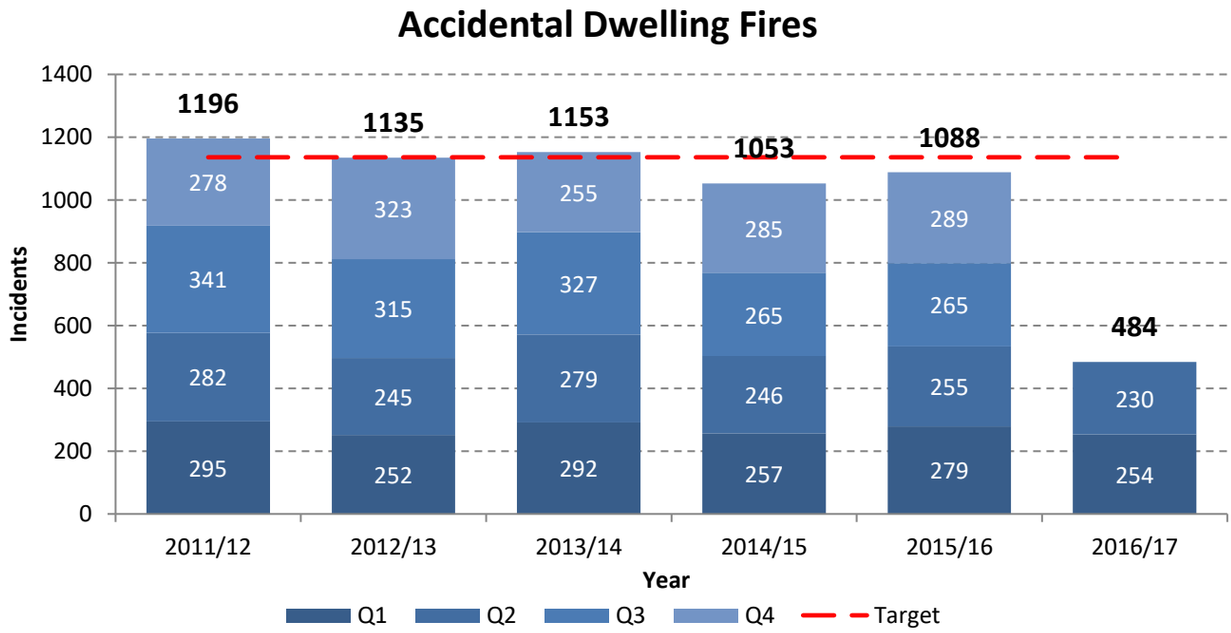
EQUALITY AND DIVERSITY OBJECTIVES – Performance Update - Q2 2016/17

OBJECTIVE 1				
In the past ten years Merseyside Fire and Rescue Service has reduced accidental fires in the home by 37%		**Action:** We will continue to build on this work through the use of our customer insight modelling and our station planning process to target individuals at risk		**Target:** To reduce accidental fires in the home and the deaths and injuries they cause on Merseyside by a further 5% by
Baseline	**Where we want to be**	**2015/16 Performance**	**2016/17 Service Plan Target**	**Q2 2016/17**
1196	**1136**	**1088**	**1082**	**484**

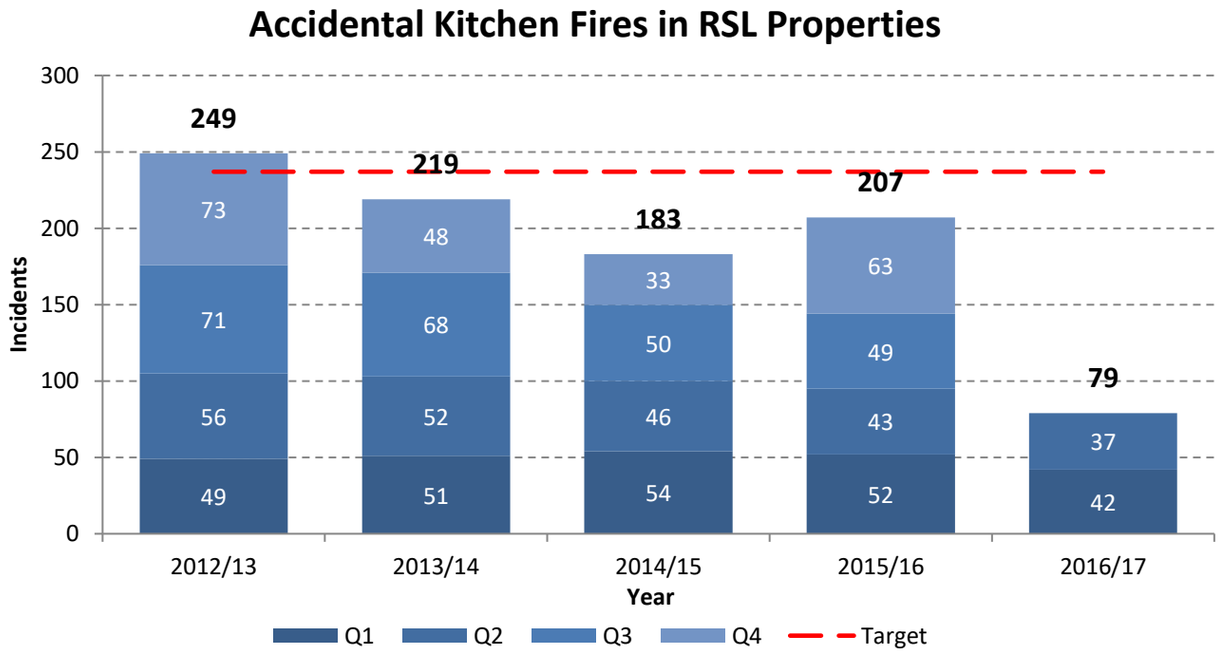
Please note baseline based on 2011/12 data



Commentary
At the end of Q2 2016/17 there have been a total of 484 Accidental Dwelling Fires. This is a reduction of 50 incidents on 2015/16. Operational Crews have conducted over 25,000 Home Fire Safety Checks (HFSC) during Q1 and Q2 (51% of the annual target), this combined with a 38% performance uplift from Prevention staff has ensured that MFRS are engaging with the most vulnerable in the community. Prevention staff have also implemented specific HFSC campaigns aimed at selective licencing areas, targeting Private Landlord accommodation. All Home fire Safety Checks are now taregted towards those most at risk.

OBJECTIVE 2				
We will reduce risk for people who live in rented properties across Merseyside		**Action:** By continuing to build productive relationships with Registered Social Landlords		**Target:** To cut accidental kitchen fires in social housing by 5% by 2017.
Baseline	**Where we want to be**	**2015/16 Performance**	**2016/17 Service Plan Target**	**Q2 2016/17**
249	237	**207**	**Monitoring**	**79**

Please note baseline based on 2012/13 data



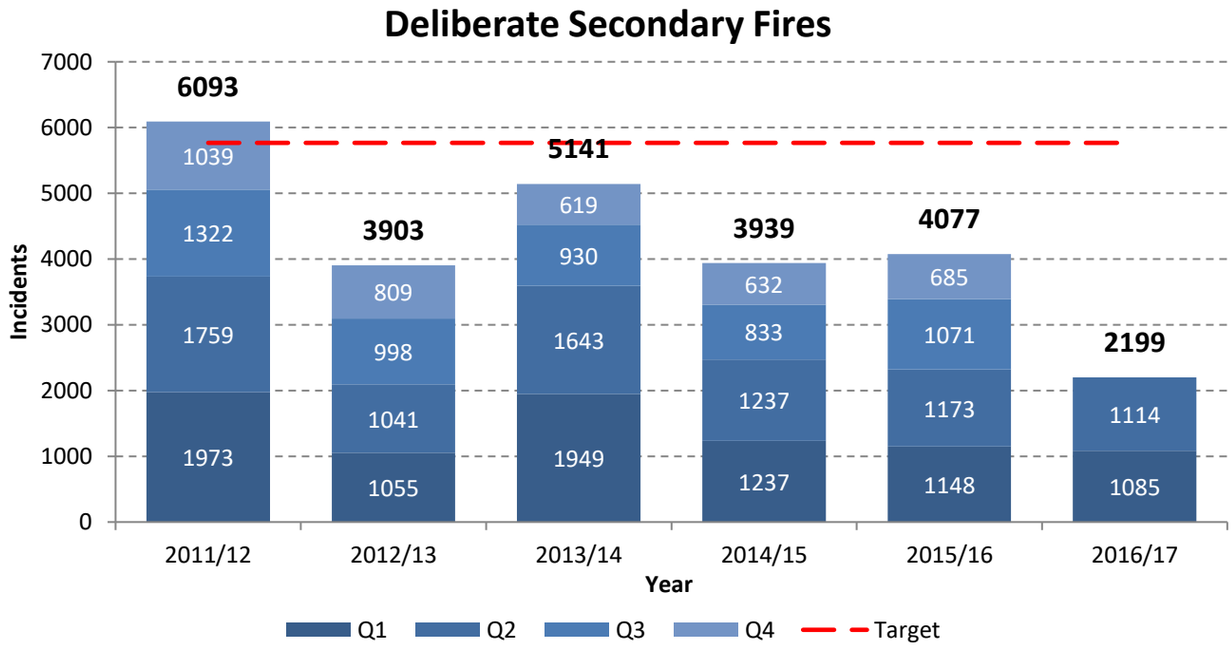
Commentary

At the end of Q2 2016/17 there have been 79 Accidental Kitchen Fires in properties owned by Registered Social Landlords. Though this is a reduction of 16 Accidental Kitchen Fires on Q2 2015/16.
Kitchen and Cooking safety has been highlighted throughout campaigns during Q1 and Q2. This combined with the Fire Kills campaign in July has seen this highlighted with Registered Providers, Private Landlords and Residents.

Please note: data is correct as of 10th October 2016, late fire report submissions and Quality Assurance can affect this count

OBJECTIVE 3				
We will continue to engage with young people in vulnerable areas		**Action:** Through our award winning youth engagement programmes		**Target:** Reducing deliberate antisocial behaviour fire setting by 5% by 2017.
Baseline	**Where we want to be**	**2015/16 Performance**	**2016/17 Service Plan Target**	**Q2 2016/17**
6070	5767	**4077**	**4481**	**2199**

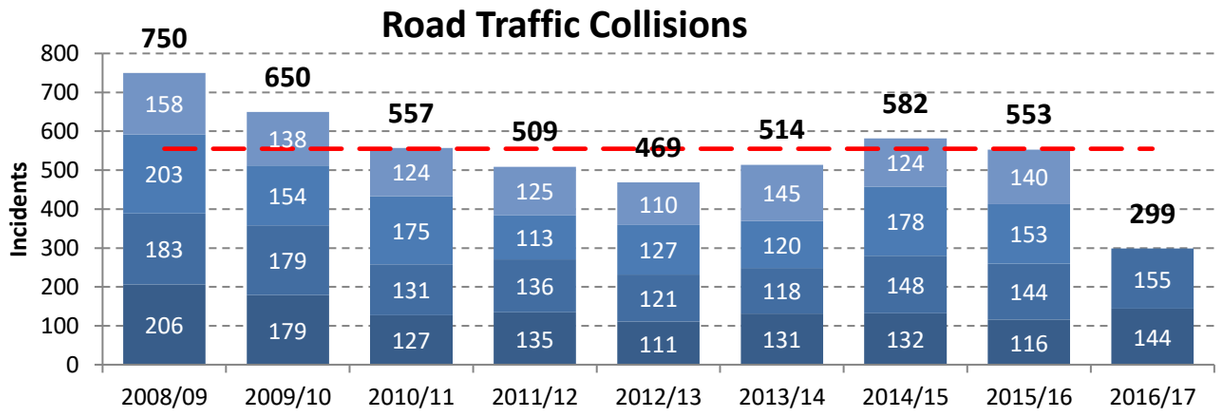
Please note baseline based on 2011/12 data

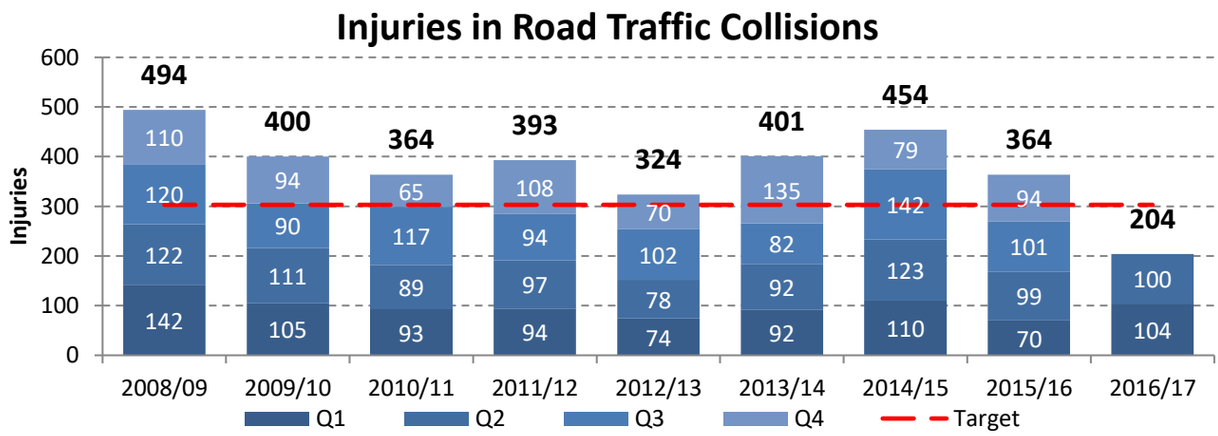


Commentary
At the end of Q2 2016/17 there have been a total of 2199 deliberate secondary fires attended. This is a reduction of 122 incidents Through an intelligence led risk management approach, we will continue to identify Arson and ASB hotspots to reduce secondary fires through education and engaging with our partner agencies. We will also deploy our resources efficiently during spate conditions to ensure that our communities receive a quality service delivery around the reduction of risk in our communities. *Update for 10th October - Arson Team is working as one team for Target Hardening. This has seen an improvement in performance and has resulted in a risk based approach to dealing with referrals. Secondary fires are part of a local plan for each Arson Officer and they record all activity on the portal. This will be progressed over the coming weeks and PIPS training will be*

OBJECTIVE 4				
We will work with at risk groups and local partners to contribute to the reduction in the number and severity of road traffic collisions across Merseyside		**Action:** To work towards achieving the local target of reducing the number of people killed or seriously injured in road traffic collisions		**Target:** Reducing the number of people killed or seriously injured in road traffic collisions by 37.5% by 2020.
Baseline	**Where we want to be**	**2015/16 Performance**	**2016/17 Service Plan Target**	**Q2 2016/17**
Road Traffic Collisions				
888	555	**553**	**541**	**299**
Injuries in Road Traffic Collisions				
485	303	**364**	**454**	**204**

Please note baselines based on average of 2004/05 - 2007/08 data





Commentary

Concerning both RTCs and resulting injuries, cumulatively there have been increases in both areas when compared to Q2 2015/16. RTC's have seen an increase of 39 incidents, from 260 to 299. Injuries resulting from RTC's have increased from 169 to 204, a difference of 35.
The PCC is being asked to consider Road Safety as a prioroty within her future Police an Crime Plan.
Please note: data is correct as of 10th October 2016, late fire report submissions and Quality Assurance can affect this count

OBJECTIVE 5			
Our aim is to create a strong cohesive organisation which is positive about rising to the future challenges we face.	**Action:** Our aim is to increase the representation of all minority groups within the communities of Merseyside in the Fire and Rescue Service		**Target:** To increase the diversity of our workforce and volunteers in order to reflect the local community we serve and increase applications for roles within the organisation (including
Firefighter Recruitment			
Topic	**Baseline 2014/15**	**Where we want to be**	**most recent**
Female Firefighter Recruitment	3/16 (19%)	Increase in female recruitment	30% (5/17)
BME Firefighter Recruitment	1/16 (6.25%)	Increase in BME recruitment	0%
17 Recruited - Gender 12 Male (70%) and 5 Female (30%) Ethnicity: 17 White British			
Apprenticeship Recruitment			
Topic	**Baseline 2014/15**	**Where we want to be**	**Most recent**
Female Apprenticeship Recruitment	5/12 (42%)	Increase in female recruitment	57% (8/14)
BME Apprenticeship Recruitment	1/12 (8%)	Increase in BME recruitment	0%
14 recruited - Gender 6 Males (43%) and 8 Female (57%), Ethnicity: 14 White British			
Business Safety Advisors			
Topic	**Baseline 2014/15**	**Where we want to be**	**most recent**
Female Business Safety Recruitment	0 (0%)	Increase in female recruitment	57% (4/7)
BME Business Safety Recruitment	0 (0%)	Increase in BME recruitment	0%
7 Recruited - Gender: 3 Male (43%) and 4 Female (57%) Ethnicity: 7 White British			
Please note baseline based on 2014/15 data			

Commentary
In all cases we have exceeded our baseline figure for Gender. Significantly, female apprentices by 15 percentage points and firefighters by 11 percentage points. In terms of our BME baseline figures, this has not been exceeded - work is in progress to review our Positive Action and its part it can play in relation to recruiting BME candidates for both apprenticeship and firefighter roles. A event will be held with BME Community Leaders within the next quarter (December 2016)