

Integrated Risk Management Plan (IRMP) 2017-20 Equality Impact Assessment report

Title of policy/report/project:	Integrated Risk Management Plan (IRMP) 2017/20
Department:	Strategy and Performance
Date:	23.1.17
1: What is the aim or purpose of the IRMP and proposed changes it contains	
<p>The IRMP is MFRA’s primary planning document. It is a statutory requirement of the Fire and Rescue Services Act 2004 and is compiled in line with the National Framework 2012. The plan presents MFRA’s short and medium term aims in relation to managing and reducing risk in Merseyside and the contribution made by MFRA to regional and national resilience. The plan is based on the risks and the needs of our local communities in the context of the available resources and sets specific actions for the years 2017/20.</p> <p>This EIA deals presents a high level evaluation of the proposals contained within the IRMP. Following approval of the IRMP, further EIAs will be completed for each proposal as it is delivered.</p> <p>The proposals considered can be summarised as follows:</p> <ul style="list-style-type: none"> • Response proposal – day crewing • Response proposal - retained contracts • Response proposal – Emergency Medical Response • Preparedness proposals • National Resilience and arrangements (including NRAT) • USAR and HART training to include Merseyside Police • Training • Prevention proposals – Safe and Well 	

- Prevention Proposals – Community Safety Hubs
- Prevention proposals – Digital Inclusion
- Prevention proposals - Volunteers
- Protection proposals – Risk based inspection
- Protection proposals - Business Safety Advisors
- Protection proposals - Protection Response Team
- Protection proposals - Better Business For All
- Equality and Diversity Objectives

2: Who will be affected by the changes proposed in the IRMP

All communities on Merseyside
 Visitors to Merseyside
 MFRA Employees
 Authority Members
 Local Authorities and other Emergency Services
 Other Community Partners

3. What monitoring data have you considered?

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

What monitoring data have you considered?

Demographic data

What did it show?

Response proposal – day crewing

Extensive simulation of alternative methods of providing the emergency response service whilst meeting the budget savings targets led to the most effective option being the one that would allow us to continue to meet our response standard of attending life risk incidents within 10 minutes of the crew being alerted on 90% of occasions. A second fire appliance will be available on a 30 minute recall to provide resilience during periods of high demand, but will not provide an immediate response to incidents. This will always be provided by a whole time or LLAR crew.

This proposal allows the Service to keep as many stations open as possible by reducing the number of immediately available appliances between 8.30pm and 8.30am. The locations where this would be implanted are Wallasey, Kirkdale, Aintree, City Centre and Crosby. These stations have been selected following consideration of the number of incidents in the station area and the proximity of other stations (crewed at night), allowing the 10 minute response standard to be achieved – thus maintaining high levels of response provision. St Helens will benefit from an additional appliance available from 8.30am to 8.30pm

The demographic makeup of these station areas is as follows:

11 Liverpool City

- The 11 - Liverpool City Station Ground, has a population of approximately 35294 residents
- Within the Station Area, there are 19047 males and 16247 females. Females make up 46% of the local population
- Young people, between the ages of 0-16, account for 6% of the local population
- People of a working age, between 17-64, account for 89% of the local population
- People of Retirement age (65+), account for 5% of the local population
- According to Census 2011 figures, BME populations within 11 - Liverpool City account for 24%
- According to Census 2011 figures, there are 2882 residents that belong to a minority religion - i.e. Not of a Christian denomination
- Of this total, 55 practice Judaism, 393 are Hindu and 1875 are Muslim
- According to Indices of Multiple Deprivation, 18% of the 11 - Liverpool City Station Area, are within the 10% most deprived areas in England

12 Kensington

- The 12 - Kensington Station Ground, has a population of approximately 51325 residents
- Within the Station Area, there are 25917 males and 25408 females. Females make up 50% of the local population
- Young people, between the ages of 0-16, account for 17%

of the local population

- People of a working age, between 17-64, account for 71% of the local population
- People of Retirement age (65+), account for 12% of the local population
- According to Census 2011 figures, BME populations within 12 - Kensington account for 17%
- According to Census 2011 figures, there are 2847 residents that belong to a minority religion - i.e. Not of a Christian denomination
- Of this total, 35 practice Judaism, 374 are Hindu and 1907 are Muslim
- According to Indices of Multiple Deprivation, 84% of the 12 - Kensington Station Area, is within the 10% most deprived areas in England

17 Aintree

- The 17 - Aintree Station Ground, has a population of approximately 52009 residents
- Within the Station Area, there are 25009 males and 27000 females. Females make up 52% of the local population
- Young people, between the ages of 0-16, account for 18% of the local population
- People of a working age, between 17-64, account for 61% of the local population
- People of Retirement age (65+), account for 21% of the local population
- According to Census 2011 figures, BME populations within 17 - Aintree account for 5%
- According to Census 2011 figures, there are 1329 residents that belong to a minority religion - i.e. Not of a Christian denomination
- Of this total, 433 practice Judaism, 270 are Hindu and 402 are Muslim
- According to Indices of Multiple Deprivation, 20% of the 17 - Aintree Station Area, is within the 10% most deprived areas in England

25 Wallasey

- The 25 - Wallasey Station Ground, has a population of approximately 70586 residents
- Within the Station Area, there are 34369 males and 36217 females. Females make up 51% of the local population
- Young people, between the ages of 0-16, account for 21% of the local population
- People of a working age, between 17-64, account for 62% of the local population
- People of Retirement age (65+), account for 17% of the local population
- According to Census 2011 figures, BME populations within 25 - Wallasey account for 3%
- According to Census 2011 figures, there are 1093 residents that belong to a minority religion - i.e. Not of a Christian denomination
- Of this total, 69 practice Judaism, 150 are Hindu and 373 are Muslim
- According to Indices of Multiple Deprivation, 29% of the 25 - Wallasey Station Area, is within the 10% most deprived areas in England

31 Crosby

- The 31 - Crosby Station Ground, has a population of approximately 68049 residents
- Within the Station Area, there are 32767 males and 35282 females. Females make up 52% of the local population
- Young people, between the ages of 0-16, account for 19% of the local population
- People of a working age, between 17-64, account for 62% of the local population
- People of Retirement age (65+), account for 19% of the local population
- According to Census 2011 figures, BME populations within 31 - Crosby account for 3%
- According to Census 2011 figures, there are 786 residents that belong to a minority religion - i.e. Not of a Christian

denomination

- Of this total, 65 practice Judaism, 165 are Hindu and 282 are Muslim
- According to Indices of Multiple Deprivation, 30% of the 31 - Crosby Station Area, is within the 10% most deprived areas in England

50 St Helens

- The 50 - St Helens Station Ground, has a population of approximately 73077 residents
- Within the Station Area, there are 35882 males and 37195 females. Females make up 51% of the local population
- Young people, between the ages of 0-16, account for 20% of the local population
- People of a working age, between 17-64, account for 61% of the local population
- People of Retirement age (65+), account for 18% of the local population
- According to Census 2011 figures, BME populations within 50 - St Helens account for 2%
- According to Census 2011 figures, there are 695 residents that belong to a minority religion - i.e. Not of a Christian denomination
- Of this total, 14 practice Judaism, 140 are Hindu and 218 are Muslim
- According to Indices of Multiple Deprivation, 37% of the 50 - St Helens Station Area, is within the 10% most deprived areas in England

In summary, there is a higher percentage of elderly people in the Aintree station areas, proportionately more BME residents in Liverpool City's area and higher levels of deprivation in Kensington (although this is relatively high in all areas compared to the national picture – see the graph at section 5 below).

Although it is understood that older people are at greater risk from a fire in the home (especially when considered in conjunction with poor health and socio economic deprivation), it is expected that the response proposals will not have a detrimental impact on people with any particular protected characteristic in these station areas because the stations will still be staffed from 8.30am to 8.30pm, allowing the crews to carry out the usual prevention and

Staff data

protection work. When considered in relation to the current Prevention focus on older people and the IRMP proposal to introduce Safe and Well visits, it is expected that further improvements in the safety of this group will be made. The response proposals have been carefully chosen following the consideration of many options, to ensure that a fast response to life risk incidents can be maintained. This type of work would not usually be carried out outside of these times.

Response proposal - retained contracts

It is planned that 60% of whole time firefighters will also hold retained contracts by the end of this IRMP. This will potentially have an impact on staff in terms of their ability to manage retained whilst arranging suitable short notice child care. The EIA for this work will need to revisit this further.

Response proposal – Emergency Medical Response

Merseyside-wide. This will save more lives. All stations will be available at key demand times (morning) because of these proposals. It is known that age is one of the causes of cardiac arrest which is why Southport was chosen as one of the fire stations on the EMR trial, as they have an above average population of over 65's. This will potentially have a positive impact on the aged population.

Preparedness proposals

- National Resilience and arrangements (including NRAT)
- USAR and HART training to include Merseyside Police
- Training

All the Preparedness proposals have Merseyside-wide, regional, national and international benefits. Merseyside is the lead FRS for this. The impact on protected groups is neutral as the activity is not targeted at any particular group and is not limited in terms of geographic location.

Demographic data and Home Safety Strategy 2016

Prevention proposals – Safe and Well

This proposal is targeted at people with vulnerabilities and expands on the HFSC to include health related interventions (e.g falls assessments and checking that people have received and returned bowel cancer screening kits). Positive impact on older people and potentially for disabled people too. Keeping at risk people safer. We will be sharing information safely and securely to do so.

Online research and Indices of Social Deprivation

Prevention Proposals – Community Safety Hubs

This proposal would involve us working with the Police and local authorities to integrate our early help services. We anticipate that this would provide positive outcomes for some of our most socially disadvantaged communities.

Prevention proposals – Digital Inclusion

Aimed to help people who are currently digitally excluded. Research (e.g Carnegie Trust – see link below) has suggested that this is more applicable to older people and those from more socio economically deprived areas. Merseyside has high levels of socio economic deprivation when compared with other Mets (see graph at appendix 1 and some areas have higher proportions of older people.

http://www.carnegieuktrust.org.uk/news/trust-calls-renewed-focus-digital-inclusion/?gclid=CjwKEAiAvs7CBRC24rao6bGCoiASJABaCt5DOf25lmdB1uWnE7tEZis8RAy99PxM6NeTIUUbdsa09xoCzEDw_wcB

Prevention proposals - Volunteers

This will help maintain services which are already targeted at the most vulnerable. This includes older people and socio economic deprivation in relation to dwelling fires, and younger people in relation to antisocial behaviour and road traffic collisions.

Protection proposals – Risk Based Inspection Programme (RBIP)

This RBIP will focus on risk and there is evidence to suggest that there is some increased risk in relation to BME owned and operated businesses failing to comply with fire safety regulation. It is likely that language barriers and cultural differences contribute to this risk. This has been investigated in some detail and MFRS held a national conference in September 2015 to share best practice in relation to assisting BME businesses achieve and maintain compliance, though it is clear that far more work needs to be done in order to gain further insight.

There is an absence of research in relation to BME attitudes towards fire safety regulatory compliance and adherence to advice and guidance in regards to this. The profits generated by MFRS and the Asian Fire Service Association (AFSA) from hosting the national conference had been ring-fenced to pay for additional research to gain further insight into the above matters of concern.

Protection proposals - Business Safety Advisors

Recruitment of Business Fire Safety Advisers (BFSAd) in 2016 provided an opportunity to recruit members representative of our Communities however despite positive action the Service was unsuccessful in recruiting candidates from BME communities. The debrief of the process concluded that greater success may be achieved from recruiting for specific BME positions similar to the Prevention Bi-lingual Advocates and this is the recommendation for 2017 when future opportunities for recruitment occur.

The BFSAds have increased capacity for the Service to deliver against the RBIP and the Protection Department has seen some early success such as Business Safety Week, September 2016. As a consequence of our national conference (see above) CFOA were influenced to focus the September 2016 campaign on targeting BME businesses, during which our team of BFSAds visited a total of 181 Business Premises within our most diverse communities across Merseyside to provide education, guidance and support with a mind to overcoming any potential cultural and / or language barriers. The campaign had made provision to draw in language support (e.g. via Prevention Bi-lingual advocates) it was found that these skills were not required, once the team provided the businesses with reassurance that the campaign was there to help and assist them, any potential language barriers dissipated. I.e. On initial contact some BME business representatives set an impression that they did not understand English, however once they realised the team were there to assist them, then good language skills emerged.

Protection proposals - Protection Response Team

This is to improve staff safety at incidents and as such will have a positive impact on all protected groups represented within our operational workforce.

Protection proposals - Better Business For All (BBfA)

This is a Government initiative aimed at improving relationships between business and regulators on the grounds that better regulation protects both the business interest (by preventing unnecessary bureaucracy and supporting economic growth) and the citizen (by ensuring goods and services are safe and fit for purpose). Early adopters of BBfA such as Hertfordshire have demonstrated success in supporting business (e.g. multi-regulator collaboration to provide consistent user friendly guidance compliance and reduce duplication of inspections) and citizens (e.g. by protecting against unsafe goods and rogue traders). The citizen benefits have proven to have a positive impact on some of the protected communities such as the protection of older persons from rogue traders.

	<p>Similarly to 2 above, the analysis of intelligence about incidents allows the FRA to focus its attentions on the most at risk groups such as older people (dwelling fires) and younger people (RTCs).</p> <p>4. To ensure that staff are better equipped to deliver their roles whilst showing due regard to the need to: “Eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who don’t”</p> <p>A range of activities including staff training and guidance will have the potential to improve outcomes for people in all the protected groups.</p> <p>5. To achieve and maintain excellence in the Local Government Association Fire and Rescue Service Equality Framework.</p> <p>The Authority is keen to perform to a very high standard in relation to equality and diversity and will seek external accreditation of its arrangements to maintain the excellent level at which it has previously been assessed. As a result of developments since the publication of the IRMP, this may not be the LGA framework, but will be an equivalent.</p>
--	---

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?
Fire and Rescue Service Act 2004 and National Fire and Rescue Framework 2012	Establishes the powers and duties of the FRS and sets out the requirement to undertake an IRMP and what needs to be covered.
Appropriate legislation as it applies to the Fire and Rescue Service e.g. Equality Act 2010	Sets out the legal framework which the MFRA needs to comply with in relation to assessing the impact of any changes to services on different equality groups
Integrated Risk Management Plan Consultation 2017/20 reports	Describes the public consultation process, approach and outcomes for the 5 district forums prior to the development of the IRMP and 3 district forums held during the consultation period for the draft IRMP (October 2016- January 2017). Meetings also held with Representative Bodies, who submitted a written response if they wished to. Consultation outcomes have been used to develop our Planning Principles which then formed the basis of our thinking in the development of our IRMP proposals.
Previous MFRA EIAs carried out Key Policies	Help to identify any Equality Issues to consider when making any changes to service provisions to the public and the impacts on different groups of staff.
Research into response times e.g. reports by the Home office	The Authority's primary Planning Principle (as preferred by consultees) is the maintenance of the 10 minute response standard (to life risk incidents on 90% of occasions). The authority's average response time compares well with the national FRS average and will continue to do so if the operational response proposals are implemented. The proposals in the IRMP are designed to deliver this response standard whilst making changes that will enable the Authority to make the required budget cuts.

5. Consultation – Background on the IRMP 17-20 consultation process

The current National Framework for the Fire and Rescue Service sets out the expectations on Fire and Rescue Services to engage with communities regarding the decisions it makes about service provision when stating:

“Fire and rescue authorities are accountable to their communities for their actions and decision making. They need to have transparent processes in place to deliver this and engage with their communities to provide them with the opportunity to influence their local service. Local accountability is a vital check on the services provided by fire and rescue authorities.”

MFRA is also greatly aware when developing consultation plans of the Localism Act, which

provides a greater opportunity for the public to scrutinise and challenge the decisions made by local authorities. For this reason, MFRA began consultation with the public early in 2016 to enable the public to shape the proposals for change as a result of the funding cuts from government.

In addition, The Public Sector Equality Duty sets out arrangements for public bodies (including FRAs) to consider the needs of different Protected Groups¹¹ in the way it designs its services and policies. It is therefore of great importance to ensure that consultation on the IRMP involved people from all diverse groups. The decisions made by MFRA have been able to reflect the needs of communities and be supported by them and this resulting in greater transparency and accountability, and members of the community will have a stake in the development of levels of service that affect them.

Public consultation:

We consulted (using facilitators from Opinion Research Services) at the beginning of the process on our Planning Principles. This approach ensures that people who are a representative sample of the population take part in each Forum (through recruitment via random direct dialling). Participation was as follows:

Five public Forums (one in each District) considered whether they agreed with and how they would prioritise the following proposed Planning principles as we prepared our 2017-20 IRMP:

Safety of staff and public

- Community-based services
- Value for money services
- Service improvement and innovation
- Community focussed services
- Meeting demand for services
- Speed of response

Responding quickly to emergencies was considered the most important factor for the FRS to take into account when planning. Actually being based in the community was the lowest priority. These views were considered as the IRMP proposals were developed.

The public were consulted again during the 12 week consultation (using Opinion Research Services) on the draft IRMP and the impact on protected groups was specifically considered as part of the Forums’ deliberations on both occasions. Participation was as follows:

CRITERIA	Bootle	Birkenhead	Belle Vale	Overall
Gender	Male: 12	Male: 11	Male: 17	Male: 40

¹¹ The Equality Act 2010 covers Protected Characteristics of : age, disability,gender,gender reassignment, pregnancy and maternity, race, religion and belief,sexual orientation and marriage & civil partnerships.

	Female: 5	Female: 11	Female: 10	Female: 26
Age	16-34: 1 35-54: 7 55+: 9	16-34: 4 35-54: 10 55+: 8	16-34: 8 35-54: 11 55+: 8	16-34: 13 35-54: 28 55+: 25
Social Grade	AB: 8 C1: 4 C2: 3 DE: 2	AB: 5 C1: 8 C2: 4 DE: 5	AB: 8 C1: 8 C2: 3 DE: 8	AB: 21 C1: 20 C2: 10 DE: 15
Ethnicity	0 Non-White British	0 Non-White British	2 Non-White British	2 Non-White British
Limiting Long-term Illness	0 LLTI	2 LLTI	1 LLTI	3 LLTI

Three Forums were held. The conclusion was that “MFRA’s response and other proposals were not thought to jeopardise in any way any of the groups with protected characteristics. Indeed, several said that the prevention initiatives in general, and the Safe and Well visits and Community Safety Hubs in particular, would positively benefit vulnerable people – providing that the commitment to broader prevention and education initiatives was also maintained (for example, in schools).”

Rep Body consultation:

All representative bodies were requested to comment on the IRMP as whole, the following responses were received that have some bearing on the proposals made in the IRMP in relation to equality impacts. There will be further dialogue to follow up the individual responses in relation to specific aspects of the IRMP with Representative Bodies in due course and will contribute to the ongoing EIAS for each proposal highlighted in section one . The following provides a summary of Equality specific feedback:

Fire Officers Association

“We agree the planning principles laid out on page 31-35 and understand the efficiency of variable staffing to meet demand. FOA also support the role out of Emergency Medical Response (EMR). The FOA can support all the proposals listed under Preparedness, Prevention, Protection and Equality and Diversity.”

Fire Brigades Union

“It is essential that equality objectives feature at the forefront of our thinking in identifying and subsequently reaching the most vulnerable within our communities. Merseyside FBU fully support MF&RS in identifying the priorities that should feature as our equality objectives.”

6. Conclusions

Detailed over views are provided in the preceding sections

(a) Age

Emergency response in relation age :

- It is not expected that the impact of the changes will have a detrimental impact on people related to age as the 10 minute response standard will be achieved. Emergency medical response will potentially benefit people in the age groups at highest risk of cardiac arrest.

Community risks in relation to age :

- Older people have been identified as more at risk from fire. As a result, prevention activity will continue to be targeted towards them.
- Work to improve digital inclusion will benefit older people, who tend to be less digitally active.
- Young people are more likely to be involved in fires relating to anti-social behaviour. As a result, prevention activity will continue to be targeted towards them through our approach to youth engagement.

MFRS will continue to plan for innovative and efficient ways to engage with different communities of different ages to ensure that all emergencies receive the same high level of response.

(b) Disability including mental, physical and sensory conditions)**Service delivery in relation to disabled people**

- It is not expected that the impact of the changes will have a detrimental impact on disabled people. Emergency medical response will potentially benefit people with disabilities.

Community risks in relation to Disability

- People with disabilities (especially older people) have been identified as more at risk from fire occurring and in some cases, less able to escape when a fire does occur. The Home Safety Strategy reflects this need and Safe and well will assist in providing more support to people with disabilities.

MFRS will continue to deliver innovative and efficient ways to engage with different disability groups and support agencies to ensure that all emergencies receive the same high level of response.

(c) Race (include: nationality, national or ethnic origin and/or colour)**Service delivery in relation to race**

- It is not expected that the impact of the changes will have a detrimental impact on different ethnic groups.

Community risks in relation to race

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

police and other partners helps people to protect themselves and assists in the prevention of such crimes. This work will continue. Monitoring of such incidents will be key to understanding the needs and experiences of these community groups.

MFRS will continue to plan for innovative and efficient ways to engage with different ethnic minority groups and support agencies to ensure that all emergencies receive the same high level of response.

(d) Religion or Belief

Service Delivery in relation to Religion/belief

- It is not expected that the impact of the changes will have a detrimental impact on different religious groups.

Community risks in relation to religion/belief

- Religious differences /tensions between groups can place people at increased risk of hate crime and this can include the use of fire as a weapon. Our prevention and protection work with the police and other partners helps people to protect themselves and assists in the prevention of such crimes. This work will continue. Monitoring of such incidents will be key to understanding the needs and experiences of the different faith groups.

MFRS will continue to plan for innovative and efficient ways to engage with different faith groups and support agencies to ensure that all emergencies receive the same high level of response.

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

Service Delivery in relation to Gender

- It is not expected that the impact of the changes will have a detrimental impact on different genders.

Community risks in relation to Gender

- There is evidence to suggest that men are generally more at risk from fire and road traffic collisions. We regularly monitor the fires where people die and older women tend to be the highest risk group. As a result, prevention activity will continue to targeted towards these groups at risk

MFRS will continue to plan for innovative and efficient ways to engage with different gender groups and support agencies to ensure that all emergencies receive the same high level of response.

(f) Sexual Orientation

Service delivery in relation to Sexual Orientation

- It is not expected that the impact of the changes will have a detrimental impact on

different sexual orientations.

Community risks in relation to Sexual Orientation

- Lesbian, Gay, Bisexual and Transsexual people can be at an increased risk from hate related crime and this might include the use of fire as a weapon. Our prevention and protection work with the police and other support agencies helps people to protect themselves and assists in the prevention of such crimes.

MFRS will continue to plan for innovative and efficient ways to engage with different LGBT groups support agencies to ensure that all emergencies receive the same high level of response.

(g) Socio-economic disadvantage

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

Digital Inclusion, Safe and Well and Community Safety Hubs are all expected to have a positive impact on more socially disadvantaged people.

As appendix 1 shows, Merseyside contains some of the most deprived areas in the country.

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.

The information provided in this EIA explain the ways in which different protected groups may be affected by the aims and objectives set out in the IRMP, specifically the proposed changes to service as a result of the significant reduction in funding by the government. It is believed that the proposals that are contained within the IRMP offer the best service provision in the circumstances.

Separate EIAs will be completed for each proposal as they are developed.

8. Equality Improvement Plan

The following activities have been identified by the Diversity and Consultation Manager as part of the EIA reviewing and signing off process. They will assist with the improving the implantation of the IRMP, ensuring that Equality Impacts are assessed and reviewed on an ongoing basis.

1. For each of the proposals outlined in the IRMP (and section one of this EIA), The Proposal owners should carry out their own EIA (in consultation with the Diversity and Consultation Manager). EIAs should take into account the feedback received from consultation on the IRMP and assess whether further consultation with different protected groups would assist in establishing any equality impacts (positive/ negative /neutral) in relation to protected groups as a result of carrying out or not carrying out the Proposals. This should include consultation with Staff Equality Networks (Fire proud, Female FF forum, Diversity Action Group) and the Representative Bodies. The EIA should be completed using the feedback and any relevant equality monitoring data and research to assess potential impacts **before** any proposals are fully implemented. **ACTION : ALL Proposal Owners**
2. Further Equality Data should be gathered to assist in the development of Individual EIAs as follows:
 - a. Profiles of over 65's by BME group for each ward/station/district as a % of overall populations
 - b. Data in relation to SME/Business owners and Ethnicity by ward/Station/District to establish a baseline for BME businesses for purposes of Positive action and Protection Diverse business fire safety engagement
 - c. Data in relation to HFSC to be monitored regularly to establish benchmarks for BME specific Activity
 - d. EMR equality Data to be investigated with NWS to establish any trends

for protected groups Action

ACTION : Deb Appleton and Wendy Kenyon

3. Future Consultation on the IRMP needs to extend to a wider group of Protected groups (specifically those at risk - over 65's by protected group, BME businesses and BME and minority groups). Knowing Your Communities and Partnership work streams will assist with this for next IRMP. It's important to ensure that the IRMP reaches those groups who are in the minority to establish if there are any equality issues both positive and negative to be considered when developing our services. **Action : Deb Appleton Jackie Sutton and Wendy Kenyon**

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:

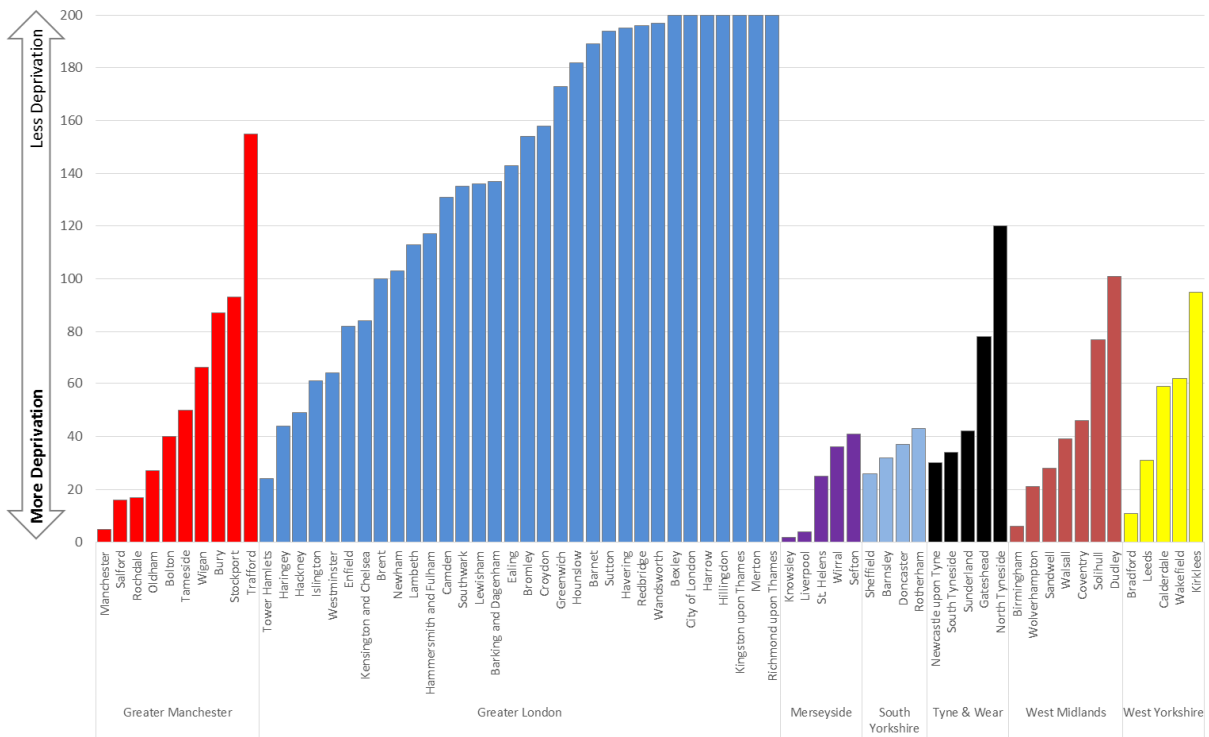
06.02.2017

Comments :

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

IMD - Rank of proportion of LSOAs in most deprived 10% nationally



APPENDIX 2 - Workforce and Employment Data – 31st March 2016 - Benchmarking

Comparison of Gender balance, comparing MFRA staffing to Official ONS² Population %'s³

Comparison of %'s of female staff by FRS and rank - based on HO Operational Statistics – 2015/16

Location	Total Staff		Total firefighters		Fire Control		Support Staff	
	% female	Rank	% female	Rank	% female	Rank	% female	Rank
Tyne & Wear FRS	19.02%	1 🟡	6.88%	1 🟡	71.88%	4	54.89%	2 🟡
Merseyside FRS	19.01%	2 🟡	6.07%	3 🟡	93.94%	1 🟡	50.00%	5
West Midlands FRS	18.96%	3 🟡	5.43%	5	91.23%	2 🟡	54.47%	3 🟡
South Yorkshire FRS	16.78%	4	5.60%	4	70.37%	5	47.50%	6
Greater Manchester FRS	16.26%	5	2.17%	7	-	-	56.01%	1 🟡
West Yorkshire FRS	14.34%	6	4.13%	6	65.85%	6	52.08%	4
London FB	13.33%	7	6.85%	2 🟡	76.70%	3 🟡	44.90%	7
England (Baseline)	14.56%		4.98%		75.67%		51.34%	

Further Comparisons - based on HO Operational Statistics – 2015/16

FRS	% BME ⁴		Age Related Data					
	BME Workforce %	Local BME / Non White%	Average Age	Rank	% aged between 16-24	Rank	% aged above 56	Rank
Greater Manchester FRS	3.98%	16.19%	42	1 🟡	3.25%	1 🟡	3.94%	1 🟡
London FB	14.74%	40.21%	42	1 🟡	1.10%	5	4.78%	2 🟡
Tyne & Wear FRS	1.83%	6.53%	44	6	0.22%	7	5.50%	3 🟡
South Yorkshire FRS	3.43%	9.37%	42	1 🟡	1.21%	3 🟡	5.74%	4
West Yorkshire FRS	3.82%	18.25%	43	5	1.07%	6	6.03%	5
West Midlands FRS	10.02%	29.87%	42	1 🟡	1.19%	4	6.37%	6
Merseyside FRS	3.89%	5.49%	45	7	1.23%	2 🟡	7.00%	7
England FRS	4.35%	14.03%	42		3.16%		6.74%	

The chart above compares a BME populations against FRS workforce as well as further analysis concerning the age ranges in each FRS under consideration.

From a BME perspective though Merseyside has a comparatively low Non White (BME) workforce with 3.89%, it is very close to matching the level of BME % of Merseyside as a whole with 5.49%.

Taking age into consideration, Merseyside performs poorly concerning Average Age, as the FRS has the highest % of employees above the age of 56. However Merseyside performs well in the 16-24 age group.

² **Glossary:** ONS = Office for National Statistics. HO = Home Office. BME = Black and Minority Ethnic. FRS = Fire & Rescue Service

³ Male and female populations based on Mid 2015 Population Estimates – Office for National Statistics

⁴ Based on Census 2011 figures – Office for National Statistics. Please note: HO Figures group all white ethnicities into one, meaning that non British White people are counted within this figure.