheshire & Wirral Partnership NHS Trust, WBC's Revenue & Benefits department and Magenta Living share data on their client base which is catagorised according to to a number of risk factors and identifying those that are potentially at a higher risk of fire. The Prevention team have also utilised data from DASS and WBC's Children and Young People's Department's Intensive Families Intervention Programme to directly target the most vulnerable
MFRS (2014) Wirral Incident Statistics	MFRS Wirral incident statistics show the numbers of incidents attended by Wirral Community Fire Stations, mapped across the district, by type and station area. Since 2010/11 we have seen a gradual reduction in fires in the home, but in 2013/14 these figures started to rise again. This year we are estimated to have a reduction to a five year low of Accidental Dwelling Fires. However the numbers of injuries caused by ADF's and number of fire fatalities remain steady, sadly, Wirral has experienced a total of seven fatalities from fire over the last three years. This shows that although overall, ADF's are decreasing, serious fires still persist despite our comprehensive Community Safety Strategy.
CSP – Crime & Disorder Reduction Partnership reduction figures for Wirral broken down into station areas. Wirral BC Collision Reduction Partnership statistics *Merseyside Fire and Rescue Service (2013)* Profile of Merseyside; Police ASB and Void Property Addendum	The winter month of November saw the greatest number of fire deaths. There is no bias towards gender, but when analysed, the age groups at greater risk are the 40-49, 75-84 groups. An analysis of the lifestyles of victims has been conducted using customer insight community profiling which identified one distinct segmentation of "residents living in privately owned properties" who either live alone or were alone at the time of the fire. The majority of ignition sources in fatal fires were as a result of "smoker's materials" and there is a similar pattern when alcohol consumption is taken into account. Whereas in general accidental fires in the home and Antisocial Behaviour Fires are found mostly in the built up areas of Birkenhead and Wallasey, serious and fatal fires occur throughout the borough, with as many occurring in wealthy as deprived areas. Wirral still experiences a very high proportion of kitchen fires, with 60% of ADFs this year being caused by cooking, however in most cases early warning is provided resulting in less serious fires than, for example, those started by smokers materials. There is an even spread of Road Traffic Collisions across the

	Borough. This year's figures have shown a slight increase in MFRS attendance at RTC's and a larger increase in corresponding injuries. Overall throughout the year we have seen a decrease in the numbers of anti-social behaviour fires following an increase in 2013/14. Figures over the bonfire period remained low with only a slight increase (16) on 2013's record low figures. 2014 figures are still significantly lower than 2012 and 3 year average figures. Fires in commercial premises are estimated to fall slightly this year, following a general downward trend. However there has been a year on year increase in the number of Deliberate Vehicle Fires across Wirral since 2011/12, due to a number of factors. High numbers of long term void properties persist in more deprived areas such as Birkenhead & Tranmere, Seacombe and Bidston. All Wirral fire stations are now designated 'Safe Havens' so that vulnerable people who require immediate assistance or protection can enter fire stations for safety. The number, and nature, of any activation of the Safe Haven procedure will be monitored.

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?	**What did it show?**
Merseyside Fire and Rescue Service (2013) Historical Analysis of Fatalities in Accidental Dwelling Fires within Wirral, between 2004/05 and 2013/14 so far	Wirral district has proportionally witnessed the greatest number of fire fatalities within Merseyside. Going against the wider trend, an even number of fire fatalities in Wirral occurred in deprived and affluent IMD areas, and the majority of fire fatalities occurred within the customer insight classified group as 'Middle income residents living in privately owned properties.' Key age groups affected were 44-49 and 75-84, the majority of whom lived alone and were alone at the time of the incident. There was no gender bias and a key cause was 'smoker's materials,' with alcohol being a significant contributory factor.
Merseyside Fire and Rescue Service (2013) Profile of Merseyside (Demography, Equality &	During the 2011 census, Wirral had a population total of 319,783 (23.2% of the Merseyside total) and a 2.4% increase on the 2001 Census population. This has been estimated to have increased to 320, 200 in 2014. The population is split into 48.1% males and

Diversity); Profile of Merseyside Disability Addendum *Integrated Household Survey January to December 2013* http://www.ons.gov.uk/ons/rel/integrated-household-survey/integrated-household-survey/january-to-december-2013/index.html *Office for National Statistics (2012) 2011 Census Data* www.ons.gov.uk *Joint Strategic Needs Assessment (2014)* http://info.wirral.nhs.uk/default.aspx Kinsella, E. (2014) Profile of Wirral: Population profile using Mosaic Public Sector http://info.wirral.nhs.uk/document_uploads/Geodem	51.9% females. Wirral has a higher proportion of children (17.3%) and older people (19.1%) and a lower proportion of working age residents (63.7%) than the Merseyside and England averages. Recent findings from the Integrated Household Survey, (the largest UK survey of the general population which asked about sexual orientation), found 1.6% of respondents reported having a lesbian, gay or bisexual sexual identity. We acknowledge further demographic analysis and partnership working is required with relevant agencies to identify our Wirral LGBT communities. Within Wirral, 97.0% of the population has a white ethnic background, which is a higher proportion compared to the Merseyside average. 3.0% of the Wirral population has a Black, Minority Ethnic background (BME) which is a lower proportion compared to the Merseyside average. The largest ethnic groups other than White British are: Other White (3,730), White Irish (2,667), Chinese/Chinese British (1,653), Indian/Indian British (1,344), Other Asian/Other Asian British (1,044) (See: Appendix G). In 2010 National Insurance Numbers were issued to Wirral-resident non-UK nationals from 27 countries including Poland, Hungary, Lithuania, China and France. More BME residents live in Birkenhead and Tranmere ward than any other part of Wirral followed by Claughton, Rock Ferry and Hoylake & Meols. Within Wirral, a large proportion of the population identify as Christian (70.4%); which is close to the Merseyside average of 74.0%. The next largest religion category is No religion at 21.3% which is noticeably higher than the Merseyside average of 17.2%. According to the Index of Multiple Deprivation (IMD) 2010, Wirral remains the 60th most deprived local authority nationally. There are 23 LSOA's in Wirral which are amongst the top 3% most deprived in the whole of England. This is 11% of the total LSOA's in the borough. Geographically, the majority of Wirral is located in areas of high affluence, with 64.7% falling within 50-100% deprivation deciles. The most deprived areas of Wirral are located to the East of Wirral, particularly within: Bidston, Seacombe, and Birkenhead and Rock Ferry areas. A large (20.3%) proportion of Wirral falls within the least deprived decile (90-100%), particularly within Heswall, West Kirby and Greasby areas. Using the Mosaic profile of demographic groups, Wirral is dominated by groups at the polar extremes of the income spectrum indicating that the differential between people on very low and very high incomes is quite pronounced in Wirral. Wirral continues to have a higher percentage of people claiming

ographics/NewMosaicProfileofWirral2010.pdf *WBC Public Health Information Team (2014)* Mosaic Profile of Wirral: 2010 Update	out-of-work benefits than the regional and national averages at 16.0% with high concentrations in deprived areas at 30.1%. The claimant rate for Job Seekers Allowance is reducing, currently at 3.5% (lowest in the Liverpool City Region). However, young people (18-24 year olds) claiming JSA remains higher than regional and national averages at 8.9%. There have been reductions in the number of 16-18 year olds not in Education, Employment or Training (NEET) at 7.15%; however concentrations of NEET in deprived areas can reach up to 17% in some areas.
WBC (2014) Wirral Economic Profile: April 2014	In terms of Child Poverty, Wirral is the second least deprived authority in the Liverpool City Region, but Wirral is still behind both regional and national averages. There are severe concentrations of child poverty within just 7 wards, with a 45.7% point difference in the range of all children living in poverty (Heswall - 4.3%; Bidston St James - 50.0%).
Public Health England (2014) Health Profiles 2014: Wirral	Compared to the England average, Wirral rates poorly for hospital stays for alcohol-related, drug related and self harm. Wirral also rates poorly for breast-feeding rates, teenage pregnancy, diabetes, smoking related deaths, early deaths from cancer and cardiovascular disease.
WBC Performance and Public Health Intelligence Team (2013) Wirral Compendium of Health Statistics *Merseyside Fire and Rescue Service (2013)* Profile of Merseyside; Profile of Merseyside Disability Addendum	There are significant health inqualities in Wirral where deprivation is closely linked to ill health and related life expectancy, where Wirral rates poorly. There is a difference in life expectancy rates of 14.6 years for men and 9.7 years for women between the most and least deprived areas in Wirral. Wirral rates favorabley to the England average for tuberculosis and acute sexually transmitted diseases. In Wirral there is also a higher prevalence of severe mental illness, and high incidence of fuel poverty and dementia.
WBC (2012) Social Isolation: Annual Report of the Director of Public Health for Wirral 2012-13	The Marmot Indicators (2012) showed that Wirral had the largest gap in Disability Free Life Expectancy (DFLE) for males and females of any authority in England (20.0 years for men, 17.1 years for women)
WBC Public Health Performance and Business Intelligence Team (2013) Wirral Constituency Profiles: Wallasey, Birkenhead, Wirral South, Wirral West	Public Health Wirral have identified that social isolation is a significant problem that leads to a wide variety of health and social care issues. Groups that may be at a higher risk of social isolation include people from BME communities, carers, people with substance misuse or mental health problems, people with physical disability or limiting long-term conditions, carers, the unemployed, homeless people and mothers with postnatal depression. Also young people in care, being bullied, struggling with sexual identity can be more at risk.
	Overall, there is significant contrasts between the East and West of the Wirral, with the East containing many pockets of highly

	concentrated severe deprivation, which are reflected in the figures for unemployment, child poverty, health inequalities, crime & ASB.

5. Consultation

Summarise the opinions of any consultation. Who was consulted and how? (This should include reference to people and organisations identified in section 2 above) Outline any plans to inform consultees of the results of the consultation

What Consultation have you undertaken?	**What did it say?**
The draft plan was circulated to partner agencies through a wide range of networks and contacts (as per section 2), and all recipients were invited to comment on the proposed plan. Following this, the plan was discussed during the local public service board meetings in the four constituency areas of Wallasey, Birkenhead, Wirral West and Wirral South.	A number of shared priorities have been identified with partners across a number of agencies including WBC, Merseyside Police, NHS, etc. See attached Minutes - Appendices A-D

6. Conclusions

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

(a) Age

As part of the consultation we engaged with Wirral Older People's Parliament and Youth Voice group, as well as service providers for different age groups including young people and early years/families.

Wirral CS Plan will have a positive effect on young people, middle aged, older people and young vulnerable families. For example our Fire Community Safety Officers and fire crews will expand work educating children and young people in schools, colleges and youth centres around fire safety, hoax calls and ASB-related fires which tend to be carried out by young people. In addition we will continue and expand significantly our road safety interventions with young people, who are more at risk of being involved in RTC's, by further developing our partnership with Wirral Met college. Also we will continue to work with our partners to provide engagement activities such as streetcage soccer and youth engagement courses such as Beacon and Princes Trust. Young people are more likely to be victims of crime and older people may feel more vulnerable - the Safe Haven initiative is likely to benefit both age groups.

In addition, we will continue to develop our work around data sharing to identify those at

vulnerable people and targeting of HFSC's to those most at risk of dying in fires (44-49 and 75-84), as well as engaging with older people in the community to educate them around fire safety. Also the continuation of our partnership with the IFIP programme will ensure that young, vulnerable families are provided with services to reduce their risk of fire.

Prevention Wirral will also host three young apprentice community safety advisors from Wirral in 2015 which will assist us to understand and provide effective services to young people as well as provide experience and development opportunities for young people.

MFRS Wirral play an integral role in the local public service boards, where we will work with our partner agencies at constituency level to identify and respond to emerging issues in the community regarding age.

(b) Disability including mental, physical and sensory conditions

Wirral CS Plan is likely to have a positive impact on those with disabilities and poor health. As these issues are closely linked with fire risk, we will continue to target our resources to provide services with those at higher risk of fire. For example the Prevention Team will continue to develop partnerships with all key health and social care agencies in Wirral including Cheshire & Wirral Partnership NHS Trust, Wirral Univerity Teaching Hospital, Department of Adult Social Services, mental health and drug and alcohol teams, and care agencies to ensure that front line staff are aware of fire risks and how to refer vulnerable people to MFRS.

We will also continue our work around Dementia promoting awareness and ensuring that partner agencies know to refer to MFRS, this year expanding dementia friends awareness sessions to our fire crews. We will also continue to d with recipricol data sharing to reduce risk with vulnerable individuals. MFRS will work with these groups to improve their safety, as well as promoting overall wellbeing working with partner agencies.

MFRS Wirral play an integral role in the local public service boards, where we will work with our partner agencies at constituency level to identify and respond to emerging issues in the community regarding disability.

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

Wirral CS Plan will have a fairly positive impact on this group. Wirral Prevention and fire crews will continue to work with community organisations such as Wirral Change to support community events, deliver talks and engage with minority communities in Wirral. Although the overall percentage of BME communities is low, there are certain areas where it is higher. Some members of the BME community may be isolated and/or vulnerable and there are barriers in places to them finding out about fire safety messages and accessing local services. MFRS will continue to engage with organisations to promote our services and messages with this group as well as continue to provide arson risk assessments and target hardening where appropriate to those who may be targeted for hate crime as a result of their race.

MFRS Wirral play an integral role in the local public service boards, where we will work with our partner agencies at constituency level to identify and respond to emerging issues in the community regarding race.

(d) Religion or Belief

Wirral CS Plan will have a somewhat positive impact on this group. We will continue to provide arson risk assessments and target hardening where appropriate to those who may be targeted for hate crime as a result of their religion or belief.

MFRS Wirral play an integral role in the local public service boards, where we will work with our partner agencies at constituency level to identify and respond to emerging issues in the community regarding religion and belief.

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

There will be a somewhat positive impact on this group. There is no gender bias in Wirral's fire fatality figures. Although there are differences in life expectancy between men and women, MFRS teams will promote health and wellbeing initiatives with the public in general. MFRS Wirral play an active role in the Domestic Violence MARAC, and the provision of Safe Havens will have a positive impact on women who may be at risk of violence. MFRS Prevention will continue its partnership working with Tomorrow's Women Wirral, an organisation working with vulnerable women across Wirral to promote our services and key messages, to groups that could potentially be more vulnerable to fire (e.g. due to mental health/disability/drug/alcohol/medication/smoking issues). We will continue to provide arson risk assessments and target hardening where appropriate to those who may be targeted as a result of domestic abuse, or those targeted for hate crime as a result of their gender reassignment.

In addition our work with families such as the IFIP partnership, and provision of the FACE education programme, can have a positive impact on parents, a significant amount of these are female lone parents.

MFRS Wirral play an integral role in the local public service boards, where we will work with our partner agencies at constituency level to identify and respond to emerging issues in the community regarding sex.

(f) Sexual Orientation

We acknowledge further demographic analysis and partnership working is required with relevant agencies to identify our LGB Communities. However, we will continue to provide arson risk assessments and target hardening where appropriate to those who may be targeted for their sexual orientation.

There will be a somewhat positive impact on this group, however, as MFRS Wirral play an integral role in the local public service boards, where we will work with our partner agencies at constituency level to identify and respond to emerging issues in the community regarding sexual orientation.

(g) Socio-economic disadvantage

Wirral CS Plan is likely to have a positive impact on those with socio-economic disadvantage. As we have seen, highly deprived areas, mainly in the East of Wirral, also experience more of the closely linked issues of unemployment, child poverty, health inequalities, crime & ASB. Mapping of incidents also shows an increase in fire-related incidents in areas of high deprivation, this is particularly the case for secondary fires which are related to ASB. However, the analysis of fire fatalities are more difficult to categorise as 50% of these have occurred in more affluent aras, highlighting that social isolation and related issues exist across Wirral.

It is therefore important that we provide a sophisticated approach to community prevention, working closely to develop information sharing protocols with key partners. However much of the work we will be involved in will be aimed at the communities in this group, including delivery of HFSC's, youth engagement programmes, partnership working with the ASB team, Environmental Impact Assessments, health promotion and wellbeing initiatives such as health interventions, FireFit and Ministry of Food Programmes. In addition we will continue to organise and take part in events and fire station open days in deprived areas, to provide activities, fire safety education for the community, as well as the opportunity to find out about services available to them. The work of the Prevention team will also provide referral/signposting to a wide range of agencies that can assist those who are socially/economically disadvantaged.

MFRS Wirral play an integral role in the local public service boards, where we will work with our partner agencies at constituency level to identify and respond to emerging issues in the community regarding socio-economic disadvantage.

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.

It is not necessary to change the Wirral community safety plan as it will have a positive impact on a number of groups, who are identified as being at a higher risk of being involved in incidents. However Wirral stations will have autonomy to respond to the needs of their local communities. The Wirral CS delivery plan has outlined key priorities as follows:

- We will continue to deliver MFRS's Organisational Aims and promote and understand the strategic priorities of key partners through the development of constituency level partnerships and local contacts at station level.
- We will continue to mutually share information with partners at a local level assisting in the identification of vulnerable people within Wirral's communities to ensure a targeted approach to Home Fire Safety Checks, Hotspot Campaigns and we will continue to deliver community reassurance following any significant incidents to reduce fires, death and injuries, road traffic collisions and anti-social behaviour.
- We aim to enhance our contribution to collaborative working through the promotion and delivery of local, national and seasonal safety campaigns, linked to historical incident data.
- We will continue to support and deliver both fire related and community engagement activities within the community to promote joint initiatives.
- We will continue to deliver educational workshops to our partner organisations and within the community to identified vulnerable groups.
- We will work with the public, private, voluntary and faith sectors to build relationships at a local level to identify joint training, familiarisation and Site Specific Risk information to ensure our own staff are provided with a high level of training, information, and equipment to ensure they can safely and effectively resolve all emergency incidents and continue to provide an excellent service to the community.
- We will identify void properties and build-up of combustibles through Environmental Impact Assessments and refer through to the appropriate partner organisation for action.
- We will continue to support the Wirral business community in reducing the impact of fires on commercial premises, along with working alongside our partners to strengthen Wirral's community resilience.

8. Equality Improvement Plan

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

9. Equality & Diversity Sign Off

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

Signed off by: | **Date:**

Action Planned	Responsibility of	Completed by

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

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

Appendices

Appendix A Minutes from Public Service Board Meetings

Appendix B Index of Multiple Deprivation (IMD) 2010 Scores for Wirral by LSOA & Wirral Ward Map

Appendix C Mosaic Profile of Wirral

Appendix D Proportion of People Aged Over 65 Years Living Alone, by Wirral Ward, 2011

Appendix E Estimated Resident Population by Ethnicity, Wirral Local Authority

Appendix F 2011 Census – religious belief in Wirral

Appendix G Life Expectancy at Birth by Wirral Wards

Appendix H Anti-Social Behaviour by Wirral Ward, January- December 2013

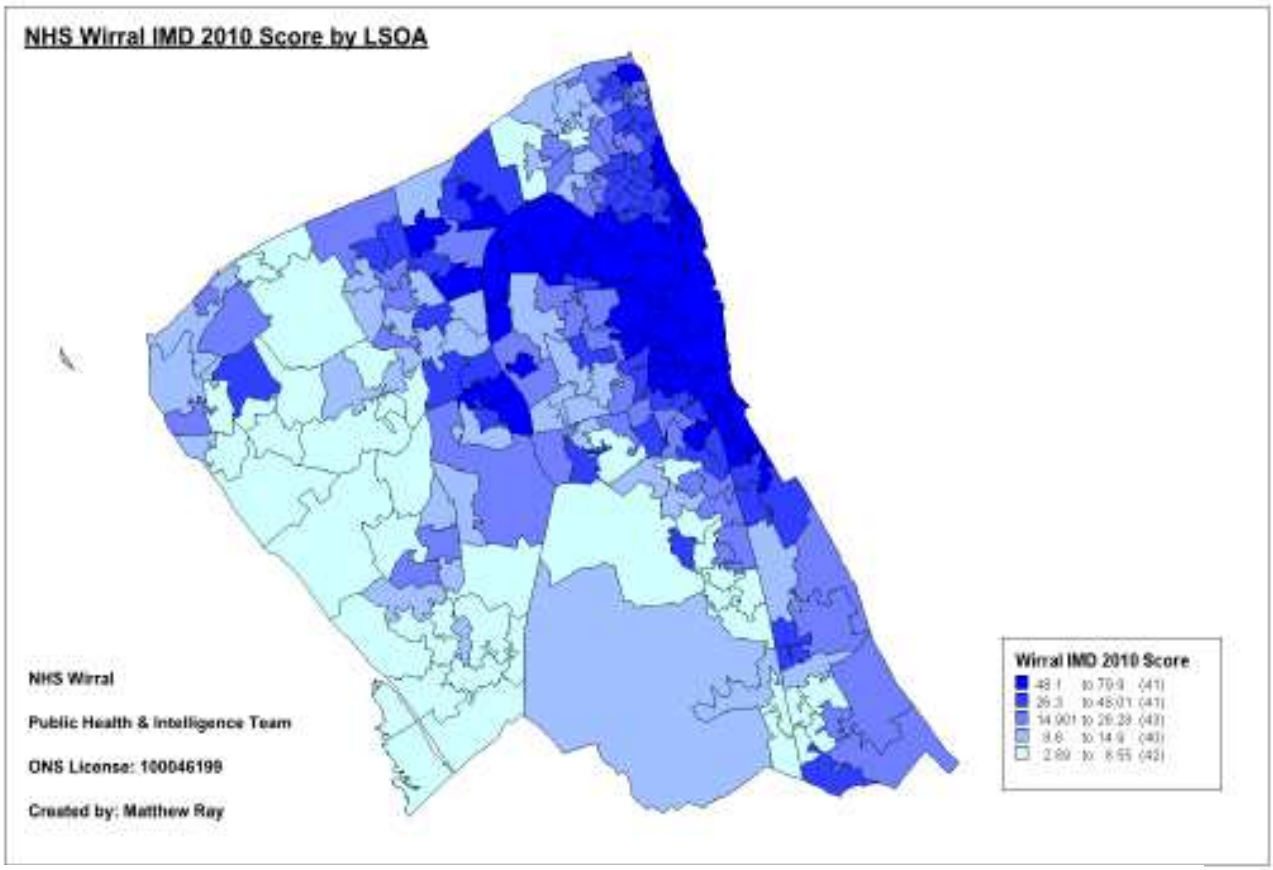
Appendix I Road Collision Casualties, by Wirral Ward, 2011 – 2013

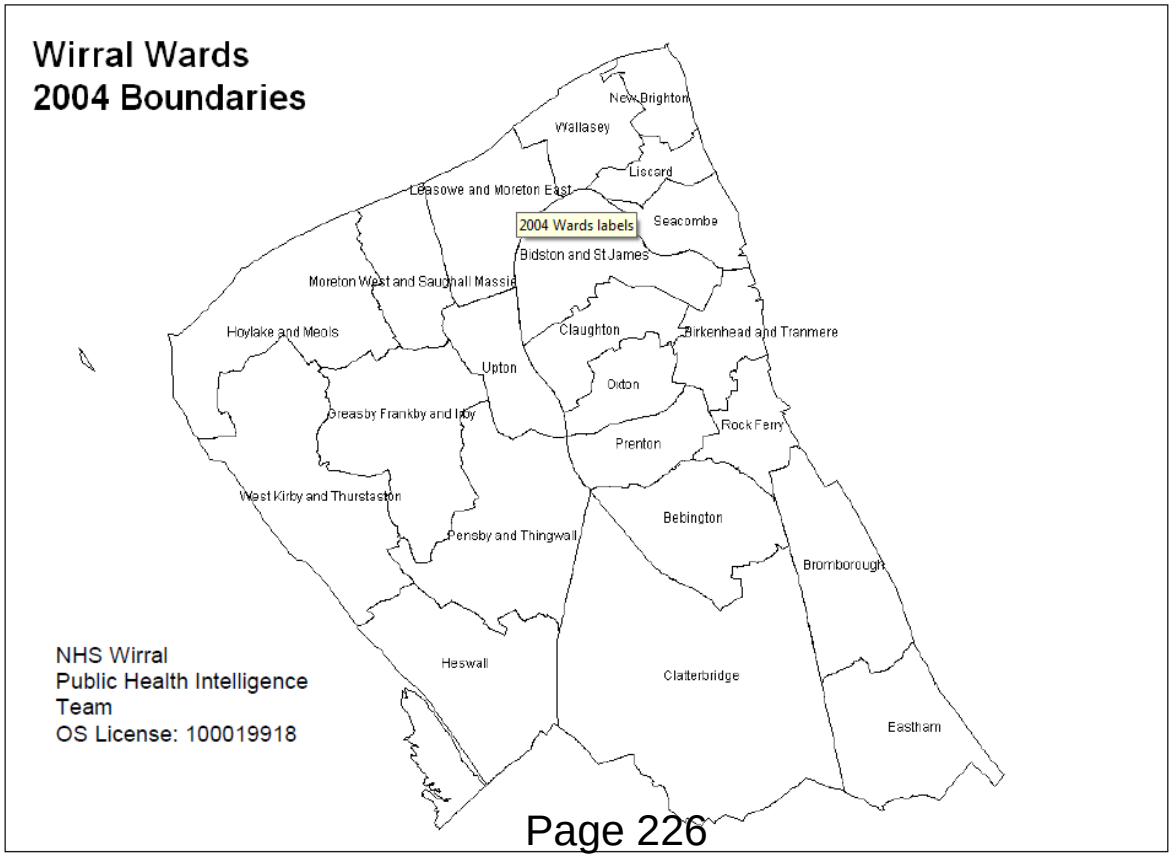
Appendix J Breakdown of Incidents 2013/14

Appendix A Minutes from Public Service Board Meetings

Appendix B **Index of Multiple Deprivation (IMD) 2010 Scores for Wirral by LSOA & Wirral Ward Map**

Source: *WBC Performance and Public Health Intelligence Team (2013)* Wirral Compendium of Health Statistics





Appendix C **Mosiac Profile of Wirral**

Source: Kinsella, E. & Wirral Council Performance & Public Health Intelligence Team (September 2014) Profile of Wirral: Population profile using Mosaic Public Sector Accessed Online 5.1.14: http://info.wirral.nhs.uk/document_uploads/Geodemographics/NewMosaicProfileofWirral2010.pdf

WIRRAL

Figure 1: Breakdown of the Wirral population by Mosaic (2014)

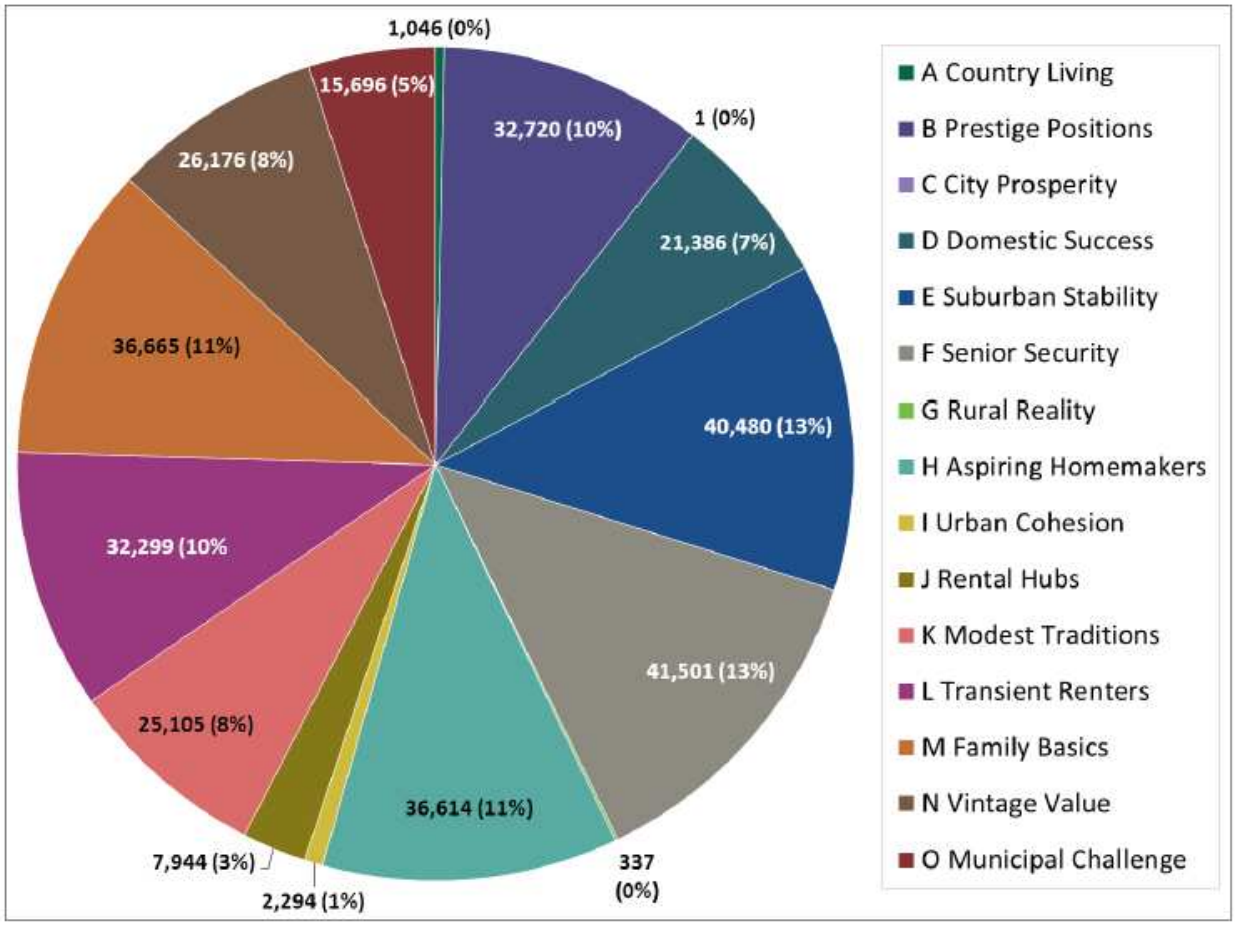


Figure 1 shows that almost half the population of Wirral are classified as belonging to just 4 Mosaic groups - Group F (Senior Security), Group E (Suburban Stability), Group M (Family Basics) and Group H (Aspiring Homemakers).

As **Figure 1** (and **Table 2** below) also show, there are some Mosaic groups who are almost non-existent in Wirral. Namely Group C – City Prosperity, Group G – Rural Reality, Group I – Urban Cohesion and Group A – Country Living.

Altogether, less than 4,000 people in Wirral are classed as belonging to any of these four groups, so they can generally be disregarded in most pieces of analysis produced for a Wirral only context.

Appendix D **Proportion of People Aged Over 65 Years Living Alone, by Wirral Ward, 2011**

Source: *Wirral Borough Council Performance and Public Health Intelligence Team (2014)* Wirral Compendium of Health Statistics Accessed Online 5.1.15 http://info.wirral.nhs.uk/document_uploads/Stats%20Compendiums/Wirral%20StatsComp%20Sept%202014.pdf

Ward	All Persons Aged 65+		
	Population Aged 65+	Number Living Alone	Percentage Living Alone (%)
Bebington	3,171	1,085	34.2
Bidston & St James	2,048	834	40.7
Birkenhead & Tranmere	1,702	851	50.0
Bromborough	2,555	881	34.5
Clatterbridge	3,566	815	22.9
Claughton	2,826	813	28.8
Eastham	3,022	950	31.4
Greasby, Frankby & Irby	3,307	962	29.1
Heswall	3,848	1,049	27.3
Hoylake & Meols	2,991	985	32.9
Leasowe & Moreton East	2,418	910	37.6
Liscard	2,621	934	35.6
Moreton West & Saughall Massie	2,641	912	34.5
New Brighton	2,603	1,032	39.6
Oxton	2,742	932	34.0
Pensby & Thingwall	3,374	1,107	32.8
Prenton	2,691	830	30.8
Rock Ferry	2,019	795	39.4
Seacombe	1,935	783	40.5
Upton	3,174	1,160	36.5
Wallasey	3,042	1,001	32.9
West Kirby & Thurstaston	3,131	1,000	31.9
Total	**61,427**	**20,621**	**33.6**

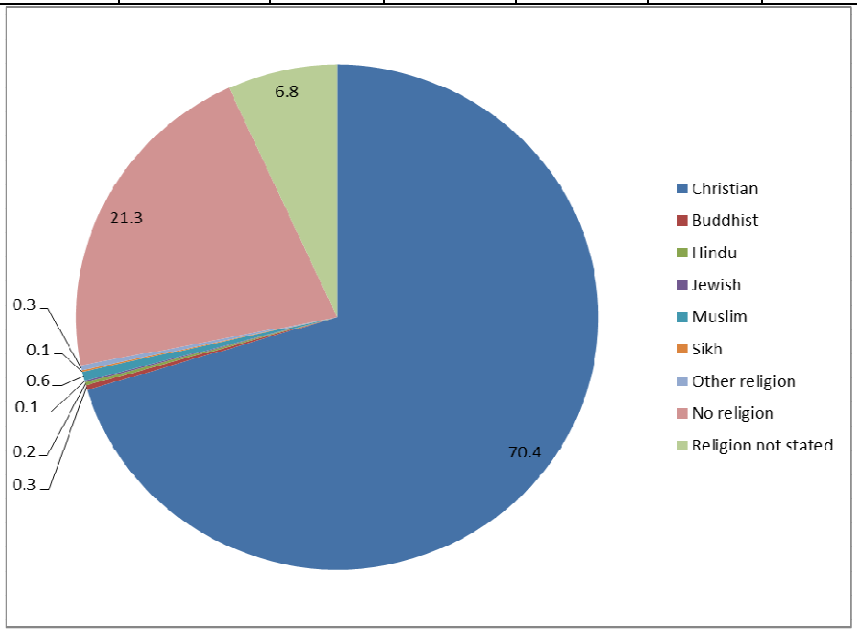
Appendix E - Estimated Resident Population by Ethnicity, Wirral, Mid-2011

Source: *Wirral Borough Council Performance and Public Health Intelligence Team (2014)* Wirral Compendium of Health Statistics
http://info.wirral.nhs.uk/document_uploads/Stats%20Compendiums/Wirral%20StatsComp%20Sept%202014.pdf

Ethnicity	Mid-2011
White: British	303,682
White: Irish	2,667
White: Gypsy or Irish Traveller	77
White: Other White	3,730
Mixed: White and Black Caribbean	964
Mixed: White and Black African	558
Mixed: White and Asian	949
Mixed: Other Mixed	815
Asian or Asian British: Indian	1,344
Asian or Asian British: Pakistani	226
Asian or Asian British: Bangladeshi	851
Asian or Asian British: Chinese	1,653
Asian or Asian British: Other Asian	1,042
Black or Black British: African	389
Black or Black British: Black Caribbean	189
Black or Black British: Other Black	117
Other Ethnic Group	530
All persons	**319,783**

Appendix F - 2011 Census: Religion figures for Wirral
Source: ONS, 2012

All categories: Religion	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion	No religion	Religion not stated
319,783	225,147	905	742	265	1,809	236	830	68,209	21,640



Appendix G **Life Expectancy at Birth by Wirral Wards**

Source: *WBC Performance and Public Health Intelligence Team (2014)* Wirral Compendium of Health Statistics

Table 1: Life expectancy by Wirral ward, 2007-11 (95% Confidence Limits, 5 years pooled)

Ward	Constituency	Life Expectancy at birth (Years)	LCL	UCL
Rock Ferry	Birkenhead	74.1	73.2	75.1
Bidston & St James	Birkenhead	74.7	73.7	75.7
Birkenhead & Tranmere	Birkenhead	74.8	73.7	75.9
Seacombe	Wallasey	76.4	75.3	77.5
Moreton West & Saughall Massie	Wallasey	76.8	75.9	77.6
Bromborough	Wirral South	76.9	75.8	77.9
Eastham	Wirral South	77.4	76.5	78.3
Upton	West Wirral	77.7	76.7	78.7
New Brighton	Wallasey	77.7	76.8	78.7
Leasowe & Moreton East	Wallasey	78.6	77.6	79.6
Liscard	Wallasey	78.6	77.6	79.6
Claughton	Birkenhead	79.1	78.3	79.9
Bebington	Wirral South	80.1	79.2	81.0
Clatterbridge	Wirral South	80.1	79.2	81.0
Hoylake & Meols	West Wirral	80.3	79.4	81.3
Prenton	Birkenhead	80.8	79.8	81.7
Wallasey	Wallasey	81.7	80.7	82.8
Oxton	Birkenhead	82.6	81.7	83.5
West Kirby & Thurstaston	West Wirral	82.7	81.8	83.7
Pensby & Thingwall	West Wirral	82.9	81.9	83.9
Greasby, Frankby & Irby	West Wirral	84.0	82.9	85.0
Heswall	Wirral South	84.4	83.6	85.2

*Confidence Intervals or limits indicate how accurate a value really is. Wide confidence intervals indicate a lack of certainty, whereas narrow confidence intervals indicate more precise estimates. It is most commonly expressed as '95%CI', which means we are 95% confident that the true figure lies within the two values.

Appendix H Anti-Social Behaviour by Wirral Ward, January- December 2013

Ward	Number	Rate per 1,000
Bebington	390	20.8
Bidston and St James	829	70.8
Birkenhead and Tranmere	2,474	131.4
Bromborough	728	49.0
Clatterbridge	85	7.2
Claughton	521	33.9
Eastham	350	25.2
Greasby, Frankby and Irby	227	14.1
Heswall	220	14.8
Hoylake and Meols	393	27.6
Leasowe and Moreton East	628	46.8
Liscard	784	48.2
Moreton West and Saughall Massie	328	21.6
New Brighton	637	45.8
Oxton	346	26.1
Pensby and Thingwall	209	19.2
Prenton	482	32.2
Rock Ferry	853	59.7
Seacombe	1,025	66.6
Upton	1,021	69.1
Wallasey	273	17.9
West Kirby and Thurstaston	156	13.4
Wirral	**12,959**	**40.5**

Notes and Definitions

1. Table shows anti-social behaviour (ASB) occurring in Wirral and reported to Merseyside Police during 2013 (number of incidents and rate per 1,000 of ward population)

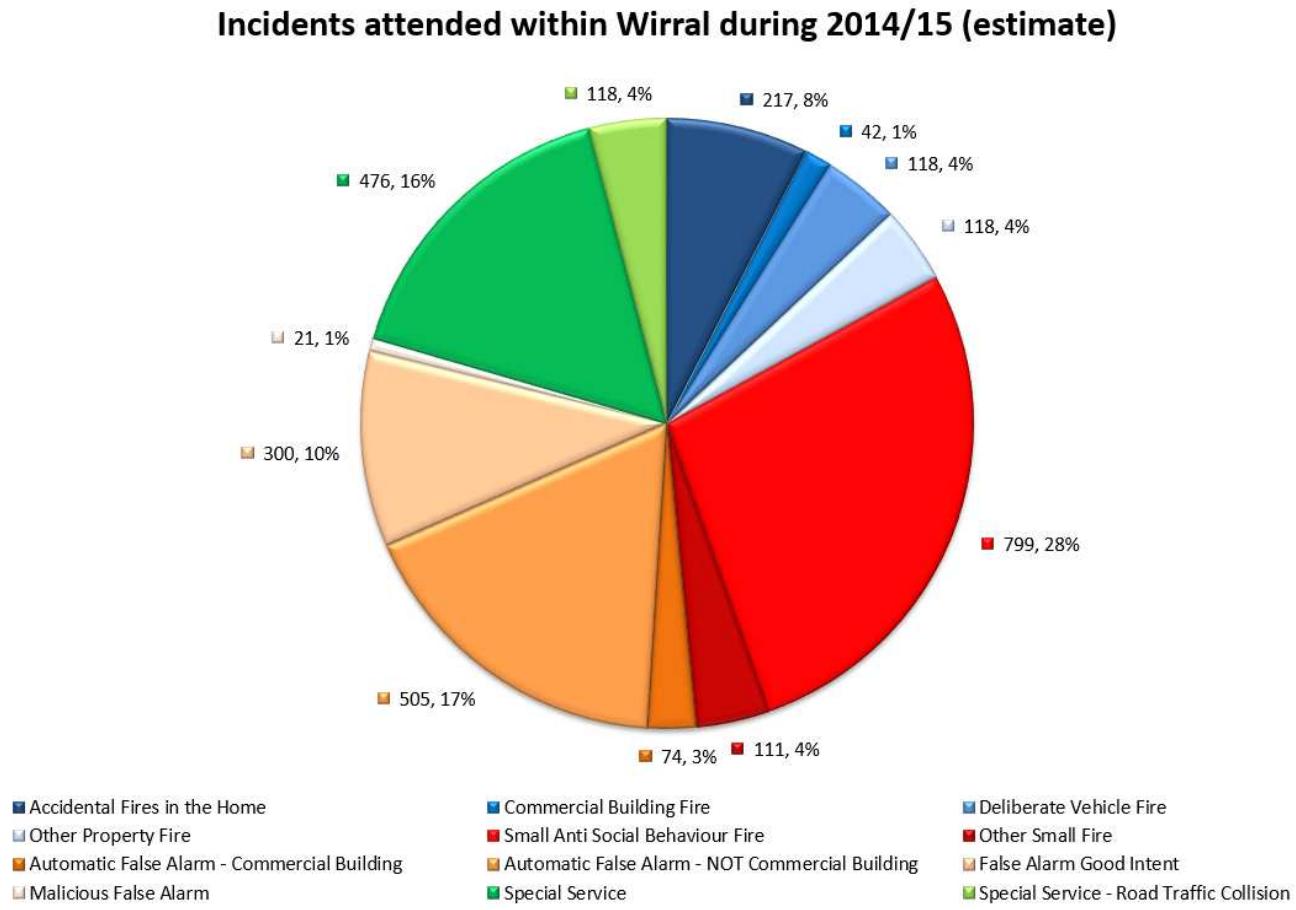
2. Anti-social behaviour as defined in the Crime and Disorder Act (1998): Acting in a manner that caused or was likely to cause harassment, alarm or distress to one or more persons not of the same household (as the defendant)

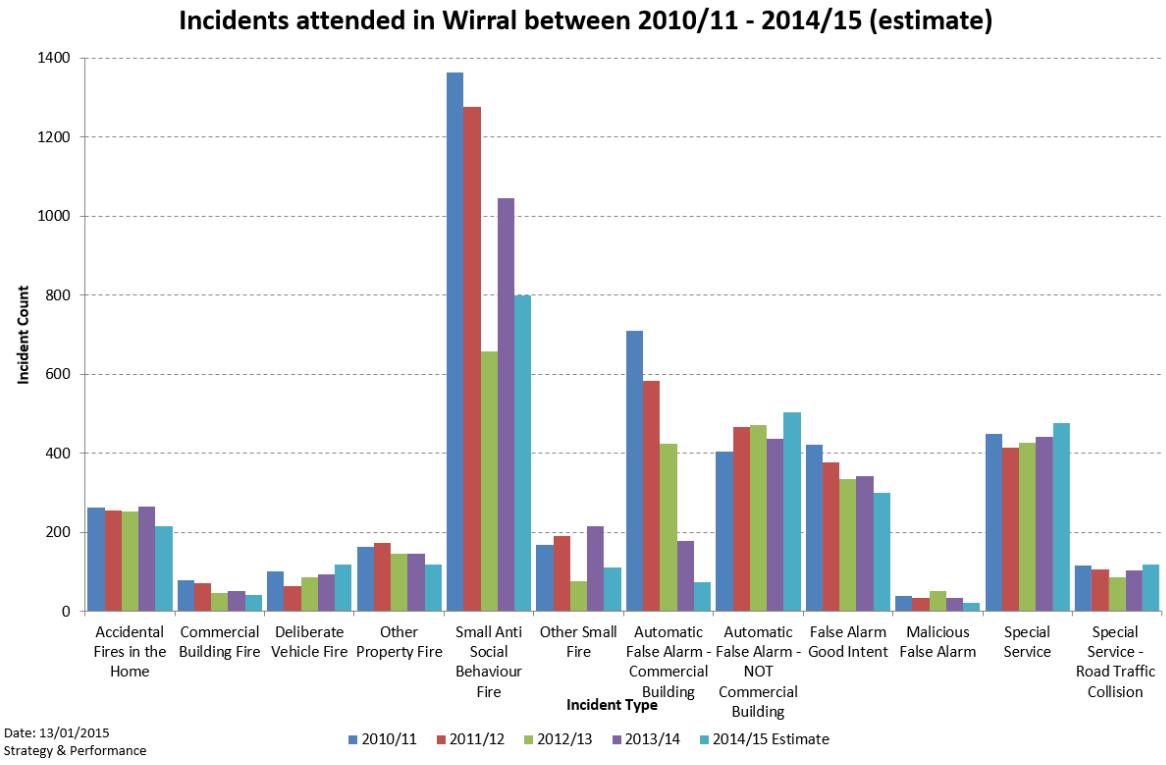
3. Rates calculated using ONS 2012 Mid-year population estimates as denominator (2013 Mid-Year estimates not yet available by ward)

Appendix I **Road Collision Casualties, by Wirral Ward, 2011 – 2013 (3 years pooled)**

Ward of Collision	All Casualties Occurring in Ward		
	Total Number of Casualties	% Killed or Seriously Injured (Adult)	% Killed or Seriously Injured (Child)
Bebington	75	14.7	0.0
Bidston and St James	190	12.1	1.6
Birkenhead and Tranmere	246	15.5	4.1
Bromborough	161	14.3	0.0
Clatterbridge	129	14.7	0.8
Claughton	101	17.8	4.0
Eastham	98	14.3	1.0
Greasby Frankby and Irby	59	13.6	1.7
Heswall	60	28.3	1.7
Hoylake and Meols	77	15.6	1.3
Leasowe and Moreton East	105	11.4	1.9
Liscard	102	14.7	2.0
Moreton West and Saughall Massie	86	8.1	0.0
New Brighton	64	17.2	3.1
Oxton	88	13.6	3.4
Pensby and Thingwall	92	19.6	2.2
Prenton	114	6.1	1.8
Rock Ferry	162	15.4	2.5
Seacombe	103	17.5	3.9
Upton	129	7.8	1.6
Wallasey	89	18.0	3.4
West Kirby and Thurstaston	60	28.3	0.0
Wirral	**2,390**	**14.7**	**2.0**

Appendix J Breakdown of Incidents in Wirral 2014/15





Merseyside Fire and Rescue Service

Equality Impact Assessment Form

Title of policy:	**District Community Safety Plan**
Department:	**Sefton Prevention and Protection**
Date:	**February 2015**

1: What is the aim or purpose of the policy

This should identify "the legitimate aim" of the policy (there may be more than one)

MFRS Sefton District has published a plan that has identified Aims for each station area and has made staff in each station area accountable for their delivery. The plans will be managed by them across the twelve months with a cycle of review and evaluation of the results

1, MFRS Sefton District will publish a Sefton Community Safety Plan (CSP) which identifies aims area for each station area making staff accountable for the delivery within their area linked in with the IRMP for 2013-2016 and IRMP Supplement 2015-2017.

2, The plan will be performance managed across the 12 months period in which it runs and will be exposed to a cycle of review and evaluation across the outcomes identified

3, the Sefton CFP is aimed at delivering the best service for the Sefton community through caveat of pro-active measures for all the demographics of the borough

2: Who will be affected by the policy?

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

This will affect MFRS staff both operational and non-operational
Local Authority Community Safety Departments
Police
Local youth providers and the voluntary organisations from Faith and Minorities Groups via Sefton CFS

All socio and eco groups within the community will be afforded the wealth of interventions available, though we will focus on the more vulnerable. Working with our partner agencies we will aim to identify the needs of those minority groups and more socially excluded occupancies and MFRS with Sefton will reciprocate and

assist partners with relevant referrals for their services.

3. Monitoring

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

What monitoring data have you considered?	**What did it show?**
HFSC's	Through intelligence we have established which properties are the most vulnerable from fire and will target accordingly. Those at high risk include older persons, migrant workers, those who misuse drugs and alcohol, those with mental health issues and single displaced people living in sub-standard accommodation.
SSRI's	There is significant life risk in the north of the borough including high rise and mixed significant industrial risk in the south around the port with life risk again in high rise. There is one General Hospital and 216 nursing homes across the borough.
KIM	Mapping of Sefton to show the Sefton Risk Map and Sefton District Incident Information showing incident counts of a variety of incidents within Sefton. This data can be found within the Sefton District Plan
Community Profiles	Using a bespoke spatial modelling tool, we have created a risk based demographic of the borough which has been developed used using 125 aggregated data sets, this provides a detailed understanding of the most effective ways to engage with the varied profiles that can be found within our community

4: Research

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

What research have you considered?	What did it show?
IRMP Local Government website CLG LPI's Historical incident data from KIM	Identified areas of work to be targeted and assisted in highlighting areas of vulnerability of person or area. Information has been extracted from goldmine and risk data maps have been produced by KIM to identify the properties that are high risk, medium risk and low risk. HFSC delivery will be targeted to High risk properties and the existing goldmine data will identify the individuals that are high risk rather than property and these individuals will also be targeted. ASB data, secondary fire, Police data of crime and RSL data of vandalism over the last twelve months was used to identify particular areas of concern. Accidental Dwelling fires, RTC, statistics for the last twelve months are provided and mapped by KIM. The service plan was developed in order to assist in reaching or maintaining the objectives detailed in the IRMP and the local performance indicators
<u>Census data</u>	Census data allows us to understand the complex make-up of the community. This rich overview develops our ability to understand and respond to key issues, whether is may be the aging population and its associated risks linked with mental health and accidental dwelling fires as a result of neglect or a confused state to the focus on minority groups such as the settled traveller community in Formby
<u>Soft Data</u>	Additionally Stations are liaising with food banks to identify those families' and individuals facing hardship who might require our interventions.

5. Consultation

Summarise the opinions of any consultation. Who was consulted and how? (This should include reference to people and organisations identified in section 2 above) Outline any plans to inform consultees of the results of the consultation

What Consultation have you undertaken?	What did it say?
Station Planning meetings Partner consultation at strategic levels	Police stated of the high level of theft in the north of the district from properties mainly bikes or property that has been left unsecure and crimes of mostly ASB, Car Crime and Domestic violence around the Copy lane neighbourhood

Staff consultation meetings prior and post planning days	Sefton Protection Department raised the issue of void properties within the Southport and Bootle areas of the district. One Vision raised the issue of the increase of ASB within their properties Staff were able to identify specific areas of repeat activity and Business Intelligence was able to provide the statistics and date for the specific areas. Local knowledge was also gathered to strengthen the information provided by KIM

6. Conclusions

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

(a) Age The population of Sefton is approximately 273,700. Population estimates for 2010 indicate that there are over 60,683 0-19 year olds in Sefton. There are currently 39,140 children and young people in Sefton schools and 2,029 part-time pupils in our nursery schools. The age profile of the Borough is older than for the country as a whole, where Sefton has the largest population of people aged over 80 years of any Metropolitan Borough with an average across the district of 8.7% but in localised areas such as the Cambridge and Dukes Wards they are as high as 19.9% and 18.7% respectively compared to the national average figure of 7.6%.which is over twice of the national average.

(b) Disability including mental, physical and sensory conditions)
Figures taken from the 2001 census show there were 15,615 residents in Sefton claiming Disability Living Allowance. Of those claiming 11,700 were in receipt of the care component which provides help for people with getting washed, dressed, eating or going to the toilet and 13,890 of the mobility component which provides help for those who have severe walking or sensory difficulties(a claimant can be in receipt of either or both components of Disability Living Allowance).

Historic data has provided the ability to use business intelligence led approach to identify those who are more vulnerable in a fire situation. Layering those who meet the following (over 65, single occupant, smoker, disabled, never previously visited) we will tailor our approach to a ‘Right Person, Right Place’ methodology
Sefton has a proportionately high age demographic, which leads to a proportionately higher level of mental ill health, as a result we will look to expand the report through local collaboration using external data to further identify the most vulnerable occupants

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

Minority ethnic groups represent 3.3% of the resident population compared with the average 13% in England; however anecdotal evidence from station staff and partners would suggest that this profile has started to change in Sefton through a growing population of migrant workers from the Polish, Latvian, Lithuanian and Portuguese communities. Particularly to the north of the Borough. It is difficult to establish figures as many of the individuals have a transient lifestyle often influenced by the seasonal availability of the work they are engaged in.
The Gypsy and traveller community within the borough are well integrated with local services and our core work will continue with this community

Only 3.5% of Sefton's population are estimated to be from a black and minority ethnic (BME) group – around 9,600 people (mid 2009). This estimate has risen from 4,600 (1.6%) in the 2001 Census. The 2001 Census estimated that there are pockets of people from a BME ethnic background throughout Sefton.

Year	White	Mixed	Asian	Black	Chinese or Other	Total
2001	278,400	1,600	1,300	500	1,200	**282,900**
2002	275,900	1,800	1,400	600	1,400	**281,000**
2003	274,400	1,800	1,700	700	1,600	**280,200**
2004	272,900	1,900	1,900	900	1,800	**279,400**
2005	270,600	2,000	2,000	1,000	2,000	**277,600**
2006	268,500	2,200	2,400	1,000	2,200	**276,100**
2007	266,800	2,200	2,600	1,200	2,300	**275,100**
2008	265,200	2,300	2,900	1,400	2,500	**274,200**
2009	263,700	2,500	3,000	1,500	2,700	**273,300**

Source: www.neighbourhood.statistics.gov.uk

(d) Religion or Belief

Religion	Sefton	North West	England
Christian	**84.34**	78.01	71.74
No Religion	**8.1**	10.48	14.59
Religion Not Stated	**6.49**	7.23	7.69
Muslim	**0.32**	3.04	3.1
Jewish	**0.25**	0.42	0.52
Other Religions	**0.18**	0.16	0.29
Hindu	**0.17**	0.4	1.11
Buddhist	**0.13**	0.18	0.28
Sikh	**0.03**	0.1	0.67

Source: ONS Census 2001

The table above shows the religious make up of the Sefton area and compares that with the regional and national statistics. Over 84% of Sefton residents are from Christian backgrounds, which is significantly higher than both the national and regional figures.
In relation to other religions only 1.02% of Sefton residents are from other religious backgrounds, far lower when compared to the north west region and 6% nationally. The biggest difference is that within Sefton only 0.32% are from Muslim communities

compared to more than 3% both regionally and nationally.

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

Following two cases of domestic homicide and the significant amount of Domestic violence Hate crimes MFRS will continue to support partners particularly Police in target hardening properties of vulnerable victims. The Sefton advocates have completed 160 hate crimes since April with 54 of these being domestic violence related

(f) Sexual Orientation

Within Sefton following consultation with partner agencies we have not identified any widespread issues around sexual orientation

(g) Socio-economic disadvantage

Nearly 1 in 4 people have low incomes and poor living conditions, mostly centred on Bootle and Litherland areas. These areas also have highest instances of long term unemployment where there are 8.9% of the local community unemployed which is nearly three times the national average of 3.3%. Health problems are also an issue whereby 16.3% of the population in the Linacre ward and 15.5% in the Cambridge are classed as in poor health against the national average of 9.2%.

7. Decisions

If the policy will have a negative impact on members of one or more of the protected groups, explain how the policy will change or why it is to continue in the same way. If no changes are proposed, the policy needs to be objectively justified as being an appropriate and necessary means of achieving the legitimate aim set out in 1above.

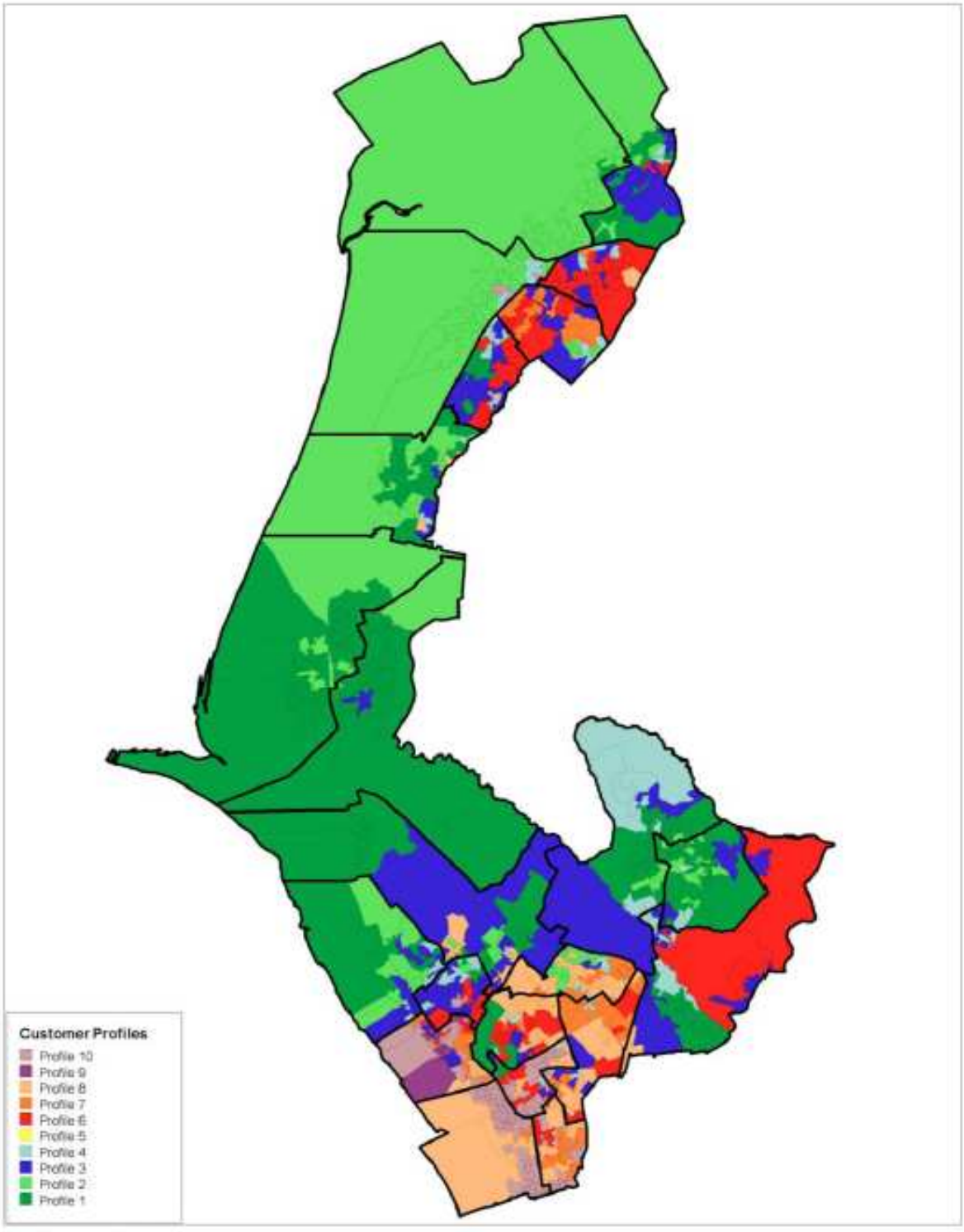
Objective Justification

No negative impact on any particular group. Home fire safety advice will continue to be offered and delivered to the wider community as a whole and the vulnerability of each property and each individual will be subject to review and risk category, using a business intelligence led approach to identifying the more at risk homes, we will aim to reduce ADF's and fire related fatalities and build to create confidence within minority groups such as the settled traveller community in Formby to raise awareness within these hard to reach groups change

The level of intervention will be based on the outcomes of the HFSC and additional measures implemented proportionately statistics show that continuing to focus on the most vulnerable and hard to reach, while providing support for all, this approach will provide the best service for the community of Sefton

The community profiles were used to analyze the risks relating to the different community profiles. The table below shows the accidental dwelling fires, injuries and deaths associated with the different community profile groups over the three years between 2010/11 and 2012/13. Using this information we can identify specific groups to focus our message whilst still addressing the needs of the whole community

Profile Group	Approx. number of households	ADFs	ADFs (%)	Injuries	Injuries (%)	Fatalities	Fatalities (%)
1. Wealthy over 50 population living in semi-rural locations	107,375	286	7.45	25	6.61	1	4.17
2. Older retirees	36,625	165	4.30	24	6.35	1	4.17
3. Middle income residents living in privately owned properties	83,875	467	12.16	46	12.17	8	33.33
4. Average income older residents	68,250	313	8.15	29	7.67	1	4.17
5. Students living in city centre locations	86,250	109	2.84	5	1.32	0	0.00
6. Young families	10,000	386	10.05	44	11.64	1	4.17
7. Young families with high benefit need	20,375	729	18.98	70	18.52	5	20.83
8. Residents living in social housing with high need for benefits	48,125	335	8.72	30	7.94	0	0.00
9. Transient population living in poor quality housing	16,375	229	5.96	31	8.20	1	4.17
10. Younger, urban population living in high levels of deprivation	95,875	822	21.40	74	19.58	6	25.00



As a result of the data Community Profile groups 3, 7 and 10 who in general are those who are at a ‘Socio-economic disadvantage’ present the greatest life risk from fire

8. Equality Improvement Plan

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

N/A

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:** 24.2.14

Action Planned	**Responsibility of**	**Completed by**
Continue monitoring of Hate crimes for evidence of problems around religion, belief or sexual orientation. In addition monitoring of Police intelligence for the same	Advocates and Community Safety team	Ongoing throughout year

For any advice, support or guidance about completing this form please contact the DiversityTeam@merseyfire.gov.uk or on 0151 296 4422

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

Health summary for Sefton

The chart below shows how people's health in this local authority compares to the rest of England. The local result for each indicator is shown as a circle, against the range of results for England which is shown as a bar. A green circle may still indicate an important public health problem.

- Significantly worse than England average
- Not significantly different from England average
- Significantly better than England average
- No significance can be calculated

* relates to National Indicator Set 2009

Domain		Indicator	Local No. Per Year	Local Value	Eng Avg	Eng Worst	England Range	Eng Best
Our communities	1	Deprivation	70506	25.3	19.9	89.2		0.0
	2	Children in poverty *	11373	21.5	22.4	66.5		6.0
	3	Statutory homelessness	69	0.6	2.8	8.9		0.0
	4	GCSE achieved (5A*-C inc. Eng & Maths) *	1882	51.4	48.3	26.5		73.3
	5	Violent crime *	2983	10.8	17.6	38.4		4.8
	6	Carbon emissions *	1443	5.2	7.2	15.7		4.6
Children's and young people's health	7	Smoking in pregnancy	436	16.6	14.7	37.8		3.7
	8	Breast feeding initiation *	1409	53.7	71.0	32.5		92.2
	9	Physically active children *	31969	91.4	90.0	77.5		100.0
	10	Obese children *	287	11.4	9.6	16.2		3.9
	11	Children's tooth decay (at age 5)	n/a	1.4	1.5	3.2		0.0
	12	Teenage pregnancy (under 18) *	210	35.0	41.2	79.1		15.0
Adults' health and lifestyle	13	Adults who smoke *	n/a	23.7	24.1	40.9		13.7
	14	Binge drinking adults	n/a	22.1	18.0	28.9		9.7
	15	Healthy eating adults	n/a	26.0	26.3	15.8		45.8
	16	Physically active adults	n/a	10.7	10.8	4.4		17.1
	17	Obese adults	n/a	22.0	23.6	31.2		11.9
Disease and poor health	18	Over 65s 'not in good health'	11851	22.9	21.5	32.5		13.5
	19	Incapacity benefits for mental illness *	6560	40.5	27.7	59.4		8.7
	20	Hospital stays for alcohol related harm *	6348	1938.0	1472.5	2615.1		639.9
	21	Drug misuse	2180	12.4	9.8	27.5		1.3
	22	People diagnosed with diabetes	11614	4.2	4.1	6.3		2.6
	23	New cases of tuberculosis	12	4.3	15.0	102.1		0.0
	24	Hip fracture in over-65s	335	497.6	479.8	699.8		219.0
Life expectancy and causes of death	25	Excess winter deaths	189	18.7	17.0	30.3		4.0
	26	Life expectancy - male *	n/a	75.6	77.7	73.2		83.7
	27	Life expectancy - female *	n/a	81.4	81.8	78.1		87.8
	28	Infant deaths	13	5.0	4.9	9.6		1.3
	29	Deaths from smoking	580	235.3	210.2	330.2		134.4
	30	Early deaths: heart disease & stroke *	298	85.1	79.1	130.5		39.6
	31	Early deaths: cancer *	408	119.2	115.5	164.3		75.7
	32	Road injuries and deaths *	94	33.8	54.3	188.3		18.4

Merseyside Fire and Rescue Service

Equality Impact Assessment Form

Title of policy/report/project:	**Knowsley District Plan 2015/16**
Department:	**Strategy and Performance**
Date:	**06/02/2015**

1: What is the aim or purpose of the policy/report/project

This should identify "the legitimate aim" of the policy/report/project (there may be more than one)

To reduce risk throughout the community through the provision of protective community safety services

We will support the people who live and work in Knowsley in their endeavours to reduce crime and disorder

We will aim to provide a safe, healthy and happy environment that will enrich and sustain the development of our neighbourhoods and communities.

We are committed to Equality and Diversity which will be a key aspect of how we deliver our services.

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)

Those effected by this policy include memebers of the general public not just living in Knowsley but working here also, MFRS staff including; District Manager, District Prevention Manager, Prevention and Protection Team and operational staff.

Key partners and stakeholders including Local Authority, Police, Crime & Disorder Reduction Partnership, Road Safety Team, ASB Reduction Team, Knowsley Chamber of Commerce, Registered Social Landlords and Strategic Health leads.

3. Monitoring

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

What monitoring data have you considered?	**What did it show?**
ONS data on age/ethnicity/ Knowsley Resilience Monitor	The 2011 Census of England & Wales counted population as at 27 March. At this point the population of the Borough was 145,893. During the planning meeting it was recognised that Knowsley has a small BME community (approx. 2.8% - compared to 14.1% in England & Wales). The demographic breakdown of the district shows those aged 16-25 years form approximately 12.1% of the Knowsley population.
English Indices of Multiple Deprivation 2010. Department of Health – Health Profiles provide ward and populous data sets on key health outcomes.	Knowsley is the fifth most deprived borough in England and has high levels and concentrations of deprivation, poor health and low attainment. Large numbers of people in the borough depend on benefits, particularly incapacity benefit. Almost 30% of homes are social housing.
MFRS Strategy & Performance	Internal reports highlight - ASB fires happen at specific times and that certain areas are more susceptible to ASB fires than other areas.

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?	**What did it show?**
MFRS research/data on number and types of incidents. Road Safety Data from Knowsley Road Safety Team	We use sophisticated information tools to identify and analysis data pertinent to the vulnerable community of Knowsley. ➢ Reduction in number of Deliberate Secondary Fires during 2014. ➢ Slight increase in the number of incident during the Bonfire Period. ➢ Accidental Dwelling Fires continues to be a challenge, however in comparison to 2013 we estimate a reduction of approx. 21.4%. ➢ Data highlighted those aged between 16 – 25 are disproportionately involved in RTC across the Borough.

	➢ RTC's across the borough have reduced year on year since 2012/13 we estimate a slighty reduction again this year.
Governments Strategy on independent living	This information is used to support our risk reduction activities in the District and Station Action Plans. There are currently government strategies in place to support the elderly and vulnerable to continue to live in their own home with suitable assistance.
Key findings from Knowsley Resilience Monitor – this is produced every quarter and informs partners.	The creation of a Knowsley "healthy homes" team will deliver significant benefits to the fire service and key partners operating in Knowsley – it will help focus the efforts of front line responders to view the property holistically when devising risk reduction strategies, in the first 4 months the team have knocked on over 5500 doors, completed near to 500 surveys which in turn generated over 1380 referrals . During 2014/15 the Safer Knowsley Partnership will have a concerted multi agency approach to the Hillside Estate; this will see engagement across all groups.
Sport England 2005.	Sport and active recreation can contribute to the four key areas which are the heart of social policy and they are: • Healthier communities • Safe strong sustainable communities • Economic vitality and workforce development • Meeting the needs of children and young people We currently deliver Fire Fit in 3 Knowsley Primary Schools it is our ambition to extend to 6 schools during 2014/15.

5. Consultation

Summarise the opinions of any consultation. Who was consulted and how? (This should include reference to people and organisations identified in section 2 above) Outline any plans to inform consultees of the results of the consultation

What Consultation have you undertaken?	**What did it say?**
Meetings held in January 2015 with internal staff, partner agencies, Local Authority, Elected Members, community organisations Use of snap survey and on line questionnaires to capture responses.	The Knowsley district identified a number of priorities which derived from a series of station planning meetings. The priorities identified from the meetings were then used as a catalyst during the station and local service planning meetings to reflect the relevant Merseyside Fire & Rescue Services priorities; • To reduce accidental dwelling fires and the deaths and injuries which result from these fires in Merseyside • To reduce risk consistently across Merseyside • To reduce the impact of fire on commercial enterprise

CFOA Business Safety Strategy for 2013 -16.	and the wider community • To reinforce our role in fire prevention by improving fire safety within the public and commercial buildings of Merseyside This is particularly prevelant at this time in terms of minimising the impact of fire to the business community and supporting economic stability and regeneration. This is in addition to other key consultation exercises undertaken throughout the year such as Bonfire Planning.

6. Conclusions

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

(a) Age

The District Management Team, Prevention Team and Operational Crews are working with the Knowsley Road Safety Management Team in order to make an impact on reducing the number of road traffic collisions in those aged 16-25 years which forms 12.1% of the Knowsley population.

We are currently delivering Fire Fit in 3 Knowsley primary schools and are working towards establishing the project in 3 more schools.

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

13.4% of the population of Knowsley are registered as having a disability. The Prevention Team look to empower people disabled people and the wider community so everyone can enjoy life equally. They do this by providing advice and issuing equipment i.e. fire retardant bedding packs to reduce the risk of fire death or injury. We actively look to engage with the disabled community through the use of Community Messaging, by providing this method of communication we can provide a service to those hard to reach due to social isolation or refusal to accept services. FSN are engaged in delivering a disability sport programme in Huyton.

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

Knowsley has a small BME community (2.8%) However our actions are broad enough to ensure we effectively target people who we have identified as being at risk. These challenges are reviewed quarterly by the Knowsley Resilience Group (MFRS chair this forum) along with other matters of community cohesion.

(d) Religion or Belief

There were no issues raised by our partners to suggest that religious orientation identified individuals as vulnerable. Our home fire safety strategy reflects a non-discriminatory approach to proactive community safety.

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

Domestic Violence is taken very seriously by the Safer Knowsley partnership and is one of the Key objectives in its business plan – MFRS will support joint working in this area.

As a Fire Service we take Hate Crime seriously. Through the Multi-Agency Risk Assessment Conferences (MARAC), Multi-Agency Public Protection Arrangements (MAPPA) procedures we share information with partner agencies.

(f) Sexual Orientation

As a service provider and employer, MFRS has an important leadership role in influencing others, promoting and encouraging fairness and equality and contributing to a more just and compassionate society. MFRS will work with all its citizens, partners, businesses, voluntary and community groups to develop a shared understanding and commitment to its objectives.

(g) Socio-economic disadvantage

Knowsley is the fifth most deprived borough in England and has high levels and concentrations of deprivation, poor health and low attainment. Large numbers of people in the borough depend on benefits, particularly incapacity benefit. Almost 30% of homes are social housing. Growth and Economic development have been considered in our plan, as has welfare reform – these challenges are reviewed quarterly by the Knowsley Resilience Group.

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.

MFRS are an active and fully engaged partner in Knowsley; we are well aware of the Socio economic issues in the Borough and how this impacts on communities particularly around ADF's and ASB. We will target those from deprived communities and work with all key stakeholders to ensure we effectively provide services tailored to meet specific needs.

8. Equality Improvement Plan

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

9. Equality & Diversity Sign Off

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

Signed off by: | **Date:**

Action Planned	Responsibility of	Completed by

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

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

Merseyside Fire and Rescue Service

Equality Impact Assessment Form

Title of policy:	**St Helens Community Safety District Plan**
Department:	**Prevention and Protection**
Date:	**6.02.15**

1: What is the aim or purpose of the policy

This should identify "the legitimate aim" of the policy (there may be more than one)

The District Prevention Plan details the actions to be taken by MFRS working with partners to reduce the risk of death and injury to our communities whilst seeking to improve community cohesion and quality of live.
We will continue to adhere to the principles of sustainability, equality and social inclusion
We will remain focused and realistic about agreed priorities to maintain or improve community safety.

2: Who will be affected by the policy?

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

MF&RS Prevention, Protection, Response and Volunteer Teams
Helena Housing
Riverside Housing
Arena Housing
St. Helens Council
Merseyside Police
Neighbourhood Management Teams
Residents and Community Groups
St Helens Chamber of Commerce
Youth Offending and Schools Liaison Teams

3. Monitoring

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

What monitoring data have you considered?	**What did it show?**
ONS Data on age / ethnicity	During the 2011 census, St Helens had a population total of 175,308 with 12.7% of the Merseyside total. The population is split into 49.1% males and 50.9% females. St Helens has a higher proportion of children at 17.0% and older people (17.9%). 65.1% of residents are of a working age, slightly lower that the Merseyside Average. In St Helens 98.0% of the population has a white ethnic background, which is a higher proportion compared to the Merseyside average. 1.9% of the St Helens population has a Black, Minority Ethnic background (BME) which is a lower proportion compared to the Merseyside average. 78% of St Helens Residents class themselves as Christian, higher than the Merseyside average of 74%. The next highest group do not follow an organised religion (14%).

4: Research

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

What research have you considered?	**What did it show?**
KIM, statistics and hotspot maps. Partner's data was also utilised.	The district has seen a steady reduction in accidental dwelling fires, deaths and injuries. The previous plans continue to support this but there remains an increased risk to elderly and vulnerable people. In the past year ASB has begun to show increases in most categories. ASB fires have also increased. The CSP has noted an increase in hate crime reporting, this is being monitored to ascertain if there is an actual increase in crime or better awareness and reporting by the public. Our data is shared and mapped with Police, CSP and RSL's to ensure resources are targeted as required.

	Gender and Ethnicity aspects are considered in this work.

5. Consultation

Summarise the opinions of any consultation. Who was consulted and how? (This should include reference to people and organisations identified in section 2 above) Outline any plans to inform consultees of the results of the consultation

What Consultation have you undertaken?	**What did it say?**
Multi – Agency Planning Meetings 1-1 meetings with partners 1-1 meetings with WMs Consultation with Neighbourhood Management Teams Consultation with Elected members Team Briefings	The St Helens District conducted a series of Planning Meetings to confirm MFRS and Partner Priorities and agree actions to address the most problematic. Follow up meetings were held with key partners to ensure respective plans were complimentary. The priority issues were as follows; ❖ Need to improve quality and detail of data sharing to target resources and seek out high risk individuals ❖ The continuation of our youth engagement and cadet programs ❖ Development of our presence in schools and colleges ❖ The continuation of our seasonal response and pre planning campaigns. Seasonal response will be specific to changing weather, holidays etc. ❖ Continuing our specific multi agency approaches to improving Road Safety ❖ Supporting the Business Community ❖ Improving operational intelligence

6. Conclusions

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

(a) Age

The plan considers the challenges of previous years and targets specific groups in the younger and older groups.

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

We will aim to reach those most vulnerable first to complete HFSCs. Individuals with Physical Disability have applied for volunteer positions within the station. Providing empowerment and social empathy.

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

97% 0f the St Helens population are white British and the other 3% minority group is mainly traveller communities.

(d) Religion or Belief

Local Churches in St Helens are eager to reassert their community message and are becoming more involved in the partnership arena. We will continue to attend such partnership meetings and work closely with the churches during seasonal events.

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

We are stakeholders within the Domestic Violence Partnership Arena and core members of The Domestic Homicide Review Panel; we attend to such properties and conduct a detailed arson risk assessment providing additional resource where applicable and necessary. During our work experience / volunteer program with partners and local charitable organisations we will work with all community members.

(f) Sexual Orientation

We will contribute and support the Community Safety Partnership to consider the increases in hate crime reporting and ensure our teams continue to receive awareness briefings and training.

(g) Socio-economic disadvantage

In terms of deprivation there are 118 LSOAs throughout the borough. 25 of these LSOAs fall within the most deprived 10% nationally. There is also a cluster of SOAs falling within the top 5%.

7. Decisions

If the policy will have a negative impact on members of one or more of the protected groups, explain how the policy will change or why it is to continue in the same way. If no changes are proposed, the policy needs to be objectively justified as being an appropriate and necessary means of achieving the legitimate aim set out in 1above.

Following the increases in ASB Fires, road accidents, hate crime reporting and the increased risk of kitchen fires specific campaigns will be created to target these challenges.

Hate Crime will continue to be jointly managed through the CSP

The station has created and expanded its safe haven scheme through the 'Safer in Town' charity, utilising stations, appliances and some light cars as beacons for vulnerable people.

8. Equality Improvement Plan

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

9. Equality and 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

Action Planned	**Responsibility of**	**Completed by**

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

The completed form should be emailed to the Diversity Team at the above address for inclusion on the Diversity Action Group Agenda

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	**POLICY AND RESOURCES COMMITTEE**		
DATE:	**26 MARCH 2015**	**REPORT NO:**	**CFO/024/15**
PRESENTING OFFICER	**DEPUTY CHIEF EXECUTIVE**		
RESPONSIBLE OFFICER:	**KIERAN TIMMINS**	**REPORT AUTHOR:**	**IAN CUMMINS**
OFFICERS CONSULTED:	**STRATEGIC MANAGEMENT GROUP**		
TITLE OF REPORT:	**MFRA LOCAL FIREFIGHTER PENSION BOARD**		

APPENDICES:	**APPENDIX A:**	**PENSION BOARD DRAFT TERMS OF REFERENCE**

Purpose of Report

1. To inform Members about the requirement to establish a Local Pension Board for the Firefighters' Pension Scheme and to set out its proposed structure. In addition the report recommends that the Scheme Manager responsibility be delegated to the Deputy Chief Executive who will then be accountable for the management and administration of the Firefighters' Pension Scheme.

Recommendation

2. That Members;
   a. Approve the delegation for fulfilling the role of Scheme Manager for the overall management and administration of the Firefighters' Pension Scheme to the Deputy Chief Executive.
   b. Approve the establishment of a Local Pension Board for the Firefighters' Pension Scheme as outlined in this report, and specifically:-
   c. Approve that the Board comprise 6 members consisting of 3 employer representatives and 3 employee members.
   d. Nominate an elected Member from MFRA to act as 1 of the employer representatives.

Introduction and Background

3. Lord Hutton identified that there is a case for stronger governance of all the public service pension schemes and that there is a legitimate role for representatives of the workforce to be formally involved. He recommended that every public service pension scheme should have a properly constituted, trained and competent Pension Board, with member nominees, responsible for meeting good standards of governance, including effective and efficient administration. In the case of the locally administered schemes, he recommended that there should be local pension boards. Lord Hutton also

found that there should also be a pension policy group for each scheme at national level for considering major changes to scheme rules.

4. The recommendations of Lord Hutton were accepted by the Government and were carried forward into the Public Service Pensions Act 2013 ("the Act"). The Act puts in place the legislative framework for the new governance arrangements for public service pension schemes. In relation to the Firefighters' Pension Schemes in England the new governance arrangements (*shortly to be ratified in the Firefighters Pension Scheme (Amendment) (Governance) Regulations 2015*) will set up a number of new bodies and requirements as summarised below:-

   - A "**Responsible Authority" -** this will be the Secretary of State for Communities and Local Government and will have responsibility to make regulations for the Firefighters' Pension Scheme.

   - A national "**Scheme advisory board"** with responsibility for advising the responsible authority about possible scheme changes. The board may also advise scheme managers and/or pension boards on improving the administration and management of the scheme.

   - A **"Local Pension board" (LPB)** with responsibility for assisting the scheme manager in securing compliance with:
     - scheme regulations
     - other governance and administration legislation
     - any requirements of the Pensions Regulator
     - additional matters, if specified by scheme regulations

   - The **Scheme Manager** which has overall management or administration responsibility for the Firefighter Scheme(s). The 'scheme manager' is the Fire and Rescue Authority (FRA). The FRA can delegate these responsibilities to such persons or employees as authorised by the scheme manager responsible for the administration of the scheme.

5. The Act and Pension Regulations make the FRA the Scheme Manager for the Firefighters' Pension Schemes. As Scheme Manager the FRA will be responsible for the management and administration of the Firefighters' Pension Schemes. The Scheme Manager can delegate responsibility to an individual. It would seem logical to delegate responsibility to the Deputy Chief Executive (DCE) as he now manages the administration and management of pensions. This report seeks members' approval to action this recommendation.

6. The Scheme Manager is required to establish and run a Local Pension Board (LPB) to assist the Scheme Manager in the role of 'scheme manager' and help comply with the relevant legal obligations relating to the Firefighters' Pension Schemes. The LPB will assist in ensuring the effective and efficient governance and administration of the scheme. This is, potentially, a wide ranging role and allows, for instance, the board to look at the systems underpinning the

administration of the scheme or how decisions are taken. However, the LPB is not a decision making body.

7. This report sets out for members the proposals for the Authority to comply with the requirement to establish a LPB by 1st April 2015, and for it to become operational within 4 months of that date i.e. the first meeting should be no later than 1st July 2015.

8. It will be for the Scheme Manager to determine the membership of the LPB, including how the members are appointed and removed from the Board.

9. A LPB must have an equal number, which is no less than 4 in total, of employer representatives and member representatives (active firefighters who are currently members of a firefighter pension scheme). They may also have other types of members, such as independent experts. The Scheme Manager must be satisfied that:

    a. The LPB members have the capacity and understanding to represent the employer or scheme members, as appropriate.

    b. There is no conflict of interest, before appointment and subsequently from time to time. An individual who is, or is to be appointed must provide the Scheme Manager with any information which it reasonably requires to satisfy itself as to whether there is conflict.

    c. No member or officer of an Authority responsible for the discharge of any function under the Act or Firefighters' Pension Regulations (apart from any function relating to a LPB) may be a member of a local Pension Board.

10. Employee representatives are appointed for the purpose of representing members of the Firefighters' Pension Scheme, and may be, but are not limited to trade union representatives. Former firefighters, (which could include pensioner members if they are no longer employed as a firefighter), cannot be an employee representative.

11. Employer representatives are appointed for the purpose of representing employers. These may be, but are not limited to councillors and/or officers of the Authority. However, an officer or member of the Authority which is responsible for making decisions on the pension scheme is not permitted to be a member of the board, as the board may be scrutinising the decisions of that officer or member. This will mean that any Member on the LPB would not be able to be involved in any committee or committee agenda item involving Firefighters' Pension Scheme discretions or any other related matter.

12. It is for the Scheme Manager to determine whether any expenses should be paid in relation to the running of the LPB. The DCLG view is that costs should be on an exceptions basis and only to recover costs. It is possible, in the view of the DCLG, that the pension board will look to obtain specialist professional

advice, such as actuarial advice, and the Scheme Manager may wish to provide an annual budget to the board for such instances.

13. Given the requirement to have the Pension Board "ready" by 1st April 2015 it makes sense to have a small Pension Board at the outset. The proposal is therefore that the Pension Board should have six members and should be comprised from the following:

An elected Member of the Authority) Two Officers)	to represent the employer
Two Union Officials from the FBU) A Union Official from FOA)	to represent pension members

14. The Terms of Reference for the LPB and governance and administration arrangements are attached to this report as Appendix A. It is expected that the Board will meet twice a year.

15. All members of the Pension Board must have the capacity and understanding to respectively represent the employer or pension members. They must be conversant with the rules of the schemes and documented administration policies. They must also have knowledge of the law relating to pensions. The intention is that Pension Board members must have the breadth and understanding to enable them to understand fully and challenge any information or advice they are given. This task should not be underestimated. Pension law is complex and regularly changes. Training and development of Pension Board members will be essential and compulsory. The DCE intends to provide specific training for members of the LPB before its planned first "operational" meeting which must be before 1st July 2015. In addition the LGA have appointed a Firefighters' Pension expert who intends to run some training events in June 2015 and has created a dedicated website that will contain supporting information and training material.

16. The LPB is expected to be a formal minuted meeting. The agenda and minutes of the LPB will be available for the benefit of Pension Scheme members to demonstrate that the Pension Scheme is being run effectively and efficiently.

Equality and Diversity Implications

17. There are no equality and diversity implications contained within this report.

Staff Implications

18. There are no staff implications contained within this report.

Legal Implications

19. The Authority must have a Local Pension Board to fulfil the requirements in the Public Service Pensions Act 2013 and the 2015 Firefighters' Pension Regulations.

Financial Implications & Value for Money

20. There will be costs associated with establishing, maintaining training and running a Pension Board. Initially a permanent budget of £1,000 will be earmarked towards the running costs of the LPB which can be found from within existing budgets.

Risk Management, Health & Safety, and Environmental Implications

21. There are no risk management, health and safety or environmental implications contained within this report.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

22. The LPB will provide some level of assurance to Firefighters that the Scheme Manager and the Authority are managing the administration of the Firefighters' Pension Scheme in an efficient and effective way, and in accordance with the relevant regulations.

BACKGROUND PAPERS

23. None

GLOSSARY OF TERMS

LPB	Local Pension Board.
DCE	Deputy Chief Executive
FBU	Fire Brigade Union
FOA	Fire Officers Association
DCLG	Department for Communities and Local Government
FRA	Fire and Rescue Authority
THE ACT	Public Service Pensions Act 2013

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APPENDIX A

PENSION BOARD OF MERSEYSIDE FIRE AND RESCUE AUTHORITY (MFRA)

DRAFT TERMS OF REFERENCE

Statement of purpose

1. The purpose of the Board is to assist MFRA or its nominated officer in its role as a scheme manager of the Fire Fighters Pension Scheme. Such assistance is to:

   (a) secure compliance with the Regulations, any other legislation relating to the governance and administration of the Scheme, and requirements imposed by the Pensions Regulator in relation to the Scheme and';

   (b) ensure the effective and efficient governance and administration of the Scheme.

Duties of the Board

2. The Board should at all times act in a reasonable manner in the conduct of its purpose. In support of this duty Board members should:

   (a) act always in the interests of the scheme and not seek to promote the interests of any stakeholder group above another.

   (b) be subject to and abide by Merseyside Fire & Rescue Authority's Elected Members' Code of Conduct.

Membership

The Board will comprise an equal number of employer and member representatives with a minimum requirement of no less than four in total.

Member representatives

3. Three member representatives shall be appointed to the Board.

4. Member representatives should be able to demonstrate their capacity to attend and complete the necessary preparation for meetings and participate in training as required.

Employer representatives

8. Three employer representatives shall be appointed to the Board

9. Two employer representatives shall be office holders or senior employees of Merseyside Fire & Rescue Authority or have experience of representing scheme employers in a similar capacity. Office holders or employees of Merseyside Fire & Rescue Authority with delegated responsibility for discharging the scheme manager function of Merseyside Fire & Rescue Authority may not serve as employer representatives.

10. One Authority member, but that member must not participate or vote on any pension matters being considered by any Authority meetings

11. Employer representatives should be able to demonstrate their capacity to attend and complete the necessary preparation for meetings and participate in training as required.

12. Employer representatives shall be appointed by the firefighter Scheme Manager in a manner which best promotes the purpose of the Board.

Other members

13. No other members shall be appointed to the Board unless the Scheme Manager brings a report to the Authority requesting such an appointment

14. Any appointments of other members shall have regard to the best interests of the purpose of the Board

Appointment of chair

16. At the first meeting of the Board it shall appoint a chair from one of the six Board members. The appointment shall last until the first meeting of the Board in each new financial year (April – March), at which point the Board will elect a chair.

17. The duties of the chair should be in accordance with the duties of a chair within Merseyside Fire & Rescue.

Conflicts of interest

19. All members of the Board must declare to Merseyside Fire & Rescue Authority on appointment and at any such time as their circumstances change any potential conflict of interest arising as a result of their position on the Board.

20. On appointments to the Board and following any subsequent declaration of potential conflict Merseyside Fire & Rescue Authority shall ensure that any potential conflict is effectively managed in line with both the internal procedures of Merseyside Fire & Rescue Authority and the requirements of the Pensions Regulators codes of practice on conflict of interest for Board members.

Knowledge and understanding (including Training)

21. Knowledge and understanding must be considered in light of the role of the Board to assist Merseyside Fire & Rescue Authority in line with the requirements outlined in section 2 above. The Board should establish and maintain a policy and framework to address the knowledge and understanding requirements that apply to Board members. That policy and framework shall set out the degree of knowledge and understanding required as well as how knowledge and understanding is acquired, reviewed and updated.

22. Board members shall attend and participate in training arranged in order to meet and maintain the requirements set out in the Board's knowledge and understanding policy and framework.

23. Board members shall participate in such personal training needs analysis or other processes that are put in place in order to ensure that they maintain the required level of knowledge and understanding to carry out their role on the Board.

Term of office

24. Term of Office should be in accordance with the committee cycle in Merseyside Fire & Rescue Authority.

25. Board membership may be terminated prior to the end of the term of office due to:

    (a) A member representative appointed on the basis of their membership of the scheme no longer being a member of the scheme
    (b) A member representative no longer being a member of the body on which their appointment relied
    (c) An employer representative no longer holding the office or employment or being a member of the body on which their appointment relied
    (d) The representative no longer being able to demonstrate their capacity to attend and prepare for meetings or to participate in required training.

Meetings

26. The Board shall as a minimum meet two times per year. Meetings shall normally take place between the hours of 9.00am and 5.00pm.

27. The chair of the Board with the consent of the Board membership may call additional meetings. Urgent business of the Board between meetings may, in exceptional circumstances, be conducted via communications between members of the Board including telephone conferencing and e-mails.

Quorum

28. A meeting will be quorate when at least one of both member and employer representatives are present plus the chair or deputy chair (if applicable).

Voting

30. The Chair shall determine when consensus has been reached.

31. Where consensus is not achieved this should be recorded by the Chair.

32. In support of its core functions the Board may make a request for information to the Scheme Manager (nominated officer) with regard to any aspect of the scheme manager function. Any such a request should be reasonably complied with in both scope and timing.

33. In support of its core functions the Board may make recommendations to the Scheme Manager (nominated officer which should be considered and a response made to the Board on the outcome within a reasonable period of time.

Interpretation

34. In these terms 'the Scheme' means the Firefighters' Pension Scheme.

35. In these terms Regulations means the Firefighters' Pension Scheme 1992, as amended, the Firefighters' Pension Scheme 2006, as amended and the Firefighters' Pension Scheme Regulations 2014 as amended.

36. In these terms 'regulations' include the Firefighters' Pension Scheme 1992, as amended, the Firefighters' Pension Scheme 2006, as amended, the Firefighters' Pension Scheme Regulations 2014 as amended, , the Pension Regulators Codes of Practice as they apply to the scheme manager and pension board and any other relevant legislation applying to the Scheme.

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	**POLICY AND RESOURCES COMMITTEE**		
DATE:	**26 MARCH 2015**	**REPORT NO:**	**CFO/025/15**
PRESENTING OFFICER	**DEPUTY CHIEF EXECUTIVE**		
RESPONSIBLE OFFICER:	**KIERAN TIMMINS**	**REPORT AUTHOR:**	**IAN CUMMINS**
OFFICERS CONSULTED:	**CFO, DCFO, JANET HENSHAW, NICK MERNOCK**		
TITLE OF REPORT:	**2015 FIREFIGHTERS' PENSION SCHEME - SCHEME MANAGER DISCRETIONS**		

APPENDICES:	**APPENDIX A:**	**2015 FIREFIGHTER PENSION SCHEME DISCRETIONS**

Purpose of Report

1. To inform Members of the Scheme Manager (SM) discretions as contained in 'The Firefighters' Pension Scheme (England) Regulations 2014'.

Recommendation

2. That Members approve
   a. The Draft 2015 Firefighter Pension Scheme Discretions are attached to this report as Appendix A and;
   b. The Deputy Chief Executive as the delegated officer to act as the Scheme Manager for Firefighters' Pension Scheme(s), and
   c. Continual Professional Payments to be treated as pensionable pay, and
   d. That where a scheme member is absent from employment and not entitled to pay but wished to purchase pension benefits for this period that they must pay the employee and employer contributions unless specific approval to the contrary is given by the Authority.

Introduction and Background

3. On 10th March 2015 the final Regulations relating to the new 2015 Firefighters' Pension Scheme (2015 FPS) were finalised by Parliament and the new Scheme will come fully into effect on 1st April 2015.

4. The Regulations, as with all pension schemes, provide for some discretionary decisions, most of which are required to allow the Scheme Manager, (Deputy Chief Executive, subject to this committee approving this report), the ability to administer the scheme.

5. The 2015 FPS Regulations contain 52 discretions. The proposals in relation to these discretions are set out in Appendix A and are recommended to this Committee for approval.

6. Of the 52 discretions the SM has identified that 3 require an immediate policy decision and therefore this Committee is requested to approved the following policy decisions:

Delegation (Regulation 5) The scheme manager must ensure that delegated powers are appropriate and current.	***Recommendation*** The Authority (CFO/024/15) has delegated DCE as Scheme Manager for FPS
Pensionable pay (Regulation 17) The scheme manager has discretion to determine if continual professional development payments are to be treated as pensionable pay. [Regulation 17(1)(d)]	***Recommendation*** The Authority current treats CPD as pensionable pay and therefore it is recommended that CPD is treated as pensionable pay in the 2015 FPS
Contributions during absence from work due to illness, injury, trade dispute or authorised absence (Regulation 111) Where an active member is absent from scheme employment because of illness or injury and not entitled to receive pensionable pay, or because of trade dispute or authorised unpaid absence, they may pay member contributions; if they do, the scheme employer may require that they should also pay employer contributions. [Regulation 111(2), (3) and (4)]	***Recommendation*** The policy in recent times has been to require an employee in such circumstances to pay both the employee and employer contributions. It is proposed to continue this policy.

Equality and Diversity Implications

7. None directly arising from this report.

Staff Implications

8. Most of the discretions relate to the administration of the 2015 FPS, however the SM will consider each case on its own merits.

Legal Implications

9. The legal implications are set out in the body of this Report.

Financial Implications & Value for Money

10. The cost of the 2015 FPS as with the 1992 and 2006 FPS(s) is fully budgeted for including the treatment of CPD payments being treated as pensionable pay.

Risk Management, Health & Safety, and Environmental Implications

11. None directly arising from this report.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

12. None directly arising from this report

BACKGROUND PAPERS

None

GLOSSARY OF TERMS

SM Scheme Manger

2015 FPS 2015 Firefighters' Pension Scheme

DCE Deputy Chief Executive

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APPENDIX A

Scheme Manager Discretions

The Firefighters' Pension Scheme (England) Regulations 2014 SI 2014/2848

Foreword

This document lists the scheme manager discretions （including those attached to an obligation） as contained in The Firefighters' Pension Scheme （England） Regulations 2014 linked here: http://www.legislation.gov.uk/uksi/2014/2848/contents/made

The 2015 FPS Regulations are written to determine that the scheme manager has discretion to exercise in certain circumstances when considering the 2015 FPS Regulations. This document sets out those discretions.

The Scheme Manager will consider each case on its own merits unless the Authority has approved a specific policy to deal with any of these discretions.

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Discretions

Power to Delegate

1. Delegation (Regulation 5)

The scheme manager must ensure that delegated powers are appropriate and current. [Regulation 5(2)]

Opting Out

2. Opting into this scheme (Regulation 12)

An optant-in will become an active member of the scheme with effect from the beginning of the first pay period following the date on which the option is exercised. There is an option for the scheme manager to vary the date on which the person becomes an active member, to such other time as the scheme manager considers appropriate. [Regulation 12(5)]

3. Opting out after the first three months (Regulation 16)

An optant-out ceases to be in pensionable service with effect from the first day of the first pay period following the date on which the option is exercised. If the scheme manager considers that day to be inappropriate, it may vary the date to the first day of any later pay period as the scheme manager does consider appropriate. [Regulation 16(2)(b)]

Pensionable Pay

4. Pensionable pay (Regulation 17)

The scheme manager has discretion to determine if continual professional development payments are to be treated as pensionable pay. [Regulation 17(1)(d)]

Membership

5. Active membership (Regulation 19)

A person who is on unpaid authorised absence can count the period as active membership if the scheme manager permits them to be treated as an active member during that period. (this would be linked to Regulation 111(4) and subject to the member paying the appropriate contributions.) [Regulation 19[c)]

Pension Accounts

6. Establishment of pension accounts: general (Regulation 28)

The scheme manager must establish and maintain pension accounts for scheme members, but they may be kept in such form as the scheme manager considers appropriate. [Regulation 28(2)]

7. Closure and re-establishment of active member's account (Regulation 37)

If a member has more than two active member's account and ceases pensionable service with less than three months' qualifying service in respect of one account, that account must be closed and benefits aggregated with one of the others; the member may select which one. If the member fails to choose, the scheme manager has discretion to choose. [Regulation 37(3), (4) and(5)]

8. Closure of deferred member's account after gap in pensionable service not exceeding five years. (Regulation 49)

If a deferred member re-enters pensionable employment after a gap of five years or less, the scheme manager must close the deferred member's account and re-establish the active member's account, transferring entries from the deferred account. If the person had more than one relevant deferred member's account, they must select – within three months of re-entering scheme employment - which one should close. If they fail to make a selection, the scheme manager must make the choice for them. [Regulation 49(3) and (4)

Retirement Benefits

9. Employer initiated retirement (Regulation 62)

An employer can determine that an active member age 55 or over but under age 60 who on the grounds of business efficiency is dismissed or has their employment terminated by mutual consent, can receive immediate payment of retirement pension without the early payment reduction. An employer may only use this discretion if the employer determines that a retirement pension awarded on this basis would assist the economical, effective and efficient management of its functions having taken account of the costs likely to be incurred in the particular case. [Regulation 62(1) and (2)]

10. Exercise of partial retirement option (Regulation 63)

An active member aged at least 55 who would be entitled to immediate payment of pension if they leave pensionable service and who claims payment of the pension, may opt to claim the whole of their accrued pension but continue in pensionable service. The person concerned must give appropriate notice to the scheme manager and the partial retirement option is taken to be exercised on a date agreed between the member and the scheme manager. [Regulation 63(5)]

Ill-Health Benefits

11. Review of ill-health award or early payment of retirement pension (Regulation 68)

The scheme manager must have a policy for reviewing, at such intervals as it considers appropriate, the award of ill-health pensions where the recipient is under deferred pension age and has been receiving the award for less than 10 years, and for reviewing the early payment of deferred pensions on ill-health grounds for so long as the recipient is below deferred pension age. [Regulation 68(1) and (2)]

12. Consequences of review (Regulation 69)

If, following the review of a lower tier ill-health pension under Regulation 68, the scheme manager determines that the recipient is capable of performing the duties appropriate to the role from which the person retired on grounds of ill-health, the employer must consider whether or not to make an offer of re-employment. [Regulation 69(3)]

13. Commencement of pensions (Regulation 70)

If a deferred member requests, and is entitled to, the early payment of retirement pension on grounds of ill-health, the scheme manager must determine the date of payment as being the date on which the person became incapable of undertaking regular employment because of infirmity of mind or body or, if that date cannot be ascertained, the date of the member's request for early payment. [Regulation 70(7)]

If a deferred member requests deferral of payment of a deferred pension beyond deferred pension age, or requests early payment with an early payment reduction before deferred pension age, the scheme manager will decide the payment date after the claim for payment has been made. [Regulation 70(8)]

Allocation

14. Allocation election (Regulation 72)

The scheme manager must give consent for the allocation of a portion of pension to a dependant who is not the spouse, civil partner or cohabiting partner of an active or deferred member. (Consent can be withheld if the scheme manager is not satisfied that the person nominated is not substantially dependent of the active member.) [Regulation 72(3)(b) and (4)]

15. Adjustment of allocated benefit (Regulation 75)

If a member who has made an allocation election dies after reaching age 75, and the amount of allocated pension does not qualify as a dependant's scheme pension under section 167 of the Finance Act 2004 (pension death benefit rules), the amount may be adjusted in a manner determined by the scheme manager. [Regulation 75(1) and (2)]

Death Benefits

16. Meaning of "surviving partner" (Regulation 76)

A cohabiting partner may be considered a "surviving partner" and potentially qualify for a pension provided they meet certain conditions, one of which is that they must have been in a "long-term relationship" – a continuous period of at least two years – at the date at which entitlement needs to be considered. The scheme manager has discretion to allow the person to qualify where the period is less than two years. [Regulation 76(1)(b)(v) and (2)]

17. Person to whom lump sum death benefit payable (Regulation 95)

The scheme manager has absolute discretion as to the recipient of any lump sum death benefit payable. [Regulation 95]

18. Payment of pensions under Part 6 "Death Benefits" (Regulation 100)

If a child's pension is due in respect of an eligible child under age 18, the scheme manager will determine to whom it should be paid and will give directions to that person as to how the payment should be applied for the eligible child's benefit. [Regulation 100(2)]

19. Surviving partner's pensions and eligible child's pensions: suspension and recovery (Regulation 101)

A scheme manager has the right to cease paying a surviving partner's pension and/or eligible child's pension and recover any payment made in respect of a pension where it appears to the scheme manager that the recipient made a false declaration, or deliberately suppressed a material fact in connection with the award. (This does not affect the scheme manager's right to recover a payment or overpayment under any other provision where the scheme manager considers it appropriate to do so.) [Regulation 101(2) and (3)]

20. Provisional awards of eligible child's pensions: later adjustments (Regulation 102)

If children's pensions have been made to certain persons on the basis that they were eligible children and there were no others, and subsequently it appears that any of those children were not eligible, or there was a further eligible child to whom no payment has been made, or that a child born after the

member's death is an eligible child, the scheme manager has discretion to adjust the amount of pensions as required in view of the facts as they subsequently appear. The adjustments may be made retrospectively. (This does not affect the scheme manager's right to recover a payment or overpayment under any other provision where the scheme manager considers it appropriate to do so.) [Regulation 102(2) and (3)]

21. Adjustment of benefits to comply with FA 2004 where members die over 75 (Regulation 104)

If a member dies after reaching age 75 and any part of a pension to which a person becomes entitled on the death would not qualify as a dependant's scheme pension for the purposes of section 167 of the Finance Act 2004 (the pension death benefit rules), the scheme manager has discretion to adjust the benefit payable to the person so that it would qualify under that section of the Act. [Regulation 104(1)(a) and (2)]

Contributions

22. Member contributions (Regulation 110)

Where there is a change in scheme employment or a material change which affects the member's pensionable pay in the course of a financial year and the revised amount falls into a different contribution rate band, the scheme manager must determine that this rate should be applied and inform the member of the new contribution rate and the date from which it is to be applied. [Regulation 110(5)]

When identifying the appropriate contribution rate, a reduction in pay in certain circumstances as listed in Regulation 110 are to be disregarded. In addition, the scheme manager can specify the circumstances in a particular case where a reduction in pensionable pay will be disregarded. [Regulation 110(7)(h)]

23. Contributions during absence from work due to illness, injury, trade dispute or authorised absence (Regulation 111)

Where an active member is absent from scheme employment because of illness or injury and not entitled to receive pensionable pay, or because of trade dispute or authorised unpaid absence, they may pay member contributions; if they do, the scheme employer may require that they should also pay employer contributions. [Regulation 111(2), (3) and (4)]

24. Deduction and payment of contributions (Regulation 114)

Member contributions due under Regulation 110 may be deducted by the scheme employer from each instalment of pensionable pay as it becomes due, unless another method of payment has been agreed between the scheme manager and the member. [Regulation 114(1)]

Contributions due in respect of absence from work on reserve forces service leave may be deducted from any payment made under Part 5 of the Reserve and Auxiliary Forces (Protection of Civil Interests) Act 1951. [Regulations 114(2)]

Contributions which the member is required to pay, or has elected to pay under Regulations 111 and 113 may be paid by a lump sum or by deduction from instalments of pensionable pay as agreed between the member and the scheme manager. [Regulation 114(3)]

Transfers

25. Statement of entitlement (Regulation 135)

The scheme manager must specify in a statement of entitlement the "guarantee date" date by reference to which the cash equivalent or club transfer value is calculated; this date must fall within the three months beginning with the date of the member's application for the statement of entitlement and within ten days ending with the date on which the member is provided with the statement. The scheme manager has discretion, if it believes reasonable, to extend this date to within six months of the date of the member's application if, for reasons beyond the scheme manager's control, the information needed to calculate the transfer value cannot be obtained before the end of the three month period. [Regulation 135(4)]

26. Request for acceptance of a transfer payment (Regulation 141)

There is a time limit of one year from becoming an active member in which a person can request a transfer payment from a non-occupational pension scheme. The scheme manager has the discretion to extend this period. [Regulation 141(3)]

27. Transfer statement (Regulation 142)

The scheme manager can require an active member to ask the scheme manager of a previous nonclub pension scheme to provide a statement of the amount of transferred pension that the member would be entitled to count provided that the transfer date falls within two months of the date of the statement. [Regulation 142(2)]

28. Club transfer value statement (Regulation 144)

The scheme manager can require an active member to ask the scheme manager of a previous club pension scheme to provide a statement of the amount of transferred pension that the member would be entitled to count provided that the transfer date falls within two months of the date of the statement. [Regulation 144(2)]

Appeals and determinations

29. Appeal concerning entries on the certificate (Regulation 148)

If a member is not satisfied with a certificate setting out the details in their pension account(s) as required under Regulation 146, they can require the scheme manager to deal with their disagreement under arrangements implemented by the scheme manager in accordance with the requirements of section 50 of the Pensions Act 1995 (resolution of disputes) and the Occupational Pension Schemes (Internal Dispute Resolution Procedures Consequential and Miscellaneous Amendments) Regulations 2008. The scheme manager must have these arrangements in place. [Regulation 148(1)]

30. Determinations by the scheme manager (Regulation 151)

It is the scheme manager that must determine whether a person is entitled to an award or to retain an award. [Regulation 151]

31. Role of IQMP in determinations by the scheme manager (Regulation 152)

The scheme manager must select an Independent Qualified Medical Practitioner to provide a written opinion in respect of medical matters which may only be decided by having regard to such an opinion. [Regulation 152(1)]

If a person wilfully or negligently fails to submit to medical examination by the selected IQMP and the IQMP is unable to give an opinion on the basis of the medical evidence available, the scheme manager can make the determination based on such medical evidence as the scheme manager thinks fit, or without medical evidence. [Regulation 152(7)]

32. Review of medical opinion (Regulation 153)

Where a member requests a review of an IQMP's opinion in the light of new evidence received by the scheme manager within 28 days of the member having received the opinion, the scheme manager may agree to giving the IQMP the opportunity of reviewing the opinion. [Regulation 153(1).

Upon receiving the IQMP's response the scheme manager must confirm or revise its original determination and advise the member accordingly. [Regulation 153(4) and (5)]

33. Notice of appeal (Regulation 155)

If a member wishes to appeal against a determination made by the scheme manager and their grievance lies in the medical opinion upon which the determination was based, they can appeal to a board of medical referees. The appeal must be made within 28 days of the date on which the member receives the relevant documents under Regulation 154(4). If the appeal is not made within this time limit and the scheme manager is of the opinion that the person's failure to give notice within the required period was not due to the person's own default, the scheme manager has a discretion to extend the time limit for such period as the scheme manager considers appropriate, not exceeding six months from the date the Regulation 154(4) documents were supplied. [Regulation 155(2)]

34. Reference of appeal to the board (Regulation 156 - See also Regulation 161)

Where a member has given notice of appeal to a board of medical referees, before the board arranges a time and place for the interview and medical examination a member of the board will review the documents supplied to the board in accordance with Regulation 156. If the board member is of the opinion that the board may regard the appeal as frivolous, vexatious or manifestly ill-founded the board member will notify the Secretary of State accordingly. This will be copied to the scheme manager who must, in turn, send a copy of it to the scheme member advising that if their appeal is unsuccessful, the member may be required to pay the scheme manager's costs and requesting notification from the member as to whether, in the circumstances, they wish to continue with, or withdraw, the appeal. [Regulation 156(8) to (12)]

35. Procedure where appeal to be pursued (Regulation 157)

The scheme manager must decide which persons will attend the interview as its representatives. The scheme manager must also decide whether or not to submit written evidence or a written statement (and must decide a response to any written evidence or written statement from the appellant). [Regulation 157(6) to (9)]

36. Expenses of each party (Regulation 161)

If the medical appeal board determines in favour of the scheme manager and states that in its opinion the appeal was frivolous, vexatious or manifestly ill-founded, the scheme manager can require the appellant to pay it such sum not exceeding the total amount of the fees and allowances payable to the board under Regulation 160(1) as the scheme manager considers appropriate. [Regulation 161(2)]

If the appellant withdraws the appeal requesting cancellation, postponement or adjournment of the date appointed for interview and/or medical examination less than 22 working days before the date appointed, the scheme manager can require the member to pay it such sum not exceeding the total amount of the fees and allowances payable to the board under Regulation 160(1) as the scheme manager considers appropriate. [Regulation 161(3)(a)]

If the appellant's acts or omissions cause the board to cancel, postpone or otherwise adjourn the date appointed or interview and/or medical examination less than 22 days before the date appointed, the scheme manager can require the member to pay it such sum not exceeding the total amount of the fees and allowances payable to the board under Regulation 160(1) as the scheme manager considers appropriate. [Regulation 161(3)(b)]

37. Appeals on other issues (Regulation 163)

If a member disagrees with a scheme manager's determination of award under Regulation 151 and the disagreement does not involve an issue of a medical nature, the member can require the scheme manager to deal with the disagreement under requirements which the scheme manager must have in place in accordance with section 50 of the Pensions Act 1995 (requirement for dispute resolution arrangements) and the Occupational Pension Schemes (Internal Dispute Resolution Procedures Consequential and Miscellaneous Amendments) Regulations 2008. [Regulation 163]

Payment of pensions

38. Commutation of small pensions (Regulation 167)

If the pension entitlement of a member of the scheme, or the pension entitlement of a member's beneficiary, does not exceed the small pensions commutation maximum the scheme manager may pay the entitlement as a lump sum. This would, however, be subject to the consent of the recipient and must comply with the commutation provisions that apply in the circumstances. [Regulation 167(3)]

39. Payments for persons incapable of managing their affairs (Regulation 168)

If it appears to the scheme manager that a person other than an eligible child who is entitled to benefits under the scheme, is by reason of mental incapacity or otherwise, incapable of managing his or her affairs, the scheme manager may pay the benefits or any part of them to a person having the care of the person entitled, or such other person as the scheme manager may determine, to be applied for the benefit of the person entitled. If the scheme manager does not pay the benefits in this way, the scheme manager may apply them in such manner as it may determine for the benefit of the person entitled, or any beneficiaries of that person. [Regulation 168]

40. Payments due in respect of deceased persons (Regulation 169)

If, when a person dies, the total amount due to that person's personal representatives under the scheme (including anything due at the person's death) does not exceed the limit specified in the Administration of Estates (Small Payments) Act 1965, the scheme manager can pay the whole or part of the amount due to the personal representatives or any person or persons appearing to the scheme manager to be beneficially entitled to the estate, without requiring the production of grant of probate or letters of administration. [Regulation 169]

Forfeiture

41. Forfeiture: offences committed by members, surviving partners or eligible children (Regulation 171)

If a member, surviving partner or eligible child is convicted of a relevant offence, the scheme manager can withhold pensions payable under the scheme to a member, any person in respect of the member, a surviving partner or an eligible child, to such extent and for such duration as it considers appropriate. "Relevant offence" is defined in this Regulation. The definition includes offences injurious to the State (including treason) or likely to lead to a serious loss of confidence in the public

service. There are certain conditions set out in the Regulation, e.g. it is only the part of the pension that exceeds any guaranteed minimum pension that can be withheld. [Regulation 171(1), (2), (3) and (5).]

Where a pension is withheld, the scheme manager can at any time, and to such extent and for such duration as the manager thinks fit, apply the pension for the benefit of any dependant of the member or restore it to the member. [Regulation 171(4)]

42. Forfeiture of pensions: offences committed by other persons (Regulation 172)

If a surviving partner or eligible child is convicted of the murder of a scheme member from whose benefits their pension would be derived the scheme manager must withhold all of the survivor's or child's pension otherwise payable. However, if a surviving partner or eligible child is convicted of the manslaughter of the member or any other offence, apart from murder, of which the unlawful killing of the member is an element, the scheme manager has discretion as to whether or not to withhold the pension to which they would otherwise be entitled. The amount withheld must only be that part of the pension which exceeds any guaranteed minimum pension. If the conviction is subsequently quashed, the pension must be restored with effect from the day after the date on which the member died. If, after the conviction has been quashed, the person is again convicted of murder, manslaughter or an associated offence as outlined above, any restoration is cancelled. [Regulation 172(1) to (5)]

43. Forfeiture of lump sum death benefit: offences committed by other persons (Regulation 173)

If a person is convicted of a relevant offence, i.e. the murder or manslaughter of the member, or any other offence of which the unlawful killing of the member is an element, the scheme manager must withhold all of any lump sum death benefit payable to that person. If, however, the conviction is subsequently quashed on appeal, the scheme manager may, to such extent and for such duration as it thinks fit, restore to the person the amount of benefit withheld. If, after the conviction has been quashed, the person is again convicted of murder, manslaughter or an associated offence as outlined above, any restoration is cancelled. [Regulation 173]

44. Forfeiture: relevant monetary obligations and relevant monetary losses (Regulation 174)

If a member has a relevant monetary obligation or has caused a relevant monetary loss, the scheme manager may, to such extent and for such duration as it considers appropriate, withhold benefits payable to that person under the scheme. "Relevant monetary obligation" and "relevant monetary loss" are defined in the Regulation. There are certain limits, e.g. the amount withheld may only be that which exceeds the person's guaranteed minimum pension and the scheme manager may only withhold it if there is no dispute about the amount or, if there is, there is a court order or the award of an arbitrator. The monetary obligation must have been incurred to the employer after the person became an active member and arising out of or connected with the scheme employment in respect of which the person became a member of the scheme, and arising out of the person's criminal, negligent or fraudulent act or omission. The procedure is set out in Regulation 176. [Regulation 174]

45. Set-off (Regulation 175)

A scheme manager has a discretion to set off a "relevant monetary obligation" against a member's entitlement to benefits under the scheme, subject to certain conditions which are similar to those contained in Regulation 174 (Forfeiture). The procedure is set out in Regulation 176. [Regulation 175]

Payment and Deduction of Tax

46. Payment on behalf of members of lifetime allowance charge (Regulation 178)

At a scheme member's request, the scheme manager may pay on the member's behalf any amount that is payable by way of the lifetime allowance charge under section 214 of the Finance Act 2004. The scheme manager may only comply with the request if the member pays it the amount in question on or before the date on which the event occurs or the member authorises the deduction of the amount from a lump sum becoming payable to the member under the scheme at the same time as the event occurs. [Regulation 178]

47. Evidence of entitlement (Regulation 184)

The scheme manager can require any person who is in receipt of a pension or may have entitlement to a pension or lump sum under the scheme to provide such supporting evidence as the scheme manager may reasonably require so as to establish the person's identity and their continuing or future entitlement to the payment of any amount under the scheme. [Regulation 184(1) and (2)]

If a person fails to comply with the scheme manager's requirements in this respect, the scheme manager can withhold the whole or part of any amount that it otherwise considers to be payable under the scheme. [Regulation 184(3)]

Added pension

48. Amount of accrued added pension may not exceed overall limit of extra pension (Schedule 1 Part 1, Paragraph 4)

The total amount of accrued added pension must not exceed a certain limit. If it appears to the scheme manager that a member who has elected to make periodical contributions will exceed the limit the scheme manager may cancel the election (by written notice to the member). [Schedule 1 Part 1, Paragraph 4]

49. Member's election to make periodical contributions for added pension (Schedule 1 Part 1, Paragraph 7)

If a scheme member wishes to make periodical payments for added pension, the scheme manager can set a minimum amount which must be paid. [Schedule 1 Part 1, Paragraph 7(3)]

50. Periodical payments (Schedule 1 Part 2, Paragraph 8)

If a scheme member wants to make periodical payments for added pension, but does not want them to be deducted from pensionable pay, the scheme manager may agree another method of payment. [Schedule 1 Part 2, Paragraph 8 (3)]

51. Periodical payments during periods of assumed pensionable pay (Schedule 1 Part 2, Paragraph 10)

After a period of assumed pensionable pay or a period of reduced pay, the member may give written notice to the scheme manager authorising the employer to deduct the aggregate of payments – which would have been made but for the leave – from the member's pay during the period of six months from the end of the period of reduced pay. The scheme manager can extend this period of six months. [Schedule 1 Part 2, Paragraph 10(4)]

Tapered Protection

52. Meaning of "tapered protection closing date" (Schedule 2 Part 1, Paragraph 3)

The tapered protection closing dates for tapered protection members are given in the 1992 scheme tables in Schedule 2 Part 4. In most cases the appropriate closing date can be ascertained by reference to the band of dates in which the firefighter's birthday falls. The tapered protection date for a tapered protection member of FPS 2006 to whom paragraph 9(5) or 21 applies (members returning to pensionable service) is determined by the scheme manager. [Schedule 2 Part 1, Paragraph 3(3); Schedule 2 Part 2, Paragraph 9(5); and Schedule 2 Part 3, Paragraph 21]

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	**POLICY AND RESOURCES COMMITTEE**		
DATE:		**REPORT NO:**	**CFO/016/15**
PRESENTING OFFICER	**DEPUTY CHIEF FIRE OFFICER**		
RESPONSIBLE OFFICER:	**NICK MERNOCK**	**REPORT AUTHOR:**	**NICK MERNOCK**
OFFICERS CONSULTED:	**KIERAN TIMMINS DEPUTY CHIEF EXECUTIVE**		
TITLE OF REPORT:	**PAY POLICY 2015/16 2015/16**		

APPENDICES:	**APPENDIX A**	**REMUNERATION**
	APPENDIX B	**OTHER BENEFITS**

Purpose of Report

1. Section 38 of the Localism Act 2011 requires Local Authorities to publish a Pay Policy Statement each year. This report sets out the Authority's proposed Pay Policy Statement for 2015/16 for approval by the Authority prior to publication.

Recommendation

2. That Members approve the attached proposed Pay Policy for 2015/16

Introduction and Background

3. Section 38 of the Localism Act 2011 places a requirement on Local Authorities to publish a Pay Policy Statement by 31st March each year. The Statement must set out the Authority's policies relating to the :-

   (a) Remuneration of its Senior Officers.

   (b) Remuneration of its lowest-paid employees, and

   (c) The relationship between the remuneration of its Senior Officers and the remuneration of its employees who are not Senior Officers.

4. There has been a small change in salary values following pay awards for Green, Red and Grey Book staff since last year which has affected a change to the proposed Pay Policy for 2014/15 so for completeness the full policy statement is being represented to the Authority for approval.

5. In relation to the development of the Authority's Pay Policy Senior Officers have been defined as those individuals/posts which make up Merseyside Fire and Rescue Authority's Strategic Management Group (SMG).

6. Attached as Appendix A to this report is the proposed Pay Policy Statement 2015/16. The Statement sets out the Authority's policies in relation to the pay of its workforce, particularly its Senior Officers. It does not supersede the responsibilities and duties placed on the Authority in its role as an employer and under employment law. These responsibilities and duties have been considered when formulating the Statement.

7. This Statement aims to ensure that the Authority's approach to pay attracts and retains a high performing workforce, whilst ensuring value for money. It sits alongside the information on pay that the Authority already publishes as part of its responsibilities under the Code of Practice for Local Authorities on Data Transparency.

8. The Statement has been developed taking into account the relevant sections within Chapter 8 "Pay Accountability" of the Localism Act 2011. In its development consideration was originally given to the draft guidance produced by the Department for Communities and Local Government (DCLG) entitled "Openness and Accountability in Local Pay – draft guidance under section 40 of the Localism Act". Additionally, consideration has been given to the Code of Recommended Practice for Local Authorities on Data Transparency published by the DCLG in September 2011. This has now been supplemented with the document Pay Policy and Practice in Local Authorities produced by the Local Government Association (LGA)

9. Following national review of a number of termination and re engagement events by the government, and increased criticism of the legitimacy of those arrangements, the revised guidance suggested the inclusion of a statement of intent by the Authority in relation to the future considerations of such arrangements at Senior Officer level be included in the Organisational Pay Policy. This has now been inserted in Appendix A whilst allowing the Authority to consider each case on its own merits.

Equality and Diversity Implications

10. This Pay Policy Statement aims to ensure the Authority presents an open and transparent approach to pay, which attracts and retains a high performing and diverse workforce whilst ensuring value for money.

Staff Implications

11. The Authority strives to ensure all our employees are the best they can be, and to ensure the recruitment and retention of a motivated and engaged workforce a competitive remuneration package is essential

Legal Implications

12. A Pay Policy is required to be published by the Authority each year pursuant to the Localism Act 2012 section 38 and the Authority must approve a definition of "lowest paid employee" within such a Pay Policy Statement as well as information about its policies in relation to the pay and remuneration of its senior staff.

Financial Implications & Value for Money

13. There are no direct financial implications arising from this report as the Pay Policy Statement sets out the Authority's policies relating to remuneration. It does not serve to set or agree specific rates or numerical amounts.

Risk Management, Health & Safety, and Environmental Implications

14. None arising from this report.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

15. Effective management arrangements help make Firefighters safer and help deliver an effective organisation.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

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MERSEYSIDE FIRE AND RESCUE AUTHORITY

Pay Policy - The Role and Remuneration of Senior Managers

This Statement sets out the Authority's policies in relation to the pay of its workforce, particularly its Senior Officers, in line with Section 38 of the Localism Act 2011. The Statement is approved by the Authority each year and published on the Authority's website demonstrating an open and transparent approach to pay policy.

This Statement draws together the Authority's policies relating to the payment of the workforce, particularly:-

- Senior Officers
- It's lowest paid employees; and
- The relationship between the pay of Senior Officers and the pay of other employees.

For the purposes of this Statement, "pay" includes basic salary, pension and all other allowances arising from employment.

The Authority's operates a pay policy to ensure that:-

- It is competitive and allows the Authority to recruit and retain high quality staff to deliver its mission and to make its staff and its communities safer.
- Is fair and equitable within the organisation, whilst considering relevant comparable data with other similar organisations and roles.
- Is transparent and open to public scrutiny

In deciding pay levels all roles take account of National Conditions of Service as well as undertaking Organisational Job Evaluation using a jointly agreed scheme. This process will take account of a range of measurable factors that ensures organisational continuity and equality in relation to pay. This process where appropriate can also be supplemented to take account of:-

a) Market Forces and comparators

Comparison are undertaken were deemed appropriate:-

- With other Metropolitan and similar sized Fire and Rescue Authorities
- With other pan Merseyside and local district organisations

• Other comparator and private sector salaries where appropriate (particularly for professional roles)

b) The relative size and efficiency of the management team

c) The level and breadth of responsibility

d) The full range of benefits afforded to the individual

e) Organisational success

The Authority regularly reviews its management structures and pay scales to ensure they remain efficient and applicable. Although there is a national pay framework, the Authority has negotiated a more flexible local agreement which has enabled it to reduce overall numbers and deliver savings.

The Authority has moved to a structure of single pay points for its senior managers. The pay points were introduced as individual roles within the management team became subject to review.

The Authority no longer operates any bonus or performance pay mechanism for its senior managers.

Decision Making Process

The full Authority body ultimately agrees the structure and pay levels for the organisation. The Authority is made up of locally elected Councillors from the five districts of Merseyside. The Authority's responsibility is to ensure that the fire and rescue service is run properly and responsibly. More information on the running of the Authority can be found at www.merseyfire.gov.uk

Re Employment

It is not in the Authority's policy to normally re employ or contract with senior managers who have been made redundant, or sought voluntary severance unless there are exceptional circumstances where their specialist knowledge and expertise is required for a defined period

Openness and Accountability

The Authority is committed to openness and accountability to the communities it serves. Information about pay and rewards is published:-

- In this pay policy annually
- In its annual accounts statement
- On its website

The Strategic Management Group (Senior Officers)

For the purposes of this policy, Senior Officers are defined as the Strategic Management Group (SMG). SMG is responsible for implementing the policies procedures and decisions of the Fire Authority and carry out a variety of professional advisory roles.

The SMG has three Executive Officers:-

- **Chief Fire Officer**
- **Deputy Chief Fire Officer**
- **Deputy Chief Executive**

This has been very much reduced since 1996 when the executive team comprised of 8 officers *(A Chief Fire Officer, a Deputy Chief Fire Officer and four Assistant Chief Officers (3 of whom were operational) and this operational team were supported by a Clerk to the Authority and a Treasurer.).* The Authority's commitment to continuous review of its efficiency has now reduced the team to 3 members (including the Treasurer).

Alongside the Executive the Authority has a number of strategic managers to deliver its day to day business. The other members of SMG are:-

- Director of Strategy and Planning
- Area manager (AM) Operational Preparedness
- Director of Legal, Procurement and Democratic Services
- Director of People & Organisational Development
- AM Operational Response
- AM Prevention and Protection

This structure has also been reduced in size by 7 posts in recent years.

Officers' Remuneration

The current Chief Fire Officer was appointed in September 2011. His salary was set at £170,000 at that time which represented a 20% reduction from that of the previous post holder and has been frozen for the past four years. The Deputy Chief Fire Officer and the Deputy Chief Executive are both paid at 85% of the Chief Fire officer salary.

Director/Area Manager salaries range from £60k-£90k

The policy on other benefits is attached as Appendix B

Definition of Lowest Paid Staff

The Authority defines its lowest paid employees by alignment to the lowest grades of uniformed and non-uniformed staff.

The lowest paid non-operational role is Grade 1, with a salary of £13,500 pa.

The lowest paid operational role is Firefighter (Development) £21,799 pa.

Comparison with Lowest Paid Staff

In setting reward structures for Senior Managers, the Authority does not take direct account of multiples of pay, but it is mindful of the Hutton Recommendation, that multiples of over 20 might well be considered excessive.

The current ratios between high and low paid staff are:-

Highest paid Manager/Lowest paid member of all staff = 12.59 (Last year this was 13.8)

Highest paid Manager/Lowest paid operational staff = 7.79 (Last year this was 8.0)

Uniformed firefighters including the CFO, DCFO and the Area Managers are members of the Firefighter Pension Scheme (FPS). This is the scheme that covers the majority of firefighters although newer entrants are now members of the 'New Firefighter Pension Scheme'.

FPS is a contributory scheme; this means that the employee contributes to the scheme from his or her own salary. Firefighters contribute 14.2% of their salaries and more senior managers contribute at higher levels up to 17% of salary.

Since 2006 there has been an Employer's contribution to the FPS which is currently 26.5% and employee and employer's contribution are paid into an Authority pensions account and the cost of pensions, when they are taken, are also then paid from this account with the net deficit then reimbursed by Government.

The rules governing the pension scheme are contained in regulations made by Parliament and are available at http://www.gov.uk

Non-Uniformed staff are members of the Local Government Pension Scheme which is a contributory scheme; this means that the employee contributes to the scheme from his or her own salary.

Senior managers contribute up to 12.5% of their salary and the Employer's contribution to the LGPS is currently 13.6% (the figure varies depending upon how much is needed to ensure benefits under the scheme are properly funded, and are set independently). The rules governing the pension scheme are contained in regulation made by Parliament and are available at http://www.lgps.org.uk

Other Benefits

All the SMG work such hours as are necessary. This routinely involves evening work as well as the standard Monday to Friday business week. Weekend working is required. No extra payments are made for such extended hours.

In addition the CFO and DCFO work a 'continuous duty' system whereby they have to remain available for operational response for protracted periods. The very nature of a senior officer role also means that they regularly have evening and weekend work commitments.

Where a car is required to carry out their duties each Officer is provided with a lease car arrangement to which the Authority makes a contribution.

The individuals are given the flexibility to add to this lease amount at their own expense if they want to exercise their personal choice for a more expensive car. The Authority has clear guidelines on the type of vehicle that can be used given the operational nature of the role.

All officers are taxed on the benefit of their vehicle.

In addition other benefits may be applicable. The Authority strives to be an excellent employer and makes a wide range of benefits and support available to **all** staff. The Executive team may be eligible/take advantage of these benefits in certain instances.

Benefits available to all Authority Employees

• PPC (Employee Assistance Programme)

• Counselling services

• Childcare vouchers

• Health advice clinics

• Specialist Nurse Advisor health assessment

• Physiotherapy services

• Early Intervention Diagnostic Assessment

• Internet access may be provided at home for access to critical Authority computer systems

• Essential Communications equipment may be provided

• Medical Financial Assistance

• Total Fitness Rehabilitation Exercise Referrals

• Massage Rehabilitation Clinic

• Smoking Cessation Support

• Absence and Attendance Policy

• Corporate Uniform and clothing allowances

• Flexi time

• Pre-retirement Leave

• Enhance maternity benefits

• Relocation Expenses

• On Site Gym

• Season Ticket Loans

• Additional personal Security based on a police risk assessment

Expenses/Allowances

The Authority reimburses officers for costs incurred when working away from home, when at conferences, regional or national meetings etc. The costs of work travel, accommodation and subsistence are claimable The very nature of the role means that SMG members are regularly required to work in different parts of the country and spend nights away from home. Claims are either based upon actual expenditure incurred according to strict controls and rules or, on occasion, can be payable in line with the Authority's scheme for Allowances.