

# Equality Impact Assessment

<b>Title of Project</b>	<b>IRMP Supplement 2019-21 Proposals</b>
<b>Department:</b>	<b>Strategy and Performance</b>
<b>Date:</b>	<b>20<sup>th</sup> February 2019</b> <b>Reviewed 11<sup>th</sup> June 2019 (post-consultation)</b>
<b>Completed by:</b>	<b>ED&amp;I Manager Wendy Kenyon and GM Craig Whitfield</b>

## 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 EIA's carried out in relation to any of the proposals below that may have the potential to impact staff in terms of equality.

### Alternative 2019-21 IRMP Supplement Plans

#### 1. Resilience

- We plan to improve our emergency response and resilience by having up to 30 fire appliances available during the day and night (a combination of wholtime and retained). This is an increase on the 26 proposed in our original 2017-20 IRMP.
- We plan 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 wholtime retained fire engines

which are available on a 30 minute recall 24/7)

- to 30 by providing 20 appliances 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 (including Search & Rescue appliance) immediately available fire appliances with a further 3 available within 30 minutes (for resilience purposes).
- 21 immediately available fire appliances (including a Search & Rescue appliance) 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:** The proposals set out in section 1. are 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 resilience and response in areas of high deprivation in Liverpool, Wallasey and St Helens. The two former districts have higher levels of Diversity. Further EIA is to be completed around the equality impact on staff.

## **2. Protection**

- We will increase the number of staff in our Protection team to carry out legislative fire safety work.
- We also plan to introduce a non-uniformed role of Fire Engineer to provide technical expertise that will assist us provide expert advice to building owners and developers.

**EQUALITY IMPACT:** The proposals set out in 2 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**

- To achieve this we intend to increase the number of firefighters employed by Merseyside Fire & Rescue Authority from 620 to 642.
- To achieve this we intend to recruit up to 60 new firefighters each year during the life of the plan to maintain the 642 figure.
- This also includes a commitment to maintain fire engines with five firefighters on at key locations (including those where five firefighters are required to operate our National Resilience assets) with other locations operating with four firefighters per fire engine.
- We will also review the location of our specialist appliances to determine what is the most suitable location based on the risk and demand in the area, the appropriateness of the duty

system and the capacity of a fire station to house the additional asset.

**EQUALITY IMPACT:** The plans set out 3 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**. The proposals also have the potential to open up pathways to increase the diversity of our operational workforce at all levels through the opportunity to provide positive action within recruitment and progression, as set out in our People Strategy ,could support this as a **Positive Impact**

The plan relating to riding with five firefighters at key location has no equality impact as it does not affect the service received by the public, however as 3 fire engines are mobilised to house fires 'persons trapped' this approach is positively comparable when measured against other services and accords with CAST findings related to task analysis

#### 4. Additional proposals

- We will continue to explore opportunities to improve the efficiency and effectiveness of the Service, including whether the current locations of our fire stations and other buildings allow us to provide the best services and whether there is any scope for further station mergers.
- We will explore the feasibility of introducing a drone capability which would be provided on a retained basis by crews operating from a hybrid station.
- We will explore the use of technology to support the mobilisation of resources to all operational incidents types, using mobile phone capabilities (data/technology) to better inform the mobilisation and dispatch of fire engines and specialist vehicles – e.g. 999Eye (as used by West Midlands FRS).
- In light of findings from the 2018 fire and rescue service inspection process we intend to consider how best to enhance the information we hold about risks in neighbouring fire and rescue services to assist us when we respond to over the border incidents.
- In light of findings from the 2018 fire and rescue service inspection process we intend to consider how best to enhance cross border training with neighbouring fire and rescue services to assist us when we respond to over the border incidents.

**EQUALITY IMPACT:** The proposals set out in 4 will have the potential to provide a greater rescue and response service to the Diverse Communities of Merseyside through the innovative use of new technology, sharing of available intelligence about risks and hazards and by maintaining a flexible approach to the use and location of buildings.

**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 locate the Hybrid model duty system whilst maintaining or reducing response times

The response times are anticipated to be below 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 to relation Race and Religion which has been identified by our Community Profile maps and will therefore be a positive impact on those groups.

Appendices 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.

There are no changes to the rest of the response times for other areas – therefore no impact in terms of Equality.

### 4: Research

*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.*

**What research have you considered?**

**What did it show?**

	N/A
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## 5. Consultation

*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*

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:

- Public consultation facilitated by an independent organisation
- Staff consultation
- Consultation with Liverpool City Region Leaders
- 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

A Year 2 (2018/19) IRMP update was carried and during Spring 2019 we undertook another 12 weeks consultation with public, staff and stakeholders around the IRMP supplement 2019/21 proposals. This included five public forums (one in each of our Districts) between 23<sup>rd</sup> and 30<sup>th</sup> April 2019. An online survey was also used to allow any stakeholder to comment on the IRMP supplement proposals. The use of MerPol Community Action and advisory group meetings will assist consultation with diverse community groups

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 24<sup>th</sup> 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.

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
- The Service has presented the proposals to the representative bodies through general IRMP consultation and specific discussions about duty systems – relevant feedback will be available at the conclusion of those discussions.

11<sup>th</sup> June 2019 – following consultation.

The five forums were with members of the public from across Merseyside. These forums facilitated by an independent organisation provide us with the opportunity to consult with members of the community gather the opinion on the proposals with the IRMP. In total 99 people attended the five forums and all felt the IRMP supplement provided positive outcomes for all communities and protected groups.

**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**

Positive impacts have been established in relation to socio-economic disadvantage. 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. More fires occur in the areas of most disadvantage.

**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 have been no negative Equality impacts identified at this stage. The 12 week consultation with staff and public provided an opportunity to review this EIA and gather views from the diverse communities of Merseyside to inform the decisions the Authority take to implementing the proposals contained in the IRMP supplement 2019-21.

Members of the public attending the five consultation forums believed there were no negative impacts for communities and that in fact the proposals would have a positive impact on all communities. No negative impacts were identified in the responses to the online consultation survey and it attracted similar responses that the proposals would be beneficial to all communities.

**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

Review signed off Wendy Kenyon

Date: 18.06.19

Comments:

EIA Agreed subject to action carried out in 8 above

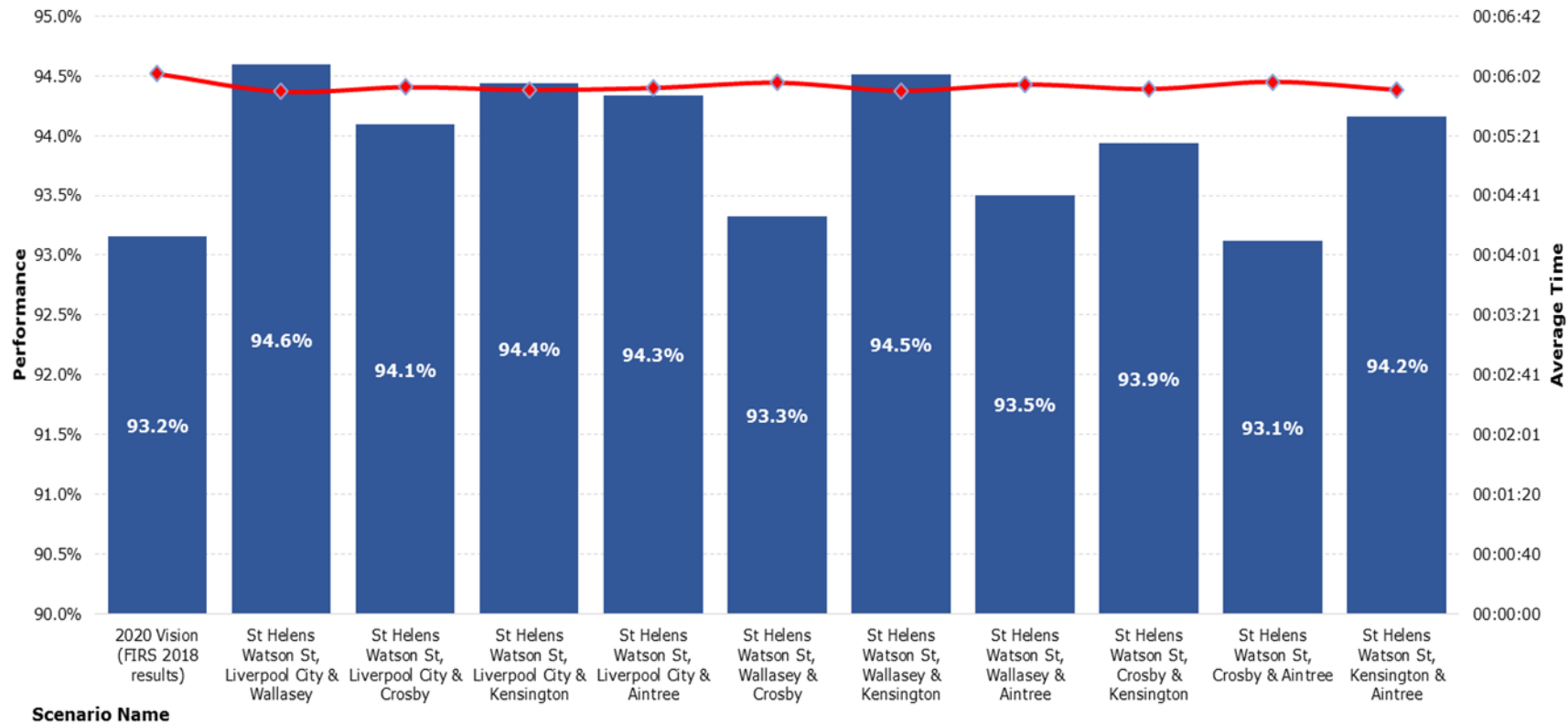
For any advice, support or guidance about completing this form please contact the [DiversityTeam@merseyfire.gov.uk](mailto:DiversityTeam@merseyfire.gov.uk) or on 0151 296 4422

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



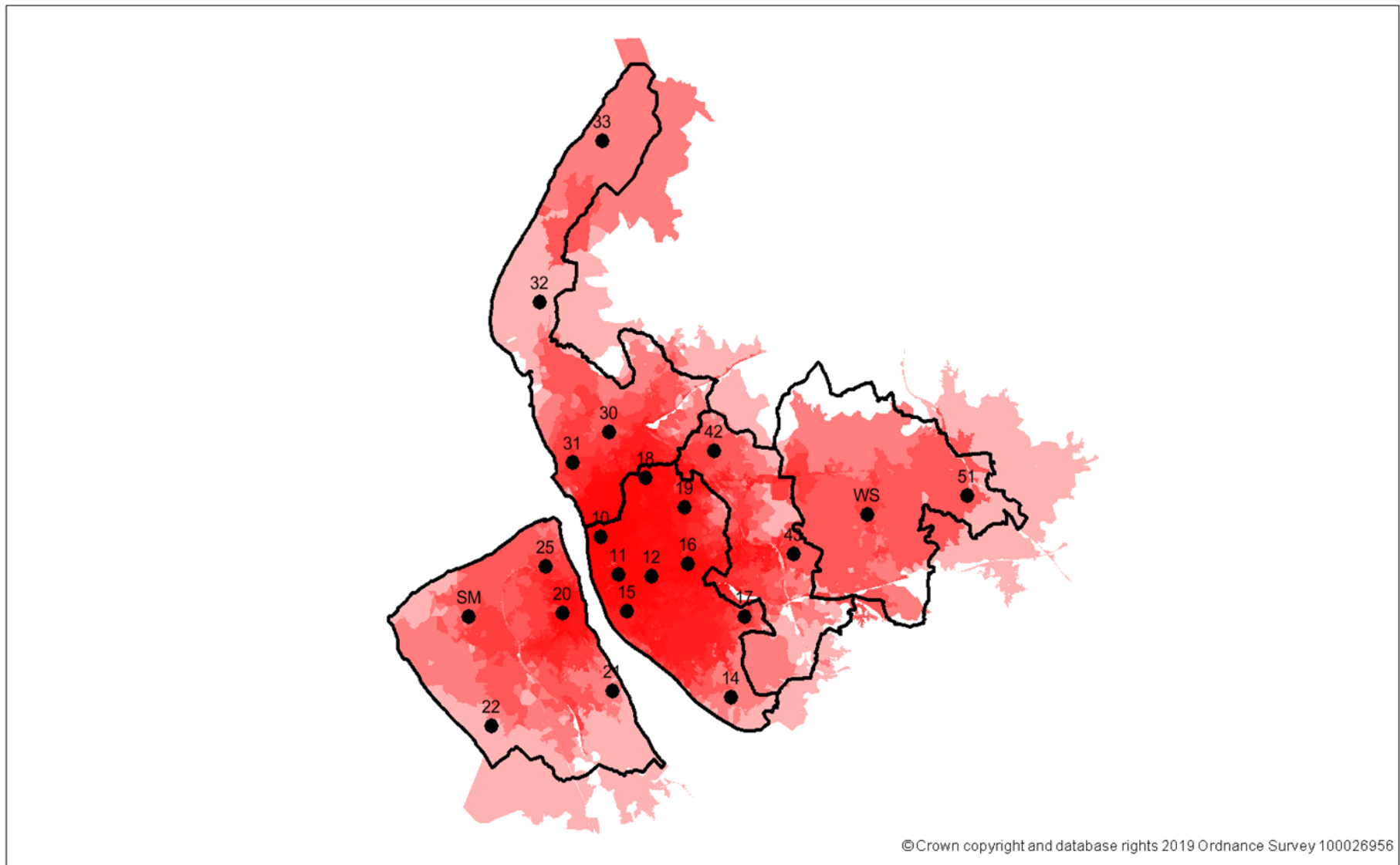
# Risk, Demand and Performance – The Hybrid Model

**Anticipated Performance and Average Response Times for Hybrid Scenarios**

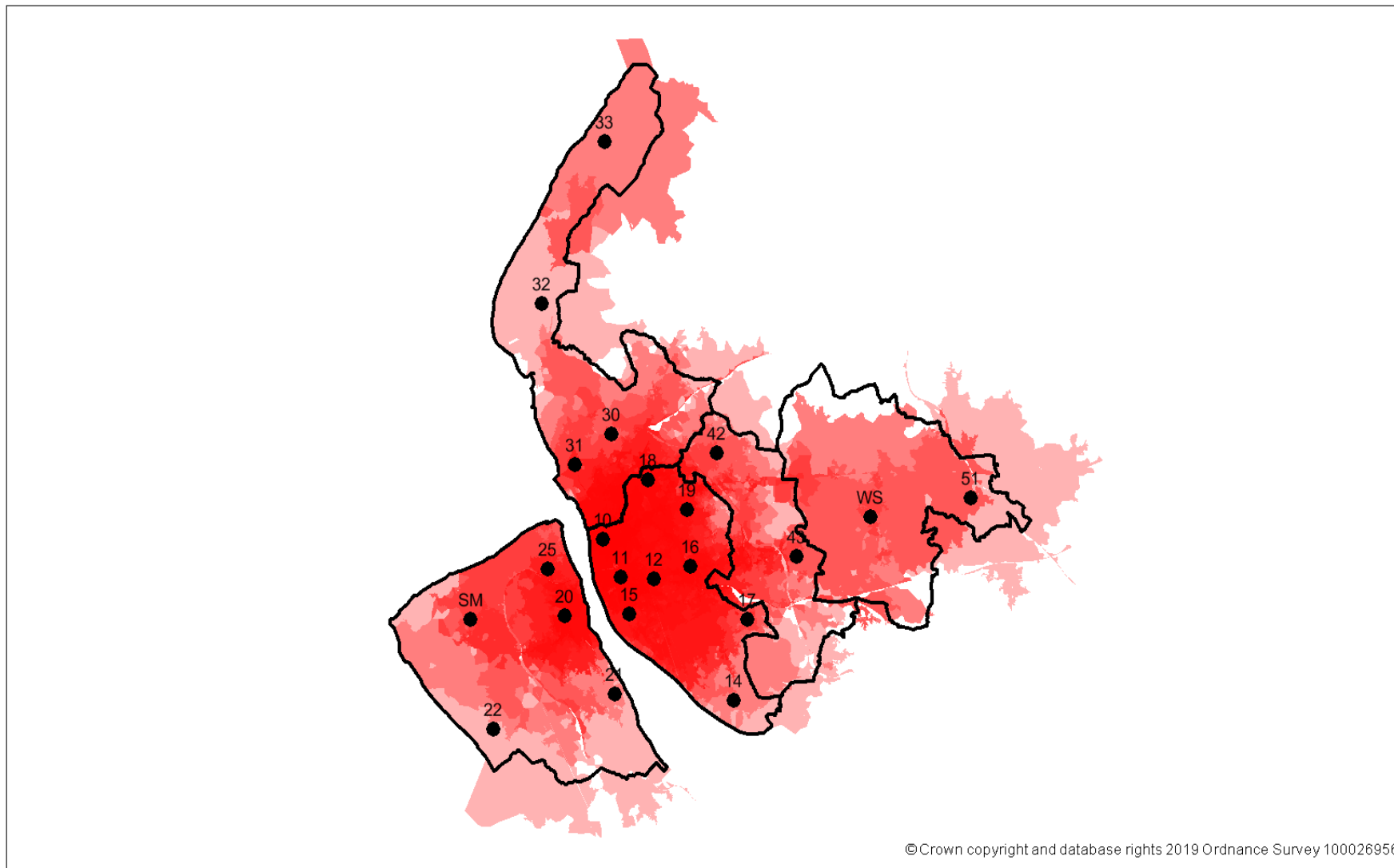


Strategy & Performance  
Date: January 2019

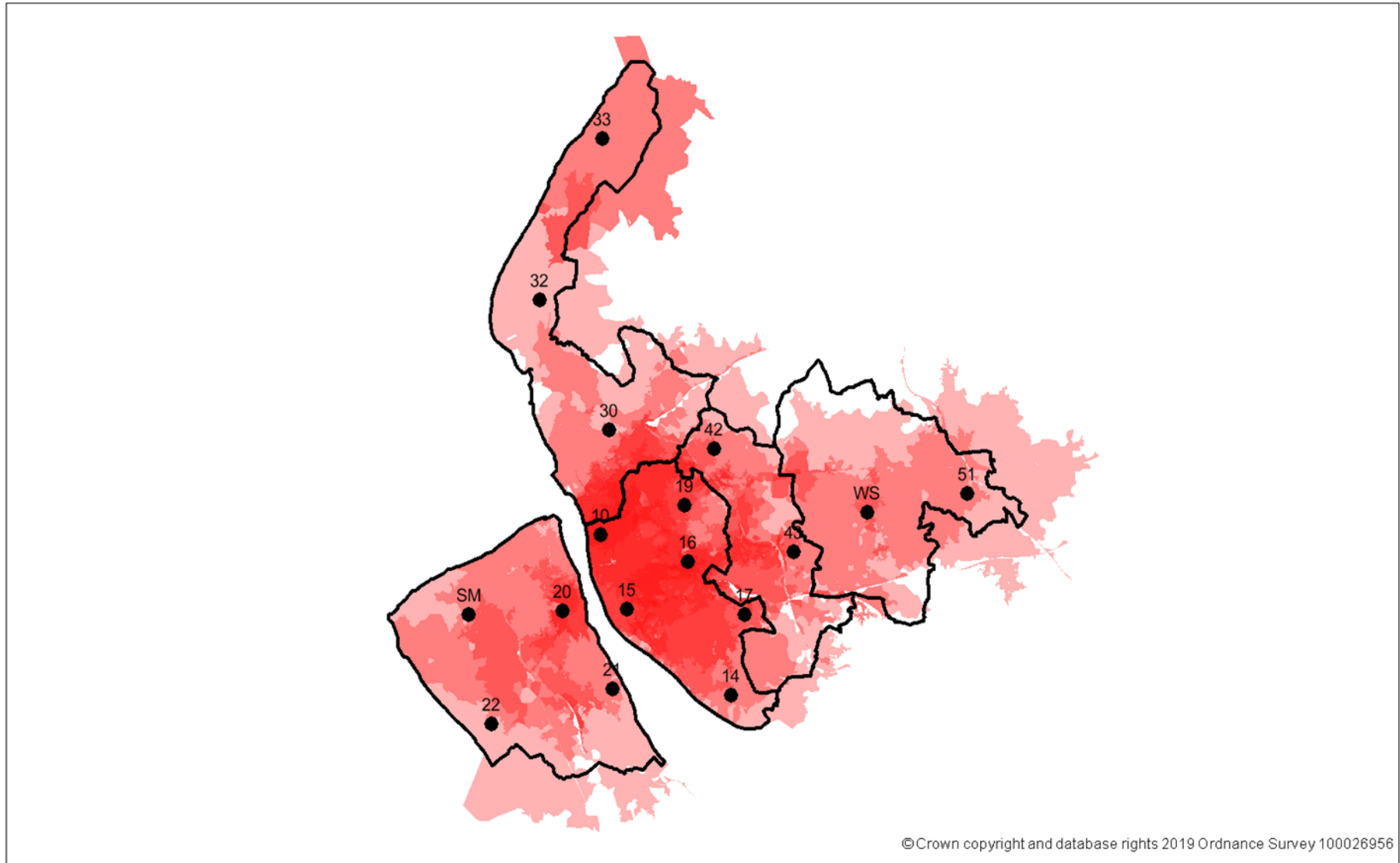
■ Anticipated Performance    ◆ Average Response Time



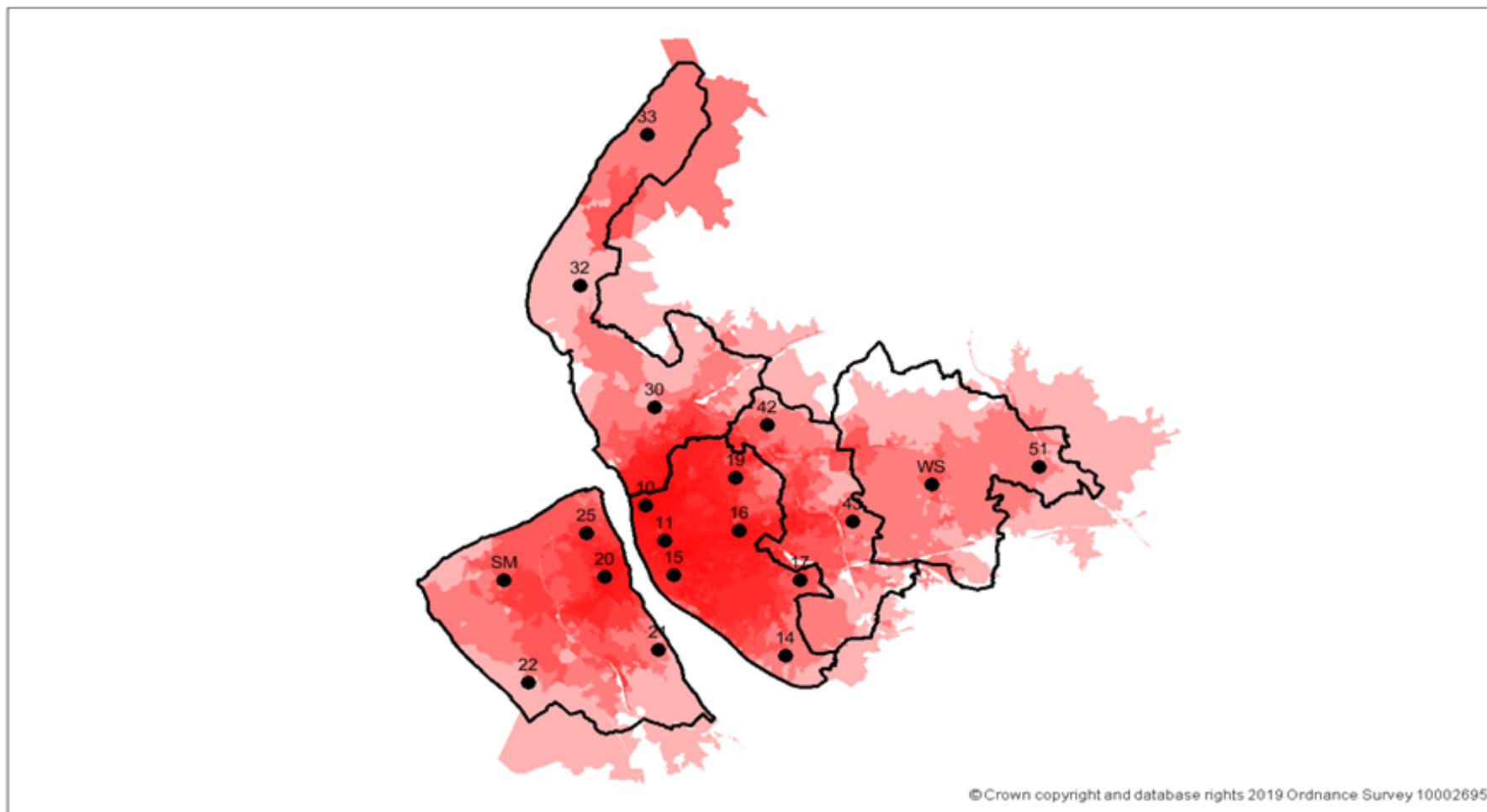
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Response Proposals Merseyside 2020 - Current



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