

Equality Impact Assessment

Title of Project	IRMP Supplement 2019-21 Proposals
Department:	Strategy and Performance
Date:	20th February 2019
Completed by:	Wendy Kenyon and Craig Whitfield

1: What are the main aims and objectives of the project and are any of them in your opinion Positive / Negative or Neutral in relation to those protected groups outlined in section 6 below

The key changes to the original 2017/20 IRMP are listed below and are the basis for the completion of this EIA. This EIA sets out to review each of the proposals individually to ascertain their Impact in relation to our Diverse Communities of Merseyside and specifically how the proposals affect the Fire and Rescue Services we deliver to those communities **Positively, Negatively or Neutrally**. There will be separate EIAs carried out in relation to any of the proposals below that may have the potential to impact staff in terms of equality.

The IRMP Proposals are :

1. Resilience

And the proposal to;

1.1 To improve our emergency response and resilience by having up to 30 fire appliances available day and night (a combination of Wholetime and Retained). This is an increase on the 26 proposed in our original 2017-20 IRMP.

We propose to achieve this increase in the number of fire engines from **26** (18 fire engines immediately available 24/7; 6 day crewed fire engines (immediately available during the day and on 30 minute recall at night); and 2 fully wholetime retained fire engines which are available on a 30 minute recall 24/7) to **30** fire engines (20 fire engines immediately available; 6 day crewed fire engines

(immediately available during the day and on 30 minute recall at night); 3 fully wholetime retained fire engines which are available on a 30 minute recall 24/7 and 1 Search & Rescue fire appliance.

In practical terms this will mean that during the day we will have 27 immediately available fire engines with a further 3 available within 30 minutes (for resilience purposes).

And

21 immediately available during the night with a further 9 available within 30 minutes (for resilience purposes).

This is an increase on the original 2017-20 IRMP proposal.

EQUALITY IMPACT: This proposal set out in 1.2 is considered to have a **Positive Impact** on All Communities of Merseyside as there is an increase in fire and rescue coverage. The introduction of the Hybrid Model Duty System increases the ability for MFRS to provide reliance and response in areas of high deprivation in Liverpool, Wallasey and St Helens. The two former districts have higher levels of Diversity.

2. Protection

And the proposal to;

- 2.1 Increase the Protection establishment by 5 Protection Officers
- 2.2 Introduce a Fire Engineer role
- 2.3 Support the development of a new management information system

EQUALITY IMPACT: This proposals set out in 2.1,2.2 and 2.3 will have the potential to provide a greater protection service to businesses of Merseyside , this will help the current work around” Engaging Diverse Businesses” which is a programme of work designed to ensure diverse businesses are supported with Fire safety. The use of Positive Action to recruit Protection Officers will be an opportunity to increase the diversity of the Protection workforce. The proposals are considered to have a **Positive impact** on diverse business communities and the wider communities of Merseyside.

3. Response

And the proposal to;

- 3.1 Increase the number of Firefighter roles from 620 to 642ⁱ (plus 20 in training)
- 3.2 MFRA will also establish a ridership (number of firefighters on a fire engine) of 5 at Key locations and those hosting National Resilience assets which require specific modes of operation, and 4 elsewhere which is line with safe schemes of work (this reflects the current realities – riding 5 remains a long term aspiration of the Service). By providing 5 at Key Locations this will ensure that at least 9 personnel are available to respond to life risk incidents.
- 3.3 Re-establish Crew Managers at Key locations – with their continued use elsewhere as part of development pathway
- 3.4 Enhance response to terrorist attack and marine/flood related incidents from Liverpool City and Wallasey fire stations respectively
- 3.5 Maintain cover during the night time at Liverpool City and Wallasey based on the introduction of the Hybrid Model
- 3.6 Re-distribute specialist appliances to align with the new model – and duty systems operated
- 3.7 Utilise the appliances at Liverpool City and Wallasey to manage risk and demand

across Merseyside dynamically, facilitate training and improve response and resilience during spate conditions.

EQUALITY IMPACT: This proposals set out in 3.1 to 3.8 will have the potential to provide a greater rescue and response service to the Diverse Communities of Merseyside. Through the increase in resources of Firefighters, Fire engines and redistribution of specialist appliances. Liverpool City and Wallasey have higher proportions of cultural diverse communities and the improvement in response and resilience during spate conditions and of a night will be a **Positive Impact**.

Proposal 3.2 has both a **Positive Impact and Negative Impact** in so much as it will utilise Firefighters riding 4 on non-key stations to help redirect the resources not sued there to enable key stations to 5. This will match resource to risk and demand. Whist riding 4 is still within safe schemes of work , there is a long term aspiration to ride 5 within MFRA

Proposal 3.4 has the potential to open up pathways to increase the diversity of our workforce at management level which has low levels of Female and BAME staff , the opportunity to provide positive action within progression, as set out in our People Strategy ,could support this as a **Positive Impact**

2: Who will be affected by the objectives proposed in the project and will this be Negative /Neutral or Positive?

Communities of Merseyside
Operational Staff
Protection Staff

3: What monitoring data have you considered?

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

What monitoring data have you considered?

Data Is available in relation to Proposal 1.1

The data provided in appendix A –E Data

Appendix A: defines the 10 scenarios that have been worked through to decide where the best place would be to trial the Hybrid model duty system whilst maintaining or increasing response times

The response times are anticipated to be above average, therefore positive impact for all protected groups in those station areas.

The introduction of increased night cover will have a positive impact for the areas of Liverpool and Wallasey, these have higher levels of social deprivation and diversity in relation Race and Religion which has been identified by our

	<p>Community Profile maps and will therefore be a positive impact on those groups.</p> <p>Appendix B-E demonstrate, through maps, the impact the additional coverage, and additional appliances will have, during both the day and night. Appendix E shows that using the Hybrid model on nights will provide improved response through the greater shading of red showing a greater availability of appliances.</p> <p>There are no changes to the rest of the response times for other areas – therefore no impact in terms of Equality.</p>
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4: Research	
<p><i>Summarise the findings of any research you have considered regarding this Functional Plan. This could include quantitative data and qualitative information; anything you have obtained from other sources e.g. CFOA/CLG guidance, other FRSs, etc.</i></p>	
What research have you considered?	What did it show?
	N/A

5. Consultation
<p><i>Summarise any consultation you have had ,when developing the pilot project , with any protected groups (listed in 6 below) both internally and externally to the organisation about how the Functional plan objectives might impact them either positively or negatively or natural</i></p>
<p>During 2016/17 we undertook extensive consultation regarding the planning principles MFRA should apply when developing draft proposals for the draft IRMP 2017/20. Then later in 2016 we ran a further 12 week consultation to seek opinions on the proposals in the draft IRMP. During this process we hosted a wide variety of consultation and engagement activities including:</p> <ul style="list-style-type: none"> • Public consultation facilitated by an independent organisation • Staff consultation • Local authority and strategic partner consultations (including all Local Councils, all Chief Fire Officers, local Police and Ambulance chief officers, local MP’s, local libraries and One Stop shops) • Staff representative bodies • On-line questionnaires • Extensive use of the internet (website, portal, Facebook and Twitter) to publicise events <p>A Year 2 (2018/19) IRMP update has been carried and during Spring 2019 we will undertake the same 12</p>

weeks consultation with public, staff and stakeholders around proposals (1.1 to 3.7) in the draft IRMP 2019-21 supplement. Including 5 public forums in each of our Districts between 23rd and 30th April 2019. The use of MerPol Community Action and advisory group meetings will assist consultation with diverse community groups

The outcome of the 12 week consultation will be reported back to Authority following the consultation period.

The following consultation has been carried out with our staff in relation to the Proposals 1.1 , 3.6, and 3.7

- Presentation by CFO to Authority
- Presentation by CFO to Station Managers
- Presentation by CFO to all Day Crewing staff (8 Appliances) on the 24th January 2019, the day the concept was agreed by Authority. Crews attending were given the opportunity during the two hour facilitated session to ask any questions regarding the proposal.
- Station Managers are currently having informal conversations with crews about the concept and collating, frequently asked questions will be included on the project Portal page.
- Portal Page has been created to provide staff with a platform for FAQ's, copy of the presentations, the communication plan and any other related documents.
- Consultation with representative bodies are being scheduled

The next steps:

- Hybrid Model Duty System presentation has been developed and will be delivered to all crews
- Invitation to talk to members of staff networks – female firefighter forum and the BAME/Culture network regarding possible impacts

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

(a) Age

No Specific Impacts have been established in relation to age at this stage however an increase in response and protection resources will no doubt have a positive impact on the delivery of our Fire and rescue service which does have a focus on age related fire risks through the delivery of HFSC's. The additional resources will assist with the delivery of Home Fire Safety and Fire Protection strategy.

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

No Specific Impacts have been established in relation to Disability at this stage however an increase in response and protection resources will no doubt have a positive impact on the delivery of our Fire and rescue service which does have a focus on age related fire risks through the delivery of HFSC's. The additional resources will assist with the delivery of Home Fire Safety and Fire Protection strategy.

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

The introduction of increased night cover will have a positive impact for the areas of Liverpool and Wallasey (as well other areas as highlighted in appendix C and E), these areas have higher levels of social deprivation and diversity in relation Race and Religion which has been identified by our Community Profile maps and will therefore proposals to increase resources be a positive impact on those groups.

The increase in resources around FF, Crew managers and Protection staff will be an opportunity to increase the diversity of the workforce through our positive action programmes. These target under representative groups which include Black, Asian and Ethnic Minority groups.

(d) Religion or Belief

- As C above

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

No Specific Impacts have been established in relation to Sex at this stage in relation to communities of Merseyside.

The increase of FF, Crew managers and Protection staff will be an opportunity to improve the diversity of the workforce through our positive action programmes. These target under representative groups which include Female Firefighters.

(f) Sexual Orientation

No Specific Impacts have been established in relation to Sexual Orientation at this stage in relation to communities of Merseyside.

The increase of FF, Crew managers and Protection staff will be an opportunity to improve the diversity of the workforce through our positive action programmes. These target under representative groups which include individuals from different sexual orientations.

(g) Socio-economic disadvantage

No Specific Impacts have been established in relation to socio-economic disadvantage at this stage however an increase in response and protection resources will no doubt have a positive impact on the delivery of our Fire and rescue service which does have a focus on the risks of fire for this particular protected group. The additional resources will assist with the delivery of Home Fire Safety and Fire Protection strategy.

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

If the project or any of its objectives will have the potential to have a negative impact on members of one or more of the protected groups, explain how this will be managed or mitigated or justified as being an appropriate and necessary means of achieving the legitimate aims set out in your plan

There are no Negative Equality impacts at this stage, however the 12 week consultation with staff and public will be an opportunity to review this EIA and gather views from the diverse communities of Merseyside which will inform the decisions the Authority take to implementing the proposals contained in the IRMP supplement 2019-21

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.

- 1) The EIA will be treated as a live document throughout the IRMP consultation and initial introduction of the Hybrid Model Duty system and beyond – this will include evaluation from staff and public consultation
- 2) The impact on different groups will need to be consulted on with staff networks and the EDI staff steering group.

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: 20.02.19

Comments:

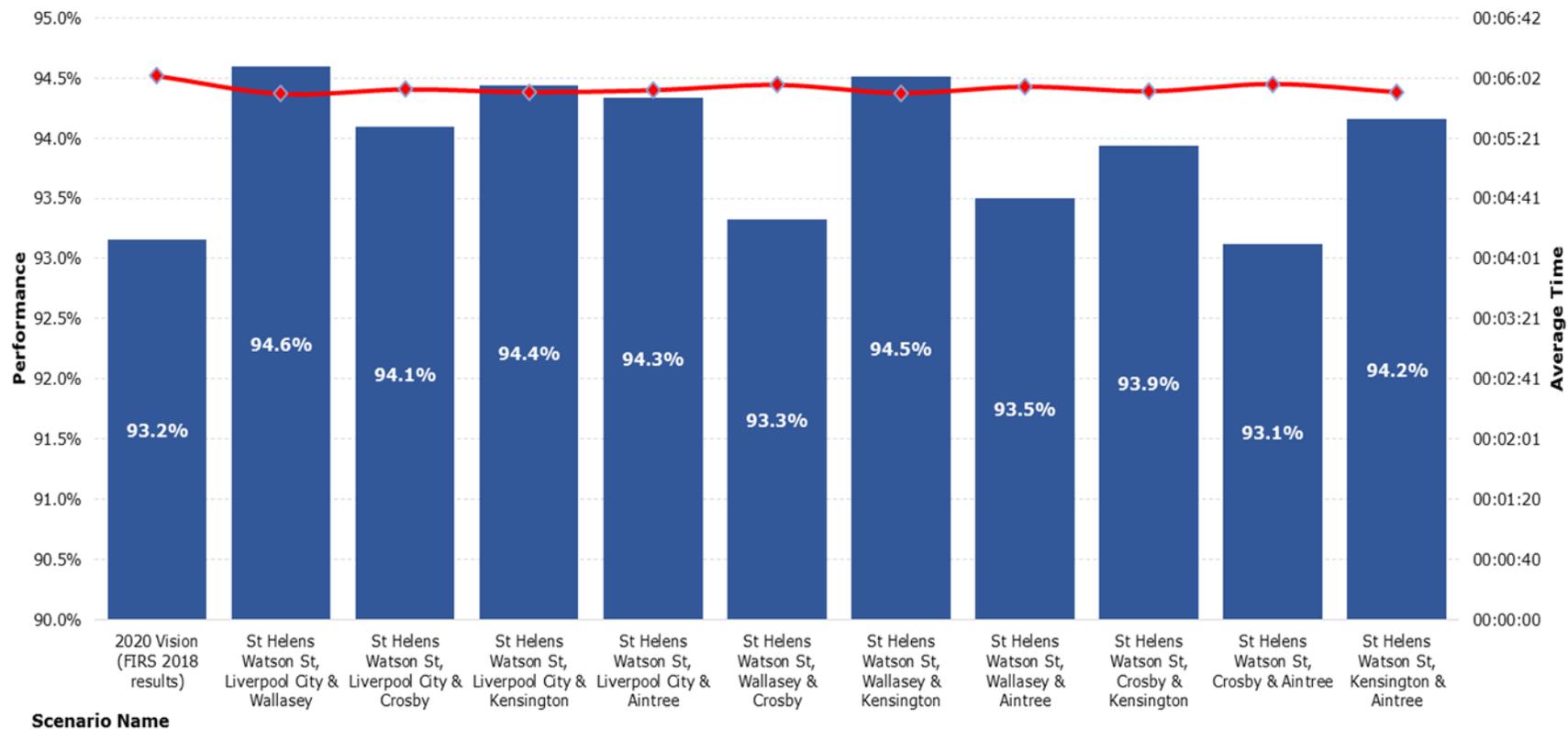
EIA Agreed subject to action carried out in 8 above

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

Risk, Demand and Performance – The Hybrid Model

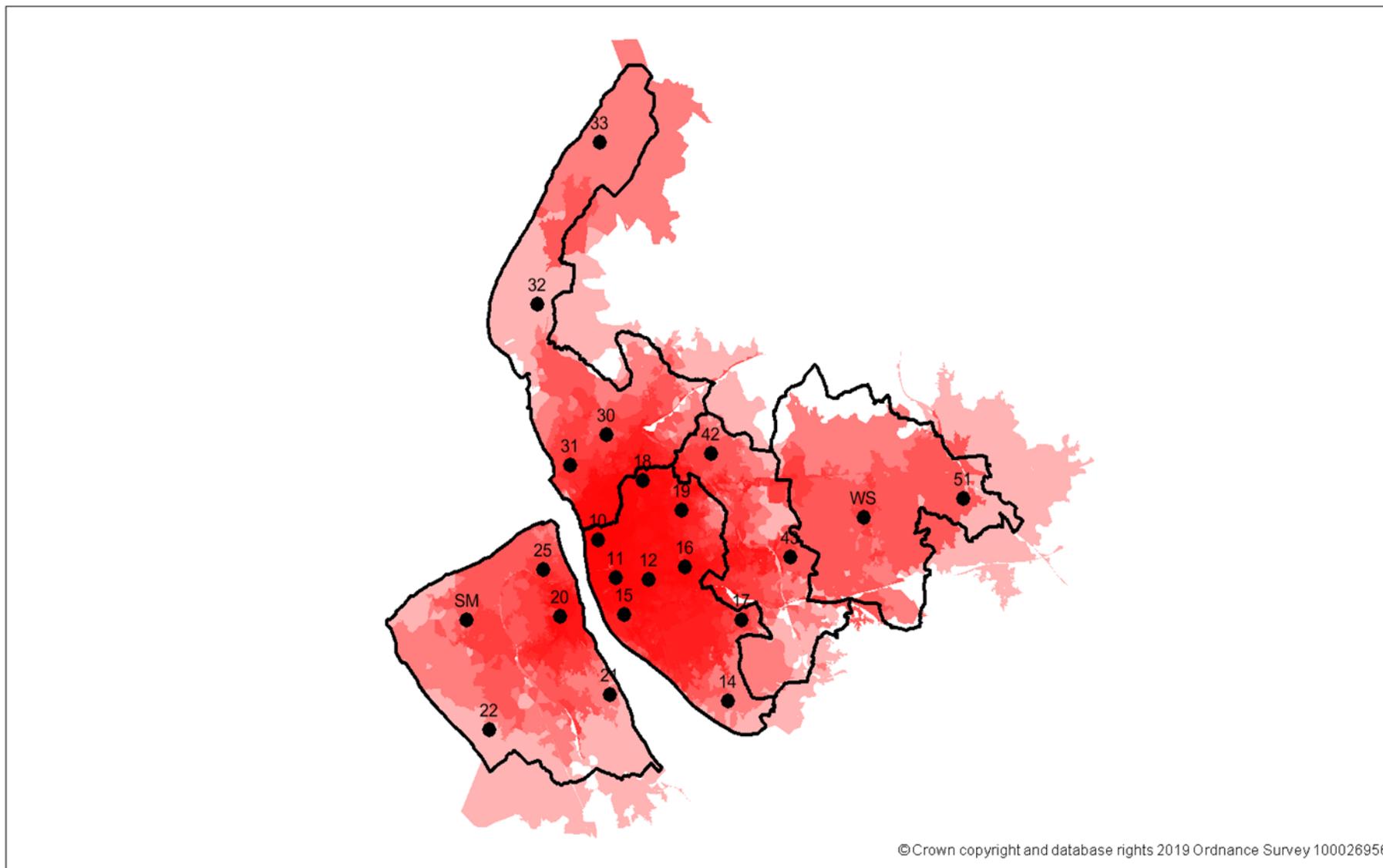
Anticipated Performance and Average Response Times for Hybrid Scenarios



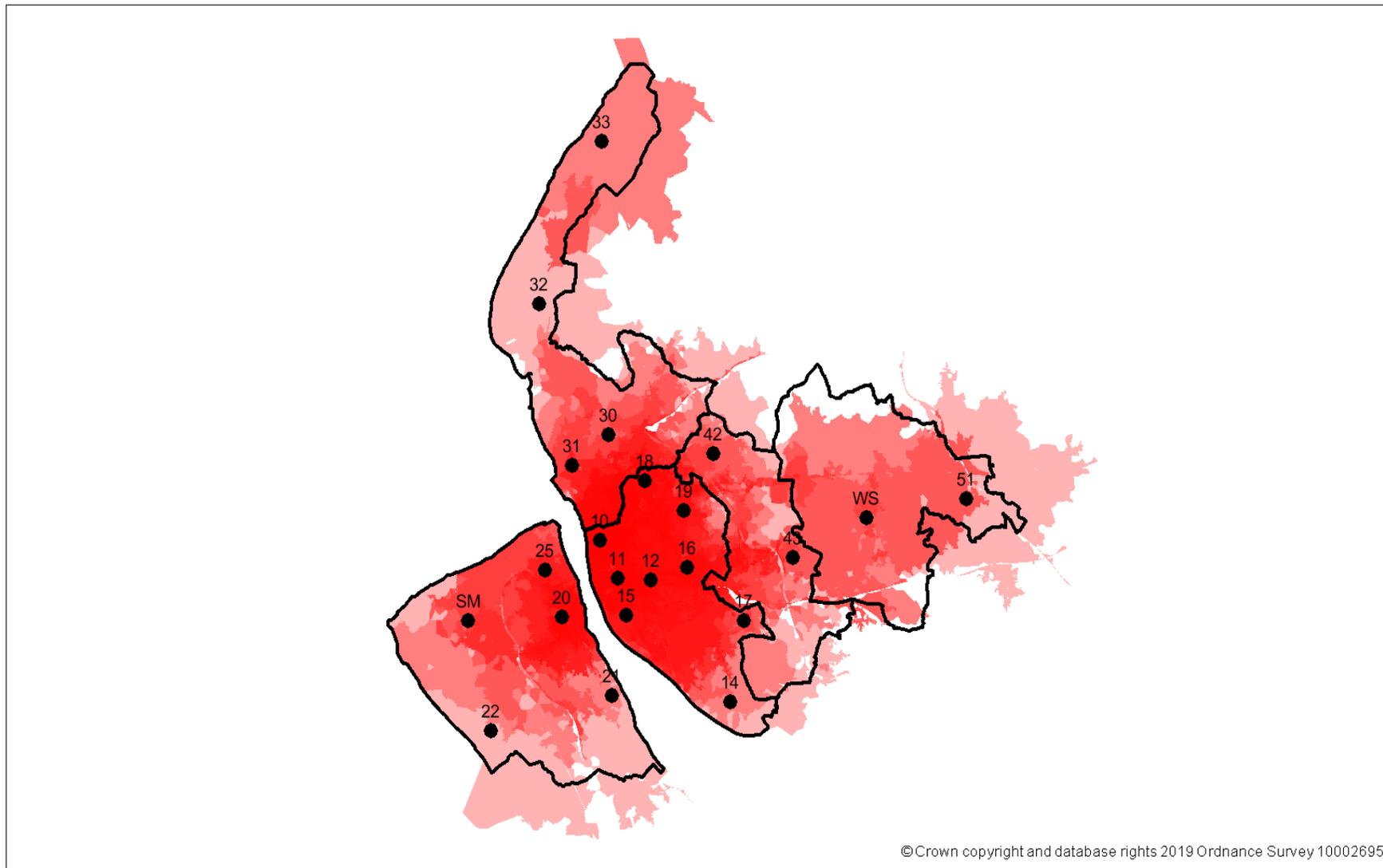
Scenario Name

Strategy & Performance
Date: January 2019

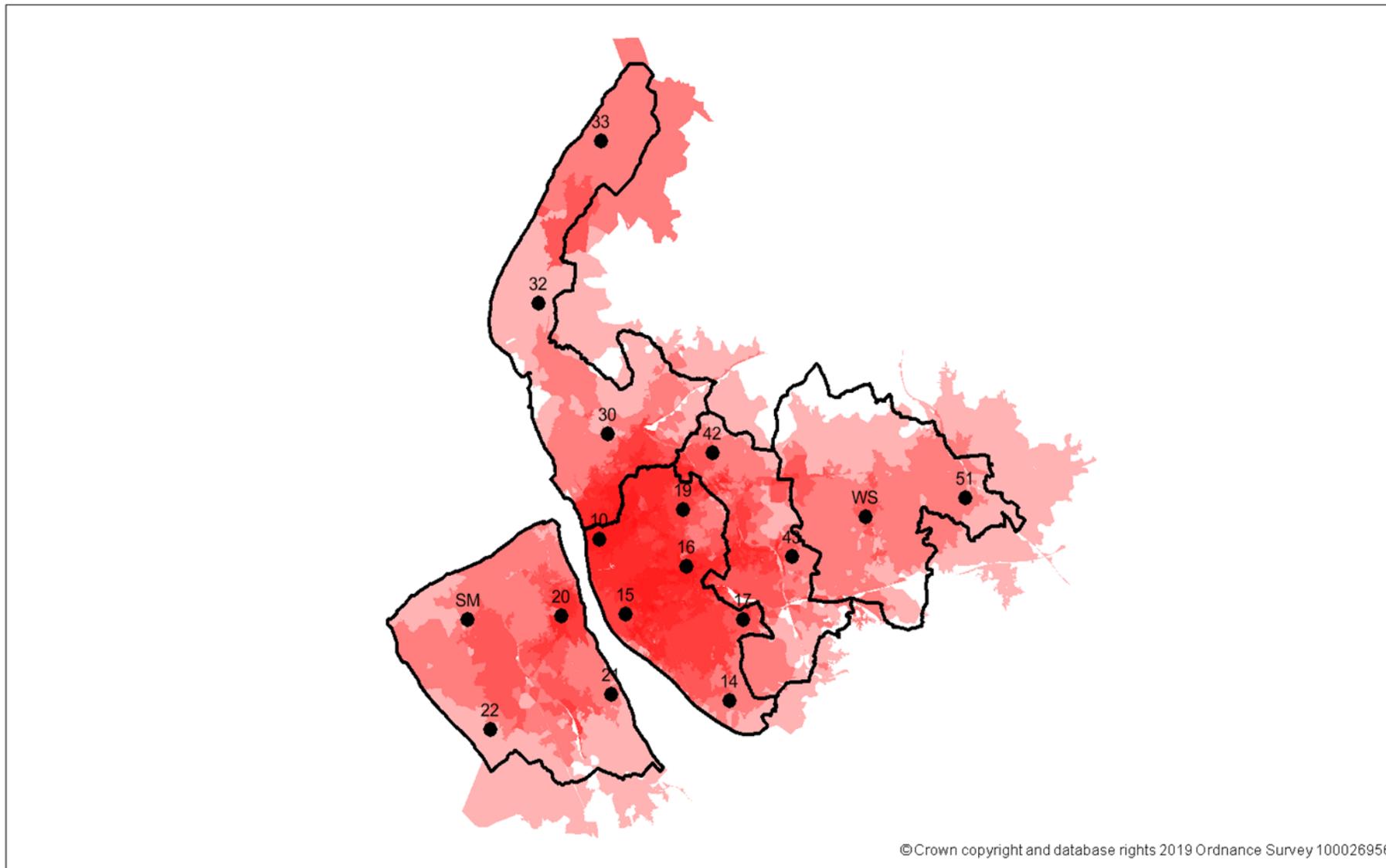
Anticipated Performance Average Response Time



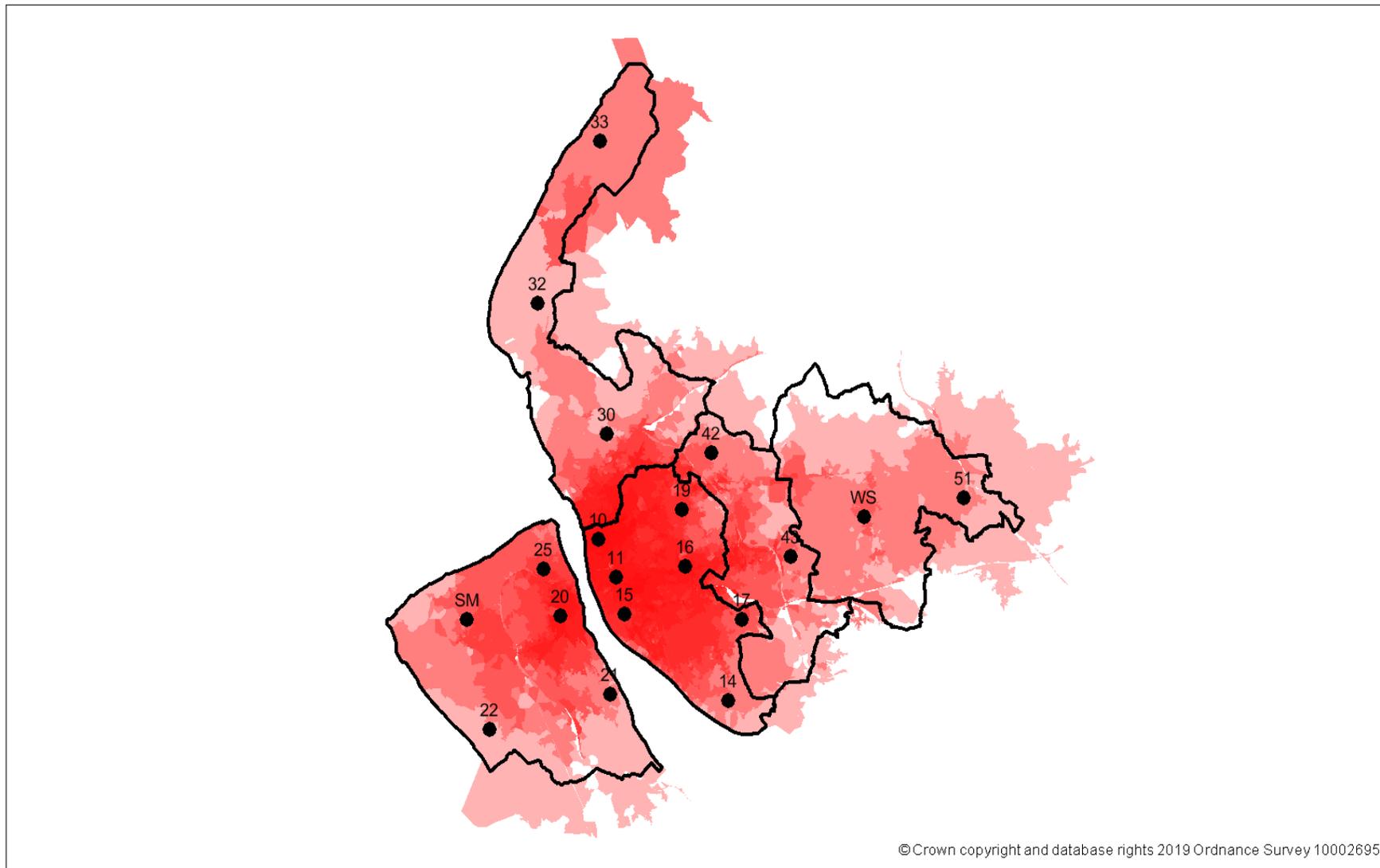
10 Minute Response Isochrones - Day
Response Proposals Merseyside 2020 - Current



10 Minute Response Isochrones - Day
Response Proposals Merseyside 2020 - Hybrid



10 Minute Response Isochrones - Night
Response Proposals Merseyside 2020 - Current



10 Minute Response Isochrones - Night
Response Proposals Merseyside 2020 - Hybrid