

Merseyside Fire and Rescue Service

Equality Impact Assessment Form

Title of policy/report/project:	Station Mergers and Closures OPTIONS and PROPOSALS
Department:	Strategy and Performance
Date:	EIA Stage 1 - 19.11.12 EIA Stage 2 - EIA Stage 3 -
<p><u>Scope of EIA</u></p> <p>The purpose of this EIA is to review information and intelligence available at an early stage in the development of options for station mergers and closures. It is intended that the EIA can be used to help inform decisions as the options progress and will help Principal Officers and Authority Members to understand equality related impacts on the decisions being made in relation to local diverse communities</p> <p>The EIA will be a living document which will developed further during the life cycle of the consultation stages. This initial EIA will provide be an opportunity to plan ahead for various activities such as community and staff consultation and equality data gathering</p> <p>The EIA will be conducted in a number of stages :</p> <p>Stage 1 – Desk Top Assessment by 3/12/13 :To provide Principal Officers with some initial thoughts on equality impacts arising from the Mergers and Closures Authority Report and provide an outline of what further data, research and consultation may be needed to inform the EIA fully in preparation for Community Engagement and Consultation Exercises in the new year (by 19/11/13)</p> <p>Stage 2 – Consultation External and Internal: to gain feedback from those communities and MF&RA Staff groups affected by the mergers and closures options to ensure equality impacts are considered throughout the process and included in the final version of the EIA for review by final decision makers (Dec 2013 onwards)</p> <p>Stage 3 – More detailed assessment on the local areas affected by options: for Authority members to take into account at their meeting when they review the EIA in full. (By April 2014)</p>	

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)

The reports purpose is to provide Authority Members a number of recommendations for approval, subject to public consultation, around station mergers and closures as follows:

Options for mergers

- Two stations on Wirral (West Kirby to merge with Upton at Greasby)
- Two stations in St Helens (Eccleston to merge with St Helens at a site in the St Helens town centre ward)
- Two stations in Knowsley (the merger of Huyton and Whiston which already has Authority approval)

In order to meet the budget cuts faced by the Authority as a result of Comprehensive Spending Review (CSR) 13. These merger options, if approved, will deliver a reduction of 66 whole time equivalent (WTE) posts, reduce the Authority asset base down from 26 stations to 23 and deliver additional savings from a reduction in premises overheads

Options for closures

The incremental move from whole time crewing to day crewing to whole time retained crewing of at least one appliance in Liverpool and/or Sefton, resulting in the closure of one or more station. This change in crewing and station closure, if approved, will deliver a saving of 22 WTE posts deliver additional savings from a reduction in premises overheads

The options for mergers and closures would not affect the local communities which live in and around the closure areas in relation to fire response times, they would remain within a 10 minute response time, and therefore this EIA will not focus on response times but around the following:

- **The impact of the options and any changes (positive and negative) in relation to any particular equality groups of the local communities’ use of MF&RA services and stations**
- **The impact of options and any changes on staff affected by closures**

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)

Communities of Wirral , St Helens, Liverpool, Sefton and Knowsley
MF&RA staff affected by the mergers and closures

3. Monitoring

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

What monitoring data have you considered?

3.1 Profile of Merseyside and Demographics 2012 report -

[http://intranetportal/sites/smd/equalityanddiversity/Shared%20Documents/Public%20Sector%20Equality%20Data%20-%20Reports%20for%202012/Profile%20of%20Merseyside%20\(Demography,%20Equality%20and%20Diversity\).pdf](http://intranetportal/sites/smd/equalityanddiversity/Shared%20Documents/Public%20Sector%20Equality%20Data%20-%20Reports%20for%202012/Profile%20of%20Merseyside%20(Demography,%20Equality%20and%20Diversity).pdf)

3.2 Ward Demographics from Census 2011 - **Appendix A**

3.2 Profile of MF&RA staff -

<http://intranetportal/sites/smd/equalityanddiversity/Shared%20Documents/Public%20Sector%20Equality%20Data%20-%20Reports%20for%202012/Public%20Sector%20Equality%20Data%20Report%20-%20Published%20version.pdf>

What did it show?

3.1 and 3.2 - The demographics in each of the districts is broadly similar with no significant differences to consider. (Significant being + or- 5% difference). To gain a greater understanding of the make-up of the local communities affected by the impact of the closures and mergers, demographics for the local wards broadly covered by each station have been produced in **Appendix A**

Notable highlights showing differences in relation to the average for each district area are as follows:

Huyton

Age Structure: The Huyton Station ground has a mix of age groups depending on the ward; the wards of Longview and Page Moss have younger populations whilst the wards of Prescott West, Roby and Stockbridge in particular have older populations.

Socio Economic (including Disability): In Page Moss, Longview and Stockbridge wards in particular there are well above average levels of people with disability or long term health problems. Within these same wards there are proportionally high levels of adult unemployment.

Racial Profile: Within the Station Ground the predominant ethnicity grouping is

"White". Within the Huyton Station Area, the ward of Longview has above district average counts of BME population particularly "Asian/British Asian" persons.

Whiston

Age Structure: The Whiston Station Ground has a mix of age groups depending on the ward. The wards of Rainhill and Whiston North primarily have older populations whilst the wards of Prescot East and Whiston South have younger populations.

Socio Economic: There are no negative Socio Economic factors in the Whiston station ground.

Racial Profile: Within the Station Ground the predominant ethnicity grouping is "White". However BME populations are more diverse within this station ground with above average populations of "Asian/British Asian" in each ward and above average populations of "Black /African /Caribbean/ Black British" within Prescot East.

St Helens

Age Structure: The St Helens Station Ground has a mix of age groups depending on the ward. The wards of: Parr, Bold, Sutton, Thatto Heath, Town Centre tends to have younger populations - particularly Parr and Thatto Heath. By contrast the wards of: Billinge & Seneley Green and Blackbrook have older populations

Socio Economic: The wards of: Parr, Thatto Heath, Sutton and Moss Bank have higher than average levels of adult unemployment as well as having above average levels of disability / long-term illness in these wards.

Racial Profile: Within the Station Ground the predominant ethnicity grouping is "White". The wards of Town Centre and Thatto Heath (in particular) are the most culturally diverse with well above average counts particularly of "Asian/British Asian" residents. Both Wards also have above average counts of "Black /African /Caribbean/ Black British" people, though this is to a lesser extent to "Asian/British Asian" residents. St Helens has a significant Gypsy and Traveller community.

Eccleston

Age Structure: The Eccleston Station Ground has a mix of age groups depending on the ward. The wards of Eccleston and Rainford (Rainford has one of the highest average population ages in Merseyside) have older populations whilst the wards of West Park and Windle have younger populations.

Socio Economic: The wards of Eccleston and West Park have slightly above average levels of unemployment within the Eccleston station ground. West Park also has slightly above average levels of long term sickness / disability.

Racial Profile: Within the Station Ground the predominant ethnicity grouping is "White", Rainford and West Park have particularly low levels of BME residents. Within the Station Area the Ward of Eccleston has slightly above average BME population "Asian/British Asian" for and West Park has slightly above average counts "Black /African /Caribbean/ Black British" residents.

Upton

Age Structure: The Upton Station Ground has a mix of age groups depending on the ward. Pensby & Thingwall, Greasby, Frankby - Irby and Claughton have older than average populations.

Socio Economic: Generally within the Upton Station there are no particularly significant Socio Economic issues, with the Exception of the Bidston & St James ward which primarily rests within the Upton Station Ground. Bidston and St James have well above average adult unemployment and levels of long term health

problems / disability.

Racial Profile: Within the Station Ground the predominant ethnicity grouping is "White". Claughton and Bidston & St James have the most diverse populations with above average counts of "Asian/British Asian" residents.

West Kirby

Age Structure: The West Kirby Station Ground has a mix of age groups depending on the ward. The demographic for the wards of Hoylake & Meols and West Kirby & Thurstaston is much older than the Wirral average.

Socio Economic: There are no negative Socio Economic factors in the West Kirby station ground.

Racial Profile: Within the Station Ground the predominant ethnicity grouping is "White".

3.3- Staff Demographics for Operational Staff

95% of operational uniformed staff are Male and 5% are Female

65% of operational uniformed staff are aged 41 to 50

5% of Operational staff have declared a Disability or Long term health condition

3% of MF&RS staff are Black Minority Ethnic the remainder are classed as White

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 FRAs, etc

What research have you considered?

4.1 A review of the Access Audit report - results for the stations affected by options

What did it show?

The Equality Act 2010 replaced and enhanced the Disability Discrimination Acts (DDA) 1995 & 2005. It sets out the legislation for Public Bodies to make reasonable adjustments to premises to enable disabled people to access all services and fully participate in public life. MF&RA has conducted access audits for all its stations (except new builds) and is in the process of reporting on the results and recommendations to the Authority in December 2013.

The Audits have highlighted significant access issues for the stations identified in the mergers and closures options with a total of **£ 267,875** cost for making them more accessible Community Fire Stations. It has been an important factor when considering the options and proposals for station mergers and closures

<p>Review of MF&RA Community Profiles for station areas affected by proposals to help understand the type of communities who may be affected by the options and consider their needs.</p> <p>A review of current Partnership agreements for stations affected by proposals to help understand the impact of station closures /mergers on those service users</p>	<p>and the building of new stations.</p> <p>Currently being worked on ready for Stage 2 of the EIA</p> <p>Currently being worked on ready for Stage 2 of the EIA</p>
<p>5. Consultation</p> <p><i>Summarise the opinions of any consultation. Who was consulted and how? (This should include reference to people and organisations identified in section 2 above)</i></p> <p><i>Outline any plans to inform consultees of the results of the consultation</i></p>	
<p>What Consultation have you undertaken?</p> <p>No Consultation has taken place at Stage 1 of this EIA, however consultation is proposed to take place in two stages to scrutinise the OPTIONS and consider others. As such it is proposed to enter into consultation comprising of a) a more open-ended listening and engagement phase on the OPTIONS and b) a Formal consultation process on the eventual PROPOSALS. Part of the consultation process will take into account the needs and experiences of those equality protected groups who have been deemed to be affected by the mergers and closures.</p> <p>Consultation specifically with Protected Groups (as required by the Equality Act 2010) in relation to this EIA and its assessment of the mergers and closures report /options is currently being planned by the Diversity and Consultation Manager. A number of cost effective options are being considered within the time frame available including :</p> <ul style="list-style-type: none"> • The development of a new MF&RA Diversity Consultation Forum ; a public voice for diverse groups across each district • Using the 2 stage consultation process mentioned above to consult on the EIA with representative groups from those protected groups affected by the Options and subsequent proposals (where representation is available) • Consultation with Community Groups currently using the Stations identified as potentially being closed and merged – Impact on equality • Making the EIA accessible via the Staff Portal and MF&RS Webpage to enable staff , stakeholders and the public to make comments and provide feedback easily 	

What did it say?

To follow with Stage 2 and 3

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 needs of different Age groups, especially those minority age groups, in relation to station mergers and closures options and proposals are difficult to fully assess at this early stage of the EIA. Section 3 and 4 sets out the current age profiles which should be considered when taking into account possible options for closures and mergers. Engagement and consultation will provide more opportunities to assess negative and positive impacts and results will be used to inform Stage 2 and 3 of this EIA.

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

The building of new stations will be positive for the disabled communities affected by the station mergers as the development of new high functioning stations will enable disabled people to access community services delivered from Fire Stations.

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

As a) above but in relation to Race and Minority ethnic groups

(d) Religion or Belief

As a) above but in relation to Religion and Belief and minority faith groups

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

As a) above but in relation to Gender and Gender Reassignment

(f) Sexual Orientation

As a) above but in relation to the needs of minority sexual orientation groups

(g) Socio-economic disadvantage

As a) above but in relation to the needs of those most affected financially (if at all) by any mergers and closures.

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.

EIA Stage 1 – Decisions

On reviewing the research and data available for stage 1 of this EIA, there are no significant equality Impacts established so far with the exception of Disability, where current stations earmarked for mergers are currently not fully accessible for disabled community groups.

It is important to note that the impact of the Mergers and Station Closure Options and subsequent Proposals will not impact on any members of the public disproportionately in relation to the current level of service received by these groups e.g. response times and fire safety , prevention and protection services

EIA Stage 2 – Decisions

To follow

EIA Stage 3 – Decisions

To Follow

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

Signed off by:

Wendy Kenyon

Date:

19.11.13- EIA Stage 1

Action Planned	Responsibility of	Completed by
Actions Identified during EIA stage 1 9.1 Consultation with Staff , Stakeholders and Communities , in relation to the EIA and its assessment of the Mergers and Closures Options and subsequent Proposals ; specifically those Protected groups and the potential impact (both negative and positive)	Diversity and Consultation Manager (DCM) with Support from IRMP Officer	Jan-April14
9.2 Analysis of Community Profiles for station areas affected to understand the types of communities affected by the	Business Intelligence Manager and DCM	TBC

Mergers and Closures Options and subsequent Proposals 9.3 Equality analysis of those staff affected by the Options and subsequent Proposals to see if any particular protected group are affected disproportionately.	DCM with support from POD	TBC
Actions Identified during EIA stage 2 TBC		
Actions Identified during EIA Stage 3 TBC		
<p>For any advice, support or guidance about completing this form please contact the DiversityTeam@merseyfire.gov.uk or on 0151 296 4237</p>		

Appendix A – ONS Demographic Equality Data by Station Ward

Age Structure

District	Station Affected	2011 ward	All usual residents	Mean Age	District Average
Knowsley	Huyton	E05000870 : Longview	8,726	36	39
Knowsley	Huyton	E05000872 : Page Moss	7,076	38	39
Knowsley	Huyton	E05000875 : Prescott West	6,535	44	39
Knowsley	Huyton	E05000876 : Roby	7,254	44	39
Knowsley	Huyton	E05000878 : St Gabriels	6,565	39	39
Knowsley	Huyton	E05000879 : St Michaels	6,920	39	39
Knowsley	Huyton	E05000881 : Stockbridge	6,018	40	39
Knowsley	Whiston	E05000874 : Prescott East	7,604	38	39
Knowsley	Whiston	E05000883 : Whiston North	6,908	41	39
Knowsley	Whiston	E05000884 : Whiston South	7,355	39	39
St Helens	Whiston	E05000926 : Rainhill	10,853	46	41
St Helens	St Helens	E05000916 : Billinge and Seneley Green	11,080	44	41
St Helens	St Helens	E05000917 : Blackbrook	10,639	41	41
St Helens	St Helens	E05000918 : Bold	9,759	38	41
St Helens	St Helens	E05000922 : Moss Bank	10,682	42	41
St Helens	St Helens	E05000924 : Parr	12,199	37	41
St Helens	St Helens	E05000927 : Sutton	12,003	41	41
St Helens	St Helens	E05000928 : Thatto Heath	12,280	38	41
St Helens	St Helens	E05000929 : Town Centre	10,978	39	41
St Helens	Eccleston	E05000925 : Rainford	7,779	47	41
St Helens	Eccleston	E05000920 : Eccleston	11,525	45	41
St Helens	Eccleston	E05000930 : West Park	11,392	40	41
St Helens	Eccleston	E05000931 : Windle	10,690	41	41
Wirral	Upton	E05000955 : Bidston and St James	15,216	36	41
Wirral	Upton	E05000959 : Claughton	14,705	42	41
Wirral	Upton	E05000961 : Greasby, Frankby and Irby	13,991	45	41

Wirral	Upton	E05000966 : Moreton West and Saughall Massie	13,988	42	41
Wirral	Upton	E05000969 : Pensby and Thingwall	13,007	46	41
Wirral	Upton	E05000973 : Upton	16,130	42	41
Wirral	West Kirby	E05000975 : West Kirby and Thurstaston	12,733	45	41
Wirral	West Kirby	E05000963 : Hoylake and Meols	13,348	44	41

Ethnicity Table

Above District Average

District	Station Affected	2011 ward	All categories: Ethnic group	White: Total	White: %	Mixed/multiple ethnic group: Total	Mixed/multiple ethnic group: %	Asian/Asian British: Total	Asian/Asian British: %	Black African/Caribbean/Black British: Total
Knowsley	Huyton	E05000870 : Longview	8,726	8,414	96.4%	140	1.6%	112	1.3%	5
Knowsley	Huyton	E05000872 : Page Moss	7,076	6,947	98.2%	75	1.1%	36	0.5%	1
Knowsley	Huyton	E05000875 : Prescott West	6,535	6,388	97.8%	58	0.9%	61	0.9%	1
Knowsley	Huyton	E05000876 : Roby	7,254	7,148	98.5%	50	0.7%	30	0.4%	1
Knowsley	Huyton	E05000878 : St Gabriels	6,565	6,434	98.0%	49	0.7%	49	0.7%	2
Knowsley	Huyton	E05000879 : St Michaels	6,920	6,768	97.8%	82	1.2%	55	0.8%	
Knowsley	Huyton	E05000881 : Stockbridge	6,018	5,843	97.1%	90	1.5%	33	0.5%	3
Knowsley	Whiston	E05000874 : Prescott East	7,604	7,300	96.0%	109	1.4%	160	2.1%	2
Knowsley	Whiston	E05000883 : Whiston North	6,908	6,604	95.6%	60	0.9%	203	2.9%	2
Knowsley	Whiston	E05000884 : Whiston South	7,355	7,144	97.1%	113	1.5%	73	1.0%	2
Knowsley Average			7,096	6,899	97.2%	83	1.2%	81	1.1%	2
St Helens	Whiston	E05000926 : Rainhill	10,853	10,498	96.7%	83	0.8%	240	2.2%	
St Helens	St Helens	E05000916 : Billinge and Seneley Green	11,080	10,948	98.8%	67	0.6%	46	0.4%	
St Helens	St Helens	E05000917 : Blackbrook	10,639	10,474	98.4%	49	0.5%	90	0.8%	

St Helens	St Helens	E05000918 : Bold	9,759	9,618	98.6%	65	0.7%	50	0.5%	1
St Helens	St Helens	E05000922 : Moss Bank	10,682	10,568	98.9%	46	0.4%	50	0.5%	1
St Helens	St Helens	E05000924 : Parr	12,199	11,972	98.1%	97	0.8%	97	0.8%	2
St Helens	St Helens	E05000927 : Sutton	12,003	11,837	98.6%	87	0.7%	63	0.5%	1
St Helens	St Helens	E05000928 : Thatto Heath	12,280	11,829	96.3%	120	1.0%	270	2.2%	3
St Helens	St Helens	E05000929 : Town Centre	10,978	10,684	97.3%	69	0.6%	191	1.7%	1
St Helens	Eccleston	E05000920 : Eccleston	11,525	11,302	98.1%	76	0.7%	121	1.0%	1
St Helens	Eccleston	E05000925 : Rainford	7,779	7,682	98.8%	34	0.4%	43	0.6%	1
St Helens	Eccleston	E05000930 : West Park	11,392	11,183	98.2%	79	0.7%	88	0.8%	2
St Helens	Eccleston	E05000931 : Windle	10,690	10,564	98.8%	50	0.5%	58	0.5%	1
St Helens Average			11,203	10,991	98.1%	75	0.7%	107	1.0%	1
Wirral	Upton	E05000955 : Bidston and St James	15,216	14,659	96.3%	238	1.6%	270	1.8%	3
Wirral	Upton	E05000959 : Claughton	14,705	14,147	96.2%	163	1.1%	344	2.3%	2
Wirral	Upton	E05000961 : Greasby, Frankby and Irby	13,991	13,685	97.8%	112	0.8%	146	1.0%	2
Wirral	Upton	E05000966 : Moreton West and Saughall Massie	13,988	13,722	98.1%	87	0.6%	134	1.0%	2
Wirral	Upton	E05000969 : Pensby and Thingwall	13,007	12,744	98.0%	109	0.8%	132	1.0%	1
Wirral	Upton	E05000973 : Upton	16,130	15,587	96.6%	123	0.8%	352	2.2%	3
Wirral	West Kirby	E05000963 : Hoylake and Meols	13,348	13,019	97.5%	139	1.0%	139	1.0%	1
Wirral	West Kirby	E05000975 : West Kirby and Thurstaston	12,733	12,326	96.8%	170	1.3%	168	1.3%	1
Wirral Average			14,140	13,736	97.1%	143	1.0%	211	1.5%	2

Disability Table

Above District Average

District	Station Affected	2011 ward	All categories: Long-term health problem or disability	Day-to-day activities limited a lot	Day-to-day activities limited a lot %	Day-to-day activities limited a little	Day-to-day activities limited a little %	Day-to-day activities not limited	Day-to-day activities not limited %
Knowsley	Huyton	E05000870 : Longview	8,726	1,367	15.7%	904	10.4%	6,455	74.0%
Knowsley	Huyton	E05000872 : Page Moss	7,076	1,239	17.5%	802	11.3%	5,035	71.2%
Knowsley	Huyton	E05000875 : Prescott West	6,535	1,007	15.4%	828	12.7%	4,700	71.9%
Knowsley	Huyton	E05000876 : Roby	7,254	829	11.4%	722	10.0%	5,703	78.6%
Knowsley	Huyton	E05000878 : St Gabriels	6,565	893	13.6%	666	10.1%	5,006	76.3%
Knowsley	Huyton	E05000879 : St Michaels	6,920	1,042	15.1%	692	10.0%	5,186	74.9%
Knowsley	Huyton	E05000881 : Stockbridge	6,018	1,206	20.0%	730	12.1%	4,082	67.8%
Knowsley	Whiston	E05000874 : Prescott East	7,604	1,025	13.5%	817	10.7%	5,762	75.8%
Knowsley	Whiston	E05000883 : Whiston North	6,908	890	12.9%	701	10.1%	5,317	77.0%
Knowsley	Whiston	E05000884 : Whiston South	7,355	893	12.1%	739	10.0%	5,723	77.8%
Knowsley Average			7,096	1,039	14.6%	760	10.7%	5,297	74.6%
St Helens	Whiston	E05000926 : Rainhill	10,853	1,312	12.1%	1,212	11.2%	8,329	76.7%
St Helens	St Helens	E05000916 : Billinge and Seneley Green	11,080	1,192	10.8%	1,243	11.2%	8,645	78.0%
St Helens	St Helens	E05000917 : Blackbrook	10,639	1,298	12.2%	1,146	10.8%	8,195	77.0%
St Helens	St Helens	E05000918 : Bold	9,759	1,176	12.1%	976	10.0%	7,607	77.9%
St Helens	St Helens	E05000922 : Moss Bank	10,682	1,433	13.4%	1,235	11.6%	8,014	75.0%
St Helens	St Helens	E05000924 : Parr	12,199	1,864	15.3%	1,319	10.8%	9,016	73.9%
St Helens	St Helens	E05000927 : Sutton	12,003	1,569	13.1%	1,253	10.4%	9,181	76.5%
St Helens	St Helens	E05000928 : Thatto Heath	12,280	1,658	13.5%	1,250	10.2%	9,372	76.3%
St Helens	St Helens	E05000929 : Town Centre	10,978	1,656	15.1%	1,252	11.4%	8,070	73.5%
St Helens	Eccleston	E05000920 : Eccleston	11,525	1,201	10.4%	1,233	10.7%	9,091	78.9%
St Helens	Eccleston	E05000925 : Rainford	7,779	850	10.9%	907	11.7%	6,022	77.4%
St Helens	Eccleston	E05000930 : West Park	11,392	1,362	12.0%	1,209	10.6%	8,821	77.4%

St Helens	Eccleston	E05000931 : Windle	10,690	1,140	10.7%	1,082	10.1%	8,468	79.2%
St Helens Average			10,917	1,367	12.5%	1,175	10.8%	8,375	76.7%
Wirral	Upton	E05000955 : Bidston and St James	15,216	2,441	16.0%	1,748	11.5%	11,027	72.5%
Wirral	Upton	E05000959 : Claughton	14,705	1,940	13.2%	1,556	10.6%	11,209	76.2%
Wirral	Upton	E05000961 : Greasby, Frankby and Irby	13,991	1,233	8.8%	1,536	11.0%	11,222	80.2%
Wirral	Upton	E05000966 : Moreton West and Saughall Massie	13,988	1,782	12.7%	1,413	10.1%	10,793	77.2%
Wirral	Upton	E05000969 : Pensby and Thingwall	13,007	1,528	11.7%	1,539	11.8%	9,940	76.4%
Wirral	Upton	E05000973 : Upton	16,130	2,408	14.9%	1,778	11.0%	11,944	74.0%
Wirral	West Kirby	E05000963 : Hoylake and Meols	13,348	1,296	9.7%	1,337	10.0%	10,715	80.3%
Wirral	West Kirby	E05000975 : West Kirby and Thurstaston	12,733	1,187	9.3%	1,361	10.7%	10,185	80.0%
Wirral Average			14,140	1,727	12.2%	1,534	10.8%	10,879	76.9418%