MERSEYSIDE FIRE & RESCUE AUTHORITY

EQUALITY & DIVERSITY PRIORITIES

ACTION PLAN 2013 – 2017

Year 4

Our Mission: To Achieve Safer Stronger Communities – Safe Effective Firefighters

KEY – Equality Objective – Service Delivery Plan

1. To reduce accidental fires in the home and the deaths and injuries they cause on Merseyside by a further 5% by 2017
2. To cut accidental kitchen fires in Social Housing
3. Reduce deliberate antisocial behaviour fire setting.
4. Reduce the number of people killed or seriously injured in road traffic collision by 37.5%
5. 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 volunteering) for those protected groups under-represented currently within our workforce

MFRA - Missions Values and objectives

1. Excellent Operational Preparedness
2. Excellent Operational Response
3. Excellent Prevention and Protection
4. Excellent People

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	COMMUNITY RISK MANGAMENT						
1	**Community Fire Prevention:** **Road Safety, engage with at risk groups and local partners to contribute to the reduction in the number and severity of road traffic collisions across Merseyside**	**1.4 Monitor the impact of MFRA Road safety Interventions by District by risk group and by Protected Characteristic group (where data exists) -Review against the National Strategy Campaign 2020- to reduce RTC by 37.5 % and celebrate success stories**	Sean McGuiness	Gary Oakford	**Knowing your communities** 1: Collecting, analysing and using information	The team has delivered 41 individual presentations in this quarter. 1567 individuals have been engaged with including 110 senior road users. There have been 18 serious injuries and 1 fatality in this quarter. This compares to 16 serious injuries and 3 fatalities in the same quarter last year.	The team has delivered 31 individual presentations in this quarter. 1500 individuals have been engaged in Q2. Over 200 Senior Road Users at events with our partners in Sefton, Wirral and St Helens. There have been 15 serious injuries and 0 fatalities in this quarter. This compares to 34 serious injuries and 2 fatalities in the same quarter last year.

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		1.5 We will continue to deliver road safety education to young people aged 16 – 25 years.				The bulk of our delivery has been to the 15 to 18 year old age group. 3 sessions have been delivered to Liverpool Youth offending team groups and all MFRS Prince's Trust and cadet teams now receive road safety input from the team. Comparing this quarter to the same quarter in 2015/16 there is a clear shift in the demographic of the injuries. For 2015/16 there were 23 injuries in the under 25 category in Q1. For the same quarter this year there have been 12. This could be an indication that interventions with this age group are being successful.	The majority of our delivery has been to the 15 to 18 year old age group. Sessions have been delivered to Liverpool Youth offending team groups and St Helens Youth offending groups, Liverpool FC Foundation and Everton FC U18's, all MFRS Princes Trust and Cadet Teams now receive road safety input from the team. Comparing this quarter to the same quarter in 2015/16 there is a clear shift in the demographic of the injuries. For 2015/16 there were 23 injuries in the under 25 category in Q2. For the same quarter this year there have been 22. This could be an indication that interventions with this age group are being successful although the figures seem to have plateaued.
2	**Community Fire Prevention:** **To Improve the Equality Monitoring data collected from HFSC**	**2.2 Review the HFSC leaflets and information given out to the public about Equality Monitoring and Equality related information such as Deaf alarms and update in line with best practice.**	Kevin Johnson	Gary Oakford	**Knowing your communities** 1: Collecting, analysing and using information	The HFSC leaflet is under review with Corporate Communications in respect of layout, content and design. It will also incorporate the four aspect of the Safe and Well visit (Falls Prevention, Bowel Cancer Screening, Smoking Cessation and Alcohol Reduction). E&D will form part of the task and finish group to ensure that the relevant equality and monitoring information is included.	
		2.5.1 To produce annual Equality Monitoring reports to show where HFSC have been delivered against the Protected Groups	Kevin Johnson	Gary Oakford	**Knowing your communities** 1: Collecting, analysing and using information 2: Sharing information between partners	Whilst the return of equality monitoring data from Community Risk Management appears to be improving, accuracy of data from operational crews could be improved. This will be resolved when tablets are introduced and the handset will passed to the occupier for their E&D information confidentially then handed back to the MFRS staff member. The introduction of handheld tablets is still in the planning stage. However in the meantime, further training has been rolled out to the Station Managers to discuss the implications of missing Equality Data. A 3 month window has been offered to make some improvements on returns before further	

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						Quality/Performance Management is considered station by station.	
3	**Youth Engagement**	**3.1 Positive Action – Utilising Positive action campaigns for any future recruitment /vacancies in the Youth team including volunteering and Princes trust/cadets**	Karen Metcalf	Gary Oakford	**A SKILLED COMMITTED WORKFORCE** 16: Workforce Strategy	We have not utilised Positive Action at this time as we have not had vacancies within the Department. Cadet Volunteers recruitment was open to everyone within MFRS – at this time no external volunteers have been recruited. Positive Action is utilised to support all C&YP across Merseyside to have an opportunity to access all MFRS youth programmes - Staff attend campaign events to widen the reach of MFRS recruitment drive.	During this quarter we have not had any vacancies within the Youth Engagement Department, however; we did carry out an open invitation to everyone within MFRS volunteering opportunities to support the Fire Cadets across Merseyside. We are at this time in the process of recruiting external volunteers for Fire Cadets and to that end we will be utilising Positive Action to carry this out
		3.2 To ensure that all equipment is assessable to all young people on youth engagement programmes to enable them to fully participate with all aspects of the course.	Karen Metcalf	Gary Oakford	There is no direct link to the to a particular section within the Equality Framework	We endeavour to ensure all equipment is accessible – examples being:- A young person was unable to wear cadet gloves due to their disability – a supplier was sourced and a bespoke glove has been designed. One young person with complex physical disabilities and it was necessary to have a fire boot specifically designed for them, whilst still providing the comfort and specification required for safety. Alternative ways of producing written work are available e.g. coloured paper to accommodate learning i.e. dyslexia	All Cadets &Young Peoples are able to participate in all aspects of Youth Engagement programmes – any modifications to equipment is and has been made

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		3.3 Re-fresh the Safeguarding process for young people.	Caroline Crichton – Young person Safeguarding	Gary Oakford	**Knowing your communities** 2: Sharing information between partners	Ongoing at Strategic level	
		3.4 We will look to include aspects of mental health first aid and mindfulness on Princes Trust Programmes to assist young adults develop additional coping mechanisms in preparation for working life and development as young adults.	Karen Metcalf	Gary Oakford		Staff within YE have received Mental health training and will use this knowledge to sign post C&YP to those organisations who can support them. All team rooms display information, advice & guidance on many subjects including mental health, coping with stress & making the right choices e.g. resisting peer pressure.	Within PT YE we have Mental Health First Aid trained staff and provide literature/posters for Information, Advice & Guidance in all PT team rooms. We have accessed various training from Merseyside Youth Association and CAMHS. Staff will carry out 1:1 staff to student coping sessions looking at a range of strategies to enable them to cope with life's challenges..
4	**Community Fire Prevention** **To ensure that prevention advocate teams are supported around their skills and knowledge on Equality, Diversity & Inclusion as identified at the Equality & Diversity briefings in year 3 to engage with Diverse Communities**	**4.1 To establish additional training for DPM's, FSD staff and Apprentices, to assist with key topics such as human trafficking, use of E Cards for those community members with a disability and advice on Do Not Resuscitate (DNR) to all frontline staff.** **We will develop and enhance their skills in key specialist areas such as ageing, dementia and mental health.** **4.2 The development of an Advocate Questionnaire to support appraisals, to identify if our Advocates have any interests relating to a protected group, do they have any current knowledge on that group, if so how did they acquire it, would they like to learn more about a group and if so which group. This list can then help develop a personal resource list for use when targeting and engaging with specific groups, such qualities would then benefit activities such as joint work with protection around engaging with eastern European or Muslim groups** **4.3 Develop a media package including information on our external facing internet site on what interventions**	Mark Jones	Ben Ryder	**Knowing your communities** 1: Collecting, analysing and using information 2: Sharing information between partners **Leadership, partnership and organisational commitment** 4: Local vision and priorities 8: Effective communication **Involving your communities** 9: Engagement	See District updates attached	4.1 work is ongoing to make contact with external agencies for the delivery of training on Human Trafficking, teams have received training on Mental health and Dementia awareness within the quarter 4.2 List of bilingual advocates and those with BSL skills created, offer passed to partners should services required. Currently Suzanne Hazza is providing assistance in Knowsley for the introduction of refugees being located within the area. 4.3 Stock items collated and costing for the value of our interventions complete with total

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		the prevention team provide and how many we have issued in the past 12 months 4.4 Generate data and information on groups that the prevention team engage with to support the bid to secure the Excellent Award			structures **Responsive and accessible services** 13. The Service provides accessible services to a wide range of individuals and groups. **A Skilled Committed Workforce** 22: Promoting an inclusive working environment		number of completed visits compiled for the 2015/16 period and 2016 to date. Next step is to liaise with Corporate Communications to develop the space on the external internet site. Quarterly report generated to identify ethnic and religious groups engaged with during that period. Work is ongoing to try to identify the 9 high risk groups.
5	**Community Fire Prevention:** **To increase the use of partnerships to support Knowing our Diverse communities and deliver campaigns**	**5.1 We will develop Strategic Alliances with AGE UK and other partners to assist in the identification of Vulnerable Persons.** **5.2 We will through the Community Safety Partnerships look to work collaboratively to support communities and provide reassurance when necessary to do so.**	Ben Ryder	James Berry	**Knowing your communities** 1: Collecting, analysing and using information 2: Sharing information between partners **Leadership, partnership and organisational commitment** 4: Local vision and priorities **Involving your communities** 10: Working in partnership	There are numerous existing data sharing and referral pathways that identify vulnerable people to MFRA. A gap analysis of these data sets and pathways is required in order to identify areas needing improvement/development. The partnerships and governance model SMG paper has been completed and a short overview presented to Authority on 19th July 2016. The first partnerships and knowing your communities meeting is scheduled for 27th July 2016 and this will be the forum to action and evidence this area. Extensive work in this area can be evidenced (HCJAG, VVJAG, MARAC etc).	The third Knowing our communities and partners meeting took place on 5th October, where discussions were held around collaborations working with Merseyside Police; discussions around partnership work and progress with Data Intelligence. Good progress is being made. Making plans on delivering new activities to support diverse groups is an area at Risk due to resources being deployed on over 65's HFSC strategy

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		5.3 We will re-examine all of our data sharing protocols to ensure they are fit for purpose and current to ensure that we are making the correct interventions.			**Responsive services and customer care** 13: Responsive and accessible services	There are numerous existing data sharing and referral pathways that identify vulnerable people to MFRA. A gap analysis of these data sets and pathways is required in order to identify areas needing improvement/development.	
		5.4 We will work with Directors of Public Health to support campaigns for alcohol, smoking cessation and exercise.				This work is ongoing via links to H&W boards. Station Manager Phil Byrne is the lead in this area.	
		5.5 Develop themed quarterly diversity campaigns which will link in with both the CFOA PPRS Calendar and the E&D Calendar – i.e. Q4 - Chinese New Year 2017 linked with Cook Safe and Chinese Lanterns or Q2 – Ramadan (inc Eid Ul Fitr) with the Muslim communities. Also work with local charities and partners for specific campaigns e.g. Deaf Awareness week – work with local charities such as Merseyside Society for Deaf People (MSDP) to do a direct mailshot to highlight the tailored HFSC available for deaf people. These will include a designated lead for each campaign.				The Service is currently working on community demographic as per 5.2. Once the business intelligence is accurate, campaigns will be tailored to target wards with high prevalence of protected characteristics.	Business intelligence will be available January 2017, campaigns will need to be established thereafter subject to resourcing being made available from Operational Response and Community Risk Management.
		5.6 With the possible introduction of volunteers, utilise their time to engage directly in the community influencing people's awareness of home safety in large numbers, to all the equality strands, this will also assist in the positive recruitment of diverse groups into the volunteer arena which will greatly assist with the effectiveness of the engagement				Volunteers programme has been launched but more work will need to be done to establish "Diverse volunteers" to help meet this priority.	
6	**Community Fire Protection: Embedding E and D across all activities within Business Fire Safety**	**6.1 Positive Action to enhance the diversity across the department** **Utilisation of positive action to recruit, select, train and develop a cadre of Fire Safety Business Support Advisers. To reflect the communities we serve through positive action in our future recruitment campaigns for Protection staff roles** **Develop a Protection Communications Strategy to include Social Media. Review, enhance and update all outward facing Communications from Protection – both internal**	Karen Hughes	Guy Keen	**Knowing your communities** 1: Collecting, analysing and using information 2: Sharing information between partners **Leadership, partnership and**	Positive Action campaign for Protection Officers has been completed. A debrief meeting has been scheduled now that the 7 protection officers have started in post, to look at how the positive action campaign could be enhanced to help support applicants. The gender mix for the new team is 4 female and 3 male, which is very good. It did not deliver all of the outcomes hoped for, with no successful BME applicants. The new team members come from a wide range of backgrounds including staff from within MFRS and two who have moved from GMFRS. There have been a number of issues identified:-	

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		(portal, guidance, hot news) & external (website, leaflets, letters, Facebook, twitter, etc). to keep the media sites regularly updates			**organisational commitment** 4: Local vision and priorities 8: Effective communication **Involving your communities** 9: Engagement structures 11: Commissioning and procuring services 13: Responsive and accessible services **A skilled and committed workforce** 16: Workforce Strategy	1. Lack of experience and knowledge of completing application forms. 2. Some applicants (due to cultural background) not understanding the importance of having a drivers licence, and will only apply for driving licence once they receive a job offer. Another FRS are currently recruiting for similar roles and although they have a higher percentage of population who are from BME groups they are still finding it difficult to recruit staff from these minority groups.	
		6.4 Collecting and Analysing Equality Monitoring Data for Businesses that we regulate **Continue to collect the data for businesses and review it Annually to identify any trends**	Karen Hughes	Guy Keen	**Knowing your communities** 1: Collecting, analysing and using information 2: Sharing information between partners	The recording of Equality data is still not a high as we would like. A recent email to the CFOA Communities group, requesting more information on how other services are collecting data and any findings, has actually created more questions from other FRS looking for information.	

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		6.5 Following on from the National Conference to establish best practice and lessons learnt across the FRS sector in relation to Engaging with BME businesses **Gain approval from CFOA Business Safety Group for taking the "Engaging Diverse Workforce " Report forward , including commissioning more research in Fire Safety behaviours of Diverse Communities and the development of a Toolkit to support Business Safety Staff**	Karen Hughes	Guy Keen /Wendy Kenyon	**Monitoring and Scrutiny** 7. The Service benchmarks its achievements against comparable others and shares its experience in developing notable practices **Sharing Notable practice** **15.** The Service creates and develops notable practice, internally and externally. Other organisations look to it for information and advice.	No further commitment established from CFOA at this point. There is a change in roles which needs to be established. However meetings with MF&RS and GMFRS have agreed to work with AFSA in starting the development of a Protection Toolkit during 2017, subject to resources being available from both organisations and other AFSA members. The outcomes from the Conference were used to help shape the CFOA Business Safety Week – encouraging FRS to focus on diverse business communities referencing the conference report.	
People & Organisational Development (POD)							

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7	**Recruitment** **To review and enhance the current MFRA recruitment policies, practices and assessment practice to ensure they are supporting MFRA resourcing strategy**	**7.1.3 Carry out a EIA in relation to the Recruitment Policy, Procedures and Selection methods for all recruitment exercises including any promotions (for all contract types)and address any particular areas for development.**	Lynn Hughes	Nick Mernock	**Leadership, Partnership, and Organisational Commitment** 6: Meeting the Public Sector Equality Duty (PSED) **A Skilled Committed Workforce** 18: Policies and procedures	This area of work is now considered with in the broader Strategic Workforce Planning Group. EIA was produced for previous uniformed promotion campaigns. The EIA is in draft for recruitment and selection following debrief of major recruitment campaigns.	The recruitment Policy is currently being revised. And will be subject to a revised EIA
8	**Fire Fighter Testing** **To carry out ongoing development of functional fitness tests as opposed to simulate tests.**	**8.1 Move simulated testing out of health screening 2017/18. This will equate to fairer Firefighter tests based what they are required to do in their role.** **8.2 National Working Group on Aging Workforces to review and disseminate information to SEG to inform further action**	Paul Blanchard-Flett	Nick Mernock	**Leadership, Partnership, and Organisational Commitment** 7. Monitoring and Scrutiny	8.1 It is understood that the Functional Firefighter Fitness is currently due to be launched at the Firefit Conference in October 2016. Merseyside FRS have been involved in the practical trials of the new drill ground test and will be inputting on the setting of the times that firefighters will need to achieve as a pass in this test. Until its formal introduction to the Service we will maintain the use of the simulated test within the two yearly Health Screenings. 8.2 The National Working Group on the Ageing Workforce is still ongoing. MFRS have proposed a meeting of this Group at the Firefit Conference.	Firefit conference is taking place 12th - 14th October. It is hoped that the functional drill ground assessments will be launched at the conference. The new drill ground assessments will replace the simulated tests currently being used. There has been a change in the structure of the group, with a new Chairperson being appointed. The date of the next meeting is still to be confirmed but should be taking place before the end of the year.

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9	**Equal Pay Review**	**To review & monitor the Equal Pay work carried out so far to support the self-assessment framework and to establish how the equal pay/job evaluation has worked in making fairer pay outcomes for both men & women & BME Groups**	Lynn Hughes/Mike Cummings	Nick Mernock	**A Skilled and committed workforce** 21. Equal Pay Review	Work is ongoing	
Operational Preparedness							
10	**Cross directorate review of Operational PPE and support staff uniform** **To ensure a full EIA is completed to establish any Equality and Diversity Considerations**	**10.1 Create a Project Team headed by AM Ops Preparedness.** **10.2 Carry out an audit of current uniform issue and examine the recommendations from the HSE/Bureau Veritas Fire Kit investigation** **10.3 Review options of new uniform under the National Procurement arrangement** **10.4 Conduct user trials** **10.5 Agree options report** **10.6 Seek approval from SMG** **10.7 Establish a procurement strategy including tender process, and appointment of preferred supplier**	Ops Support GM R Pritchard	AM N Searle	**Leadership, Partnership, and Organisational Commitment** 7. Monitoring and Scrutiny **Responsive service and Customer care** 11. commissioning and procuring services	Uniform task group established and reviewing uniform for all operationally trained personnel and control staff. Samples available. North West contract is in place for uniform options. (Lead FRS – GMFRS) this followed a full tender process including trialling the uniform options. NB. Uniform and PPE should be entirely different subjects. Firefighting PPE – Flash hoods, Gloves and boots are currently being trialled as part of a NW collaboration lead by Merseyside. Helmets are to be trialled later this year.	

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11	**To review the TDA facilities and Croxteth Fire Station site in line with the core training delivery model.** **To ensure areas around Equality and Diversity are considered from Access point of view and inclusion from gender specific firefighter facilities.**	**11.1 Survey sites** **11.2 Identify options for the core training delivery model** **11.3 Secure budget** **11.4 Options Report to AM and then SMG** **11.5 Work to commence**	GM Training K Longshaw	AM N Searle	**A skilled and Committed workforce** 19. Learning and development	30.06.16 – Initial scoping document for the TDA/Croxteth site development has been produced. Initial meetings with MFRS Estates dept and architect have also been undertaken. A further technical document will be produced by GM Longshaw to inform a feasibility study to be conducted by the architects in regards to viable options and considerations for proposals around site development	2/9/2016 2 separate meetings have now been held with Estates and Paul Kidley (architect). GM Longshaw has produced a scoping document and technical report which have been provided to the architect. These will be utilised to inform a feasibility study as to options for the TDA/Croxteth site development. A further meeting between GM Longshaw, Paul Kidley and Estates is scheduled for 14.09.16.
12	**Create a mobile logistics/welfare system available for deployment to assist with Firefighter welfare and ensure Equality and Diversity issues are considered**	**12.1 Review current arrangements of welfare, logistics, equipment and PPE support at incidents** **12.2 Create a dedicated vehicle to house the appropriate resources.** **12.3 Arrange staffing of the vehicle and deployment process** **12.4 Vehicle adapted or procured** **12.5 Staff contracts agreed and signed**	Ops Support GM R Pritchard	AM N Searle	**Leadership, Partnership, and Organisational Commitment** 7. Monitoring and Scrutiny	Welfare logistics unit has been set up since Aug 2015, carrying 2 x toilets, Chairs, Floodlights, generators, bottled water, tents, female welfare packs, blankets. The unit (MN832) is housed at Kirkdale and is transported by prime mover. It is alternatively staffed by a prime mover driver. It is available on request via control from Officer in charge. Senior officers have been briefed to utilise unit at protracted incidents.	Interim solution in place but further work to be undertaken. Options of vehicles being considered. This action will form part of the rationalisation of PODs review.

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	Operational Response						
13	**To ensure that operational staff contribute to Knowing our diverse communities and engage with them to ensure they are safer from fire and risk**	**13.1 Stations to provide Diversity Information about their communities on station grounds to assist with "knowing your communities" engaging with GM Oakford and GM Ryder on Prevention issues**	Dean Bolton	AM Mottram	**Knowing your communities** 1: Collecting, analysing and using information 2: Sharing information between partners **Leadership, partnership and organisational commitment** 4: Local vision and priorities **Involving your communities** 10: Working in partnership **Responsive services and customer care** 13: Responsive and accessible services	SM Clarke nominated as point of contact to work with GM Ryder. A wider ranging approach working with both GM Oakford and GM Ryder will be developed during Q2 2016	All SM's have been informed that the figures for the collection of E&D information on the HFSC form is too low and gives no representative data. Emails have been sent and presentations have been made to the SM cohort at standardisation to reinforce the importance of this information. It is expected the station based SM group will pass this importance on to crews and that the figures will rise. Monitoring of the E&D information gathered will show any increase and any further action required.
		13.2 Audits to cover quality Assurance of completed HFSC's Information **Specifically around Diversity information and to make improvements where gaps are. Through Diversity briefings (E&D Training Package to include rationale for why E&D info is important on HFSC's).**	Dean Bolton			Audit Of HFSCs by Service delivery SMs is scheduled for end of Q2 start of Q3 2016 following the completion of SSRI audit process	SM's have been asked to quality assure any HFSC's that they have access to and ensure E&D data is being recorded.

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		13.3 Assist with Protection & Partnership work for Diversity campaigns to our Diverse Communities	Dean Bolton			Liverpool City development FF team and Toxteth are involved in arrangements for Liverpool Pride July 2016. Further work will be undertaken during the remainder of the year	Stations are continuing to work with partnerships both internal and external when they are able to. The on-going and projected work with the protection department during SOFSA's allows continued contact with all community groups.
Strategy and Performance							
14	**Review and develop further E&D education and awareness support for FF, Staff, Line Managers and Authority members including education around cultural awareness**	**14.3 Develop an Equality and Diversity Training Brief that sets out what is required for different levels of staff** **14.4 identify suitable e-learning training packages and suppliers.** **14.5 Procure and Develop the e-learning training package.** **14.6 Plan and schedule the launch of the new Equality and Diversity E-learning packages relevant levels of staff** **14.7 Roll out new training for each group of staff and communicate to all staff what is on offer.**	Wendy Kenyon	Deb Appleton	**Leadership, partnership and organisational commitment** 5: Corporate policies and processes 6: Meeting the Public Sector Equality Duty (PSED) 8: Effective communication **A Skilled Committed Workforce** 18: Policies and Procedures 19: Learning and Development	Established the brief to look at different packages and established that no one package is entirely suitable without further work. Decided to develop our own in house package using firefighter knowledge and experience of E-learning Packages	Draft package being developed using learn pro, and should be launched early 2017. The package is being developed in house using Learn Lab a new function of Learn Pro. This has saved significant money for the Authority as opposed to buying externally. Building in house will allow changes to be made to the package without extra costs.
15	**Disability Disclosure and reasonable adjustments Review the support for staff to disclose a disability and for line managers to feel confident**	**15.3 Develop guidance and a resource library to provide staff and line managers with more information on specific illnesses, conditions**	Wendy Kenyon	Deb Appleton	**A Skilled Committed Workforce**	Disability Disclosure, Reasonable adjustments and access to work guidance has been developed and is being consulted on over the next quarter before being communicated to all staff via the E and D eLearning package and portal pages.	

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	in supporting disabled staff and make the process transparent and accessible	15.4 Review and develop resources to support training and education for all Fire & Rescue Service Staff, within the equality and diversity resource library using Business Disability Forum, enie and stonewall	Vicky Campbell	Wendy Kenyon	19. Learning and development 22: Promoting an inclusive working environment	Resources around LGBT issues, in particular Transgender, which have been published by Stonewall have been added to the resources section on the FireProud Portal Page and to the E&D Resource Library.	
16	Fire and Rescue Equality Framework	16.1 Provide briefing to SMG on proposed framework timescales and approach to preparing for the self-assessment/peer assessment. 16.2 Host round table meetings on each framework standard inviting senior managers and key officers responsible for delivery and contributing to the standard to ensure • Staff are gathering evidence • Identify any gaps and solutions on how they can be filled • Contribute to self-assessment 16.3 Prepare self-assessment and gather case study evidence. 16.4 Peer Assessment and engagement with key staff 16.5 Communicate outcomes to staff	Wendy Kenyon	Deb Appleton	**A Skilled Committed Workforce** 18: Policies and Procedures 19: Learning and Development	Report to SMG 25th October 2016 has outlined the Key milestones for the Self-Assessment in preparation for the Peer Assessment booked for the 28th and 29th of June 2017. A project Timeline has been set and agreed by SMG for:- 1.Round table interviews booked in diaries 2.Format of discussions agreed 3.Key members of staff who can contribute towards the self-assessment are aware of their roles and responsibilities 4. Starting to collate and identify case studies to assist with the evidence for the Self-Assessment	
17	Effective Communications Develop a consistent, and accessible approach to communications	17.1 Monitor the outcomes from internal and external communications. Seek advice regarding communicating with protected characteristics groups and individuals, including guidance on font size, e.g. minimum of 12, logo size, best colours to use for Accessibility. Include guidance on font size, e.g. minimum of 12, Logo Size, Best Colours to use for Accessibility 17.2 Redevelop external Service Website to make it more accessible. • Simplify the look and feel • Include links to Social Media • More engaging & relevant content • Stands out from other FRS • Include more Videos and Photo	Andrew Highton	Deb Appleton	**Leadership, Partnership and Organisational Commitment** 8: Effective communication **Involving your Communities** 14: Customer Satisfaction **A Skilled Committed Workforce** 22: Promoting an inclusive working environment	It is difficult to monitor the outcomes of many of the campaign we are involved in. Work is continuing to improve the library of photographs available for the use in campaigns to better reflect the diversity of Merseyside. Feedback is received via social media and we have received good responses for the Pride coverage and we received a direct response from the member of the public following the shootings at a Florida Nightclub. He called into reception to say he was pleased to see that MF&RS were showing their support for the LGBT community by flying our Rainbow flag at half-mast.	The project is moving forward for the redevelopment of the MFRS website. A number of meetings are being held in October with suppliers to discuss what we are looking for. The new website will be easier to navigate and will be more engaging with more photographic and video contents.

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		17.3 Review embedded the MFRS brand to ensure more consistent internal and external communications and improve accessibility to those communications. (including the use accessible formats and translation).			23: Values and Behaviours	Work is ongoing with embedding the MFRS branding into all documents, and communications being produced throughout the service	
18	**Staff Survey 2016**	**18.1 Prepare for the staff survey, sign off questions and set launch date** **18.2 Communicate with key staff to ensure Survey is successfully completed by all staff groups and levels** **18.3 Launch Survey & Communicate to all via posters, emails and briefings by managers** **18.4 Evaluate results and communicate and develop action plan where required**	Wendy Kenyon	Deb Appleton	**A Skilled Committed Workforce** 20. Staff Engagement 22: Promoting an inclusive working environment	This action has been completed in relation to 18.1 to 18.3. 51% of staff completed the Survey in June 2016, our Engagement score has risen 19% points to 74%, a 19% point increase on the last survey undertaken in 2104. Work is currently underway to communicate the Survey results to levels of the organisation and seek feedback on how MFRS can continue to maintain and improve on staff engagement across the organisations.	
19	**Equality and Diversity Annual Report**	**19.1 Prepare Annual Report, use case studies and quarterly reports** **19.2 Submit to Authority for approval in word document with suggested photos** **19.3 Design, Print and Publish** **19.4 Circulate to key stakeholder and staff**	Wendy Kenyon	Deb Appleton	**Knowing your communities** 1: Collecting, analysing and using information 2: Sharing information between partners	Equality and Diversity Annual Report for April 2015 – March 2016 has been written. Final work is currently taking place regarding art work and the final layout of the report to enable the report to be published in November 2016	
20	**Diversity Events Calendar**	**20.1 Develop organisational template in house to reduce the cost and reliance on external organisations to produce the Equality Events Calendar each year.** **20.2 develop E&D calendar for 2017 and Print**	Vicky Campbell	Wendy Kenyon		Work has started on sourcing photographs and inspirational quotes for the 2017 calendar. We will be working with partners this year to ensure that the dates for key religious festival are all included.	

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Legal, Procurement and Democratic Services							
21	To assist with ensuring Legal are embedding the Equality and Diversity Standards within the services provided	21.1 Where sufficient data is available, to monitor age and socio economic characteristics of public liability insurance claimants to determine any particular area of Merseyside where there may be an issue	Ria Groves	Janet Henshaw	**Leadership, partnership and organisational commitment** 4: Local vision and priorities 5: Corporate policies and processes 6: Meeting the Public Sector Equality Duty (PSED) 7: Monitoring and Scrutiny	The process to gather information from Public Liability Insurance claims has been put in place. It is too early to identify the evidence gathered. The Information will be analysis at the end of 2016/17	
		21.2 To monitor the ongoing impartiality of legal advice to Fire Safety Officers to prosecute , to ensure that such advice is not influenced by any protected characteristic	Ria Groves	Janet Henshaw		The impartial advice to officers legal is being analysing, evidence for this action is being captured.	
22	To assist with ensuring Procurement are embedding the Equality and Diversity Standards within the services provided	22.1 Consideration of most appropriate procurement process to encourage diverse supply base (eg. splitting contracts into Lots to encourage SMEs).	Crystal Atkinson	Sharon Matthews	**Responsive services and customer care** 11. Commissioning and procuring services 12. Equality analysis/impact assessment 13. Responsive and accessible services **15.** Sharing notable practice	All tenders are structured in the most appropriate way for the goods/services/works to be procured. An example of an effective letting structure is the project work currently being undertaken for community risk reduction services.	Consideration is given to 22.1, 22.2 and 22.3 as and when each new tender requirement arises. In addition the Head of Procurement has attended a Knowsley Partnership Board workshop with the specific purpose of exploring how the Partnership members can work together to improve the social value element when entering procurement contracts for goods and services. Ideas being explored.
		22.2 Work with service departments to ensure that specifications are drafted with due regard to equality and diversity considerations.	Crystal Atkinson	Sharon Matthews		Workshops have been undertaken with respect to effective specification writing and a guidance note is available on the portal. This expressly states that Social Value must be considered as part of any tender process.	
		22.3 Build E&D considerations into bid assessment and product trial (accessibility etc.) before contract award (if appropriate).	Crystal Atkinson	Sharon Matthews		Where Social Value is identified in the specification, this will flow through to the bid assessment/contract award criteria.	

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23	To assist with ensuring Democratic Services are embedding the Equality and Diversity Standards within the services provided	23.1 To keep under review the ongoing need to provide services, support and equipment, to any Member appointed to the Authority with any protected characteristics.	Kelly Johnson	Janet Henshaw	**A Skilled and committed workforce** 20. Staff engagement 22. Promoting an inclusive working environment 23. Values and Behaviours	All Members appointed to the Authority are provided with an Equality & Diversity Monitoring Form for completion, to assess if they require any additional support or equipment to assist them in their role. All Members are encouraged to complete this form when appointed; and inform the Democratic Services Team should their circumstances change at any time throughout their appointment.	
		23.2 To ensure that the Members Room is effectively set up for use by anyone who may have a disability.				The Members Room is fully accessible for individuals who may have a physical disability. Discussion will take place with relevant officers to establish if a hearing loop can be provided within the room for use by anyone with a hearing impairment.	
		23.3 To continue to improve and expand opportunities for employees to engage with Members of the Authority, ensuring that opportunities are available to all staff groups and individuals.				Station Visits for Operational Staff have continued and a further Staff Engagement Day for non-operational staff, has also taken place. The feedback from both Members and Staff participating in these engagement events continues to be very positive. However, it has been identified that Control Staff have not yet had an opportunity to engage with Authority Members. A meeting has therefore been arranged to consider how an engagement event can be facilitated for this group of staff.	

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Strategic Change and Resources							
24	**Engage Technology and ensure it supports the Equality and Diversity agenda**	**24.2 Digital Inclusion** **Roll out of Public Wi Fi to Stations for Staff use and as a resource in Community Rooms**	Lesley Hollis	Ed Franklin	**A Skilled Committed Workforce** 22: Promoting an Inclusive working environment	Bootle and Netherton station was joined by Kirkdale for the pilot, which is still underway. A questionnaire has been sent to all station managers which asks questions which will assist telent when they come to roll out the Wi-Fi for all stations (e.g. 'Do you already have Wi-Fi?', 'Which specific rooms are used for public meetings?', 'Do you get requests from the public to use Wi-Fi?', 'How many public meetings per week?'. Kirkdale responded that their Wi-Fi signal is intermittent, telent are to investigate. The questionnaire deadline is 7th July and then it will take a week or so to compile this info for telent. Then telent should be able to prioritise their rollout.	Public Wi-Fi is currently being piloted at Kirkdale, Bootle and Netherton. To assist telent in their future Wi-Fi rollout, I sent a questionnaire to Station Managers to ascertain their public Wi-Fi status (e.g. do they have it, how many times have they been asked for public Wi-Fi access, how many public meetings do they host, which is the typical room they host their meetings in). These have been returned and I sent the spreadsheets to Kev Pilkington at telent, along with a one-page summary of my main findings. It is now up to our CSI group and telent to decide when the next batch of stations will be given public Wi-Fi

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25	**Hearing Loops in Key Community Stations**	**25.1 Following on from the installation of the new Hearing loops system at Service Headquarters, investigate the introduction further hearing loops at Key Community Fire Stations in the Community Spaces e.g. Safehavens, Reception, and Community Rooms.** **25.2 Identify and evaluate any existing hearing loop systems within MF&RA premises, such as the TDA. Ensure that the system is fully functional, that all staff are aware that the facility is there, where it is available, e.g. conference rooms, class rooms, lecture theatre. That guidance is available on how to use the system.**	Lesley Hollis/Bernie Kenny	Ed Franklin/Wendy Kenyon	**Responsive and accessible services** 13: Responsive and Accessible Services	Meeting to be arranged with Wendy Kenyon to discuss moving forward with Stations, following on from TDA. All classrooms, conference rooms and reception have hearing loops or comparable solutions. These are either installed in the room itself or in tandem with additional equipment brought into the room. Reception has a microphone system which the user interacts with, while the classrooms have loops installed under the floor. Entrances to the TDA are also accessible, with the buzzers showing the 'hearing loss' access symbol. Ian Haynes at TDA tests the system and also ensures the equipment is set up and working for when required and provides assistance.	For SHQ; Estates to provide an update on the hearing loops at entrances to SHQ. An update and a demo from the contractors has been requested, but have not had any feedback yet. We are also planning to change the parking layout at the front of SHQ so that those who are hard-of-hearing won't have to use the barriers in the visitors' car park. Recommendations to Diversity and consultation manager Wendy (e.g. signage, their direction, and car space painting) and had a preliminary meeting, work still progress with her and Estates. Awaiting new hearing symbol stickers to replace those at TDA which are end of life and add stickers to areas of SHQ which don't have any.
26	**Access Audit** **Deliver the recommendations outlined within the Access Audit ensuring that high priority risks are carried out first.**	**26.6 Communicate progress regularly to staff and community regarding the key improvements made via the Access audit work.** **26.8 Audit Completed, resultant work identified as part of the established and progress embedded into the Strategy and assets refresh plan. Final report to Strategic Equality Group on how these actions are progressing and are now embedded into the Assets ongoing programme of work**	Stewart Woods	DCFO	**Responsive and accessible services** 13. The Service provides accessible services to a wide range of individuals and groups.	Work is ongoing	

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27	Making MF&RA accessible for people with disabilities especially those who are hard of hearing or Deaf, visually impaired or a wheelchair used	Hearing loop and Access Audit review of SHQ following refurbishment and redevelopment. Review to be carried out with disabled staff and visitors to assess the accessibility of the new facilities at SHQ/JCC. Partners to be involved include MSDP and Daisy UK	Wendy Kenyon	Wendy Kenyon/Stewart Woods/Ed Franklin	**Responsive and accessible services** 13. The Service provides accessible services to a wide range of individuals and groups.	Work is ongoing	

District Prevention Teams Activity

Equality and Diversity 2016/16 Q1

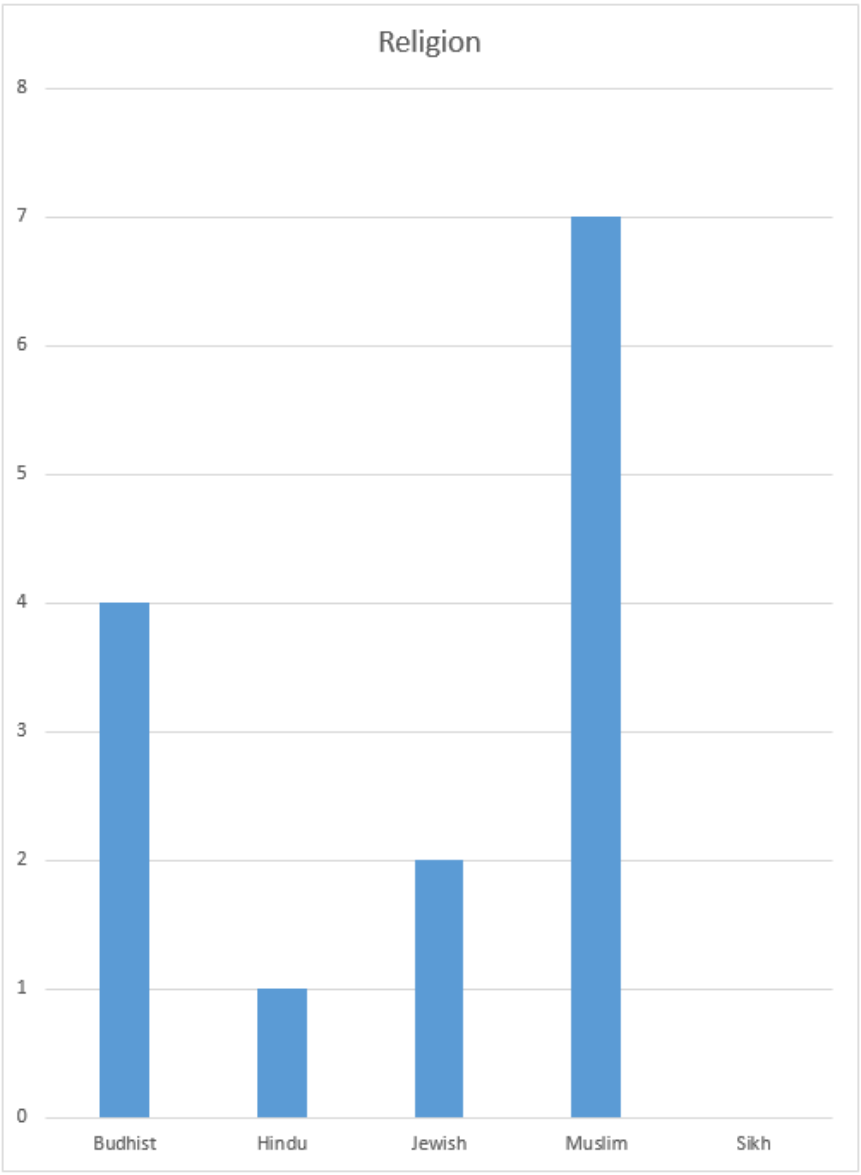
During Q1 of 2016/17 district teams have been heavily involved in joint work across the county, working hard with partners, and as a result Merseyside are the only FRS in the North West to have no fire fatalities in Q1.

Statistics for engagement

During Q4 the prevention teams engaged with a range of Religious and Ethnic groups although the majority of the engagement was with White British Christians the following numbers were achieved

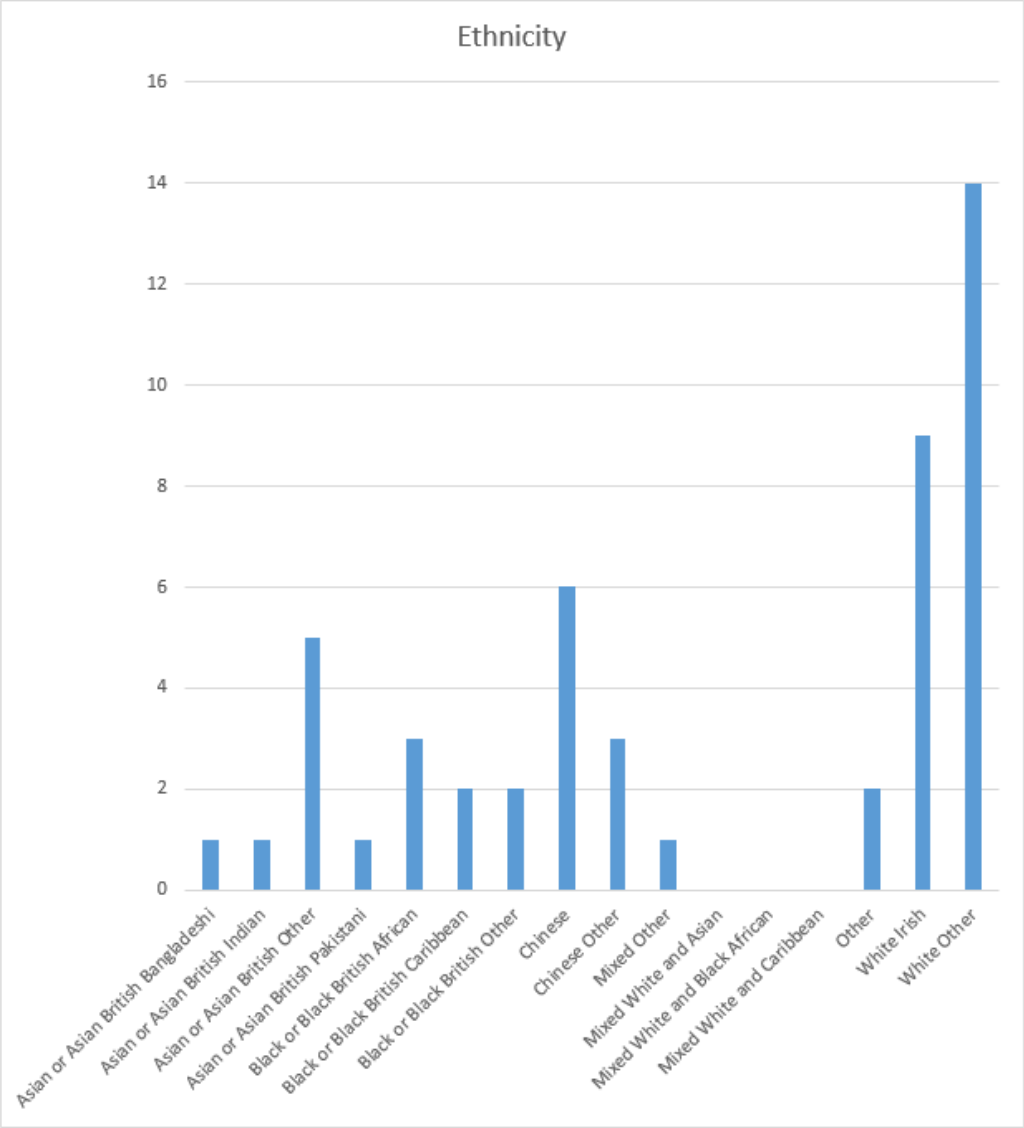
Total of over 65's was 1821

Religion 1.5% recorded	
Buddhist	4
Hindu	1
Jewish	2
Muslim	7
Sikh	0
Christian	930
No Religion Stated	346



Ethnicity 3% recorded

Asian or Asian British Bangladeshi	1
Asian or Asian British Indian	1
Asian or Asian British Other	5
Asian or Asian British Pakistani	1
Black or Black British African	3
Black or Black British Caribbean	2
Black or Black British Other	2
Chinese	6
Chinese Other	3
Mixed White and African	0
Mixed White and Caribbean	0
Other	2
White Irish	9
White Other	19
White British	1521


Ethnicity
16
14
12
10
8
6
4
2
0
Asian or Asian British Bangladeshi
Asian or Asian British Indian
Asian or Asian British Other
Asian or Asian British Pakistani
Black or Black British African
Black or Black British Caribbean
Black or Black British Other
Chinese
Chinese Other
Mixed Other
Mixed White and Asian
Mixed White and Black African
Mixed White and Caribbean
Other
White Irish
White Other

District Updates

Liverpool North

1. Age:
   Between 1st April and 30th June 2016 Prevention Liverpool North received 423 referrals for high risk individuals. These referrals were received by both Ops crews and our partner agencies with which referral pathways have been established.

   286 referrals were for over 65's. One referral for a baby discharged from hospital on oxygen. Referral types include; mental health, extreme mobility or disability, hard of hearing, dementia and post fire incidents where it was identified that the occupant required additional support for issues such as drug, alcohol, smoking or medication use.

   Case Study
   A referral was received from housing. The elderly occupant had a fire due to storing things in cooker, hoarding, possible mental health, and some housing issues. Since the referral was made, there has been many visits to the property. On the first visit we came across numerous problems within the property. It was covered in a layer of thick dust, carpets were ripped, a lot of paper and furniture was stacked up in rooms. The kitchen was in a bad state, including the cooker. The occupant was sleeping on a rotten mattress. It was a very unhealthy environment for someone to live in. We were able to gather details of friends of the occupant from the local church, who help and support the occupant a lot. We were able to speak to them about giving the occupant some extra support. We also got in touch with social services and the housing and were able to arrange a group visit to the property. There were numerous jobs which needed to be done for the occupant such as, bathroom repairs, alarm/bell system repairs, new flooring, hoarding to be cleared, cooker to be removed, new mattress due to health problems, inappropriate heating etc. When speaking to the housing they were able to repair the bathroom and alarm system. The church friends offered to help out and support the costs for a skip being provided for the hoarding to be cleared. The cooker to be removed, and also supported the cost of taking up the carpets and replacing it with lino and painting the flat. We were able to get a new mattress for the occupant from a known agency, and provide suitable heating to replace the heaters which were being used. The occupant is now living in a recently redecorated flat and there health has improved.

2. Sex:
   Nil

3. Race: (Culture and Nationality)

   Case Study 1:
   A referral was received from crews due to a language barrier; the family of three women, of three generations (grandmother, mother and daughter) all asylum seekers living on the 13th floor. The grandmother has limited mobility and other health conditions. English was not their first language and had little understanding about fire safety at home.

   The intervention: The prevention team carried out a full Home Fire Safety Check, using an interpreter to translate everything into Bengali to make sure that the understood the importance of fire safety in the home, especially electrical safety. During the visit we went through each room

and pointed out the issues. We also explained the importance of not using the lift in a fire situation, therefore it was very important that they were all aware of their escape routes and what to do in a fire situation. We also provided information on how to access local facilities.

Case Study 2:
The Prevention team received a referral from housing officers regarding some Russian residents who were facing a number of ASB and hoarding issues. English was not their first language, so an interpreter through language line was used to ensure that the information was clearly understood. Using the language lineinterpreter helped with this visit, ensuring the information was taken on board by the residents. Advice was given around high fire loading and the family asked if they would like assistance in removing anything from the property. The family refused this support however they understand the advice and will endeavour to find storage for the clutter. An RM1 has been created against the property for the high fire line loading. There were also some issues regarding cooking practices. There was a faulty mains SA in the hallway and faulty fridge. A referral was made to LHT. LHT will be returning to the property with Merseyside Police to discuss the ASB issues, using language line assist with the visit. A good neighbour agreement will also be drawn up. MFRS visit conducted as part of EHAT.

4. Disability (inc. Mental Health and those with long term health conditions):

Case Study 1:
The prevention team received a referral from the NHS for an elderly couple in their late 80's. The husband was confined to bed and his wife was his primary carer. There was little support in place, only one carer visit each day.

The intervention: We referred the couple for a linked in smoke alarm form telecare. We also contacted social services to try to increase the care package already in place, to provide more support for the couple. We were also able to arrange a shopper service once a week. A RM1 was completed to alert the crews that the gentleman living in the property, is confirmed to the upstairs area of the property.

Case study 2
MFRS attended a property following a referral from Environmental Health for extreme hoarding issues. The mum is elderly and the daughter has unknown mental health issues. They have refused to engage with any services. On entering the property there was extensive hoarding throughout the property. There was no access to the kitchen or bathroom. The property was contaminated with human waste. Occupants find it difficult to navigate through the house due to health and the level of hoarding. The Mum does smoke, potentially in the house which causes a fire risk. Daughter has mental health issues and is verbally aggressive. Environmental health officers has concerns for the mother's welfare. A safeguarding referral was initiated by the environmental health officer and social services and the GP has been to the property and deemed the occupants to have capacity and so no further action was necessary on their behalf. Mum refused support, equipment and smoke alarms for the fire service due to what daughter might say. The only other action that could be completed was to follow up with a HFSC to the neighbours on either side of the property to ensure that they has smoke alarms as the occupants were putting their neighbours at risk.

Case Study 3:

We recently gave a talk to the SMILE group at Daisy UK. The courses are aimed to help and support young people with disabilities. They can be living on their, with family or in assisted living accommodation. During the talk there were a few concerns regarding fire setting from one young person and the lack of care by some members of the family were smoking and cooking was concerned. The young person had recently moved out of the family house and was now living their own property. Those attending the event had concerns, and requested their details so that our staff could arrange a HFSC's with this young person and their family, it would also allow us to see if there is any extra support we can provide.

Case Study 4:

High Risk HFSC – the occupant is blind with various health issues and is recently out of hospital. When visited, it was noted that they are a careless smoker, and not getting the right support required from their care package. The home was cluttered and very smoky, but occupant wasn't aware of this due to being blind. Communication was difficult as the occupant, as they became irritated very quickly. It took around an hour and a half to be able to get talk to the occupant on a more comfortable level. It was agreed with the occupant that we could make a phone call to social services to explain the situation but the occupant did state that they were very misunderstood, which was very understandable. After the visit, our staff got in touch with social services who had already been dealing with the occupant too, and discussed the issues that were raised on our visit. It was agreed with social services that a new carer would be put in place for a trail to see how they worked together and if the occupant feels more comfortable. A Fire Retardant Bedding pack was provided, as it appears this is where they send the majority of the time. A revisit to the property has been arranged for a months' time, to go back to see if there is any further help MFRS can provide or arrange.

5. Religion and Belief (Culture/Nationality):
   Nil

6. Gender Reassignment (Through Hate Crime and Target Hardening referrals):
   Nil

7. Marriage and Civil Partnership:
   Nil

8. Pregnancy and Maternity (Internal support for staff):
   Nil

9. Sexual Orientation (HFSC, Hate Crime and Target Hardening):
   Nil

10. Socio Economic Disadvantage (Food Banks):

    Case Study 1

    The Prevention Team from Liverpool North were asked to attend a property following reports of damage to the guttering at MFRS assisted the police when a man was found on the roof. MFRS did not caused the damage to the roof, it was possibly caused person on the roof had caused the damage.

A HFSC was carried out at the property and the elderly occupant disclosed that he could not afford to get the damaged repaired as he had been burgled three times previously and could no longer afford to keep up his house insurance.

The prevention tea, contacted the Cabinet Member for Housing who put us in touch with the Private Sector Housing Strategy Managers. An assessment was carried out at the property for repairs and although the occupant owned his own property, Riverside Housing funded the repair works for him.

Case Study 2:
Staff from the Liverpool North Prevention team attended an event with our Smoothie Bike at the beginning of April hosted by Liverpool City College. The event was organised for those at risk of becoming homeless. Staff were able to engage with members of the community and provide advice on Fire Safety, Cooking and generate referrals for HFSC's.

Liverpool South

1. Age:
   The Liverpool South Prevention Team have completed a number of high risk HFSC's for elderly and vulnerable members of the community who require further support and interventions.

   The Liverpool South Prevention Team had a presentation/training from the Alzheimer's Society and the team became dementia friends.

2. Sex:
   Nil

3. Race: (Culture and Nationality)
   In April, the Liverpool Early help Intervention Team requested assistance from a member of staff from the Liverpool South Prevention team who was able to speak Polish, to interpret to assist the Liverpool EHAT Team on a home visit. The Liverpool South Arson Officer also attended this visit to carry out target hardening.

   Prior the campaign mentioned in point 4 (Disability), it was noted prior that there were a number of Cantonese speaking tenants who would find it hard to communicate with MFRS staff. The housing association arranged for an interpreter to accompany MFRS on the campaign so that the tenants fully understood the fire safety advice that was being given to them.

4. Disability (inc. Mental Health and those with long term health conditions):
   The Liverpool South Prevention Team attended a campaign at Spencer House which is accommodation Managed by Liverpool Housing Trust for people who are deaf and hard of hearing. The Prevention Team completed high risk HFSC's for all tenants.

   In late April, the Liverpool South Prevention Team carried out a campaign with partner agencies at Friendship House which houses multiple vulnerable adults in individual flats. High Risk HFSC's were completed for all those who were deemed vulnerable

5. Religion and Belief (Culture/Nationality):
   The Liverpool South Prevention Team have been involved in creating a safety leaflet urging people in the local Muslim communities to take care and stay safe from fires in the kitchen during Ramadan.

   Ramadan took place 3rh June until 6th July 2016 and those participating in the religious observance of Ramadan will fast between sunrise and sunset throughout that period.

   The leaflet contained safety tips to help people stay safe from fires during Ramadan:

   • Ensure cookers and appliances are switched off after use.

- Never leave food cooking unattended.
- Keep combustible materials such as tea towels and cloths away from the hob.
- Take extra care if wearing loose clothing and if possible tie back loose clothing while cooking.
- Ensure pans are never more than a third full with oil.
- Never throw water on a burning pan.
- People should never attempt to tackle a pan fire. In the event of a fire they should, get out stay out and call 999.
- Always have an escape route planned in case of a fire.

6. Gender Reassignment (Through Hate Crime and Target Hardening referrals):
   Nil

7. Marriage and Civil Partnership:
   Nil

8. Pregnancy and Maternity (Internal support for staff):
   Nil

9. Sexual Orientation (HFSC, Hate Crime and Target Hardening):
   Nil

10. Socio Economic Disadvantage (Food Banks):

Knowsley

1. Age:
   Knowsley Prevention team have completed high risk visits on a number of elderly vulnerable members of the community who require further support and interventions die to age related illnesses and/or poor mobility.

   Knowsley Prevention have also recently received training from Sylvia Barnes from the Alzheimer's Society in July 2016 which gave a very interesting outline of different points to consider when visiting somebody with Alzheimer's or Dementia .

2. Sex:
   Nil

3. Race: (Culture and Nationality):
   MF&RS is currently in talks with KMBC with regards to the Syrian Asylum Seeker and Refugee resettlement programme as Knowsley is the first borough across Merseyside to have an intake.

   As part of this programme, MF&RS will be seconding our Arabic speaking Advocate three days a week to KMBC as the translator for the Refugee families.

   It is hoped that this secondment will not only help with integration and community cohesion for the Asylum Seekers and Refugees but also to strengthen links with our key partners and stakeholders.

4. Disability (inc. Mental Health and those with long term health conditions):
   We have had a case in Knowsley whereby a vulnerable person who suffered from severe mental health issues and alcoholism moved into the borough. The person in question was known to services including MF&RS for an Arson attack that had occurred in another borough the previous year and had fire setting tendencies.

   Both fire crews and Prevention Advocates have had a lot of contact with this person as they have repeatedly contacted MF&RS with hoax calls. Full was support given to person in question and support services made aware of the issues that MF&RS and other emergency services face.

5. Religion and Belief (Culture/Nationality):
   As above for Race

6. Gender Reassignment (Through Hate Crime and Target Hardening referrals):
   Nil

7. Marriage and Civil Partnership:
   Nil

8. Pregnancy and Maternity (Internal support for staff):
   Nil

9. Sexual Orientation (HFSC, Hate Crime and Target Hardening):
   Nil

10. Socio Economic Disadvantage (Food Banks):
    Nil

Sefton

1. Age:
   Nil

2. Sex:
   Nil

3. Race: (Culture and Nationality)
   Chernobyl visit 13th-17th June 2016

   10 Children aged from 9-11

   Steve Hickey volunteers 4 days holiday to assist with the visits. This year he used our minibus to transport the children on the week's visit. We presented the children with t shirts, caps, 2 smoke alarms and 1 CO detectors each. Steve delivered a fire safety presentation to the children. The children visited Bootle/Netherton Fire Station for a tour and Jo Stephens brought the search and rescue dogs.

4. Disability (inc. Mental Health and those with long term health conditions):
   Steve Hickey delivered a Home Safety Presentation for a group of disabled young adults on the evening of Wednesday 13th July on behalf of the Can Do Leonard Cheshire Disability group. The presentation took place at St Mary's Complex, Waverley Street, Bootle.

   The group had various disabilities but work as a team and bond well. Their disabilities varied from learning difficulties, autism and Down's syndrome but they were very receptive to the talk with most of them asking relevant questions. Steve felt that they all took on board the fire safety issues to look for at home and as a group they are very proactive in arranging different activities. Steve provided them with information about the Education and Heritage Centre and they are going to arrange a visit.

   Steve has also arranged for a Station Visit when they will be attending Bootle/Netherton Community Fire Station on the 17th August.

5. Religion and Belief (Culture/Nationality):
   Nil

6. Gender Reassignment (Through Hate Crime and Target Hardening referrals):
   Nil

7. Marriage and Civil Partnership:
   Nil

8. Pregnancy and Maternity (Internal support for staff):
   Nil
9. Sexual Orientation (HFSC, Hate Crime and Target Hardening):
   Nil

10. Socio Economic Disadvantage (Food Banks):
    Nil

St Helens

1. Age:
   The team have delivered a fire safety presentation to residents alongside the Ops Crews at Heyes wood Retirement Village. They have also delivered presentations at the Senior Voice Event with partner agencies. The Team are currently in the process of receiving Dementia training.

2. Sex:
   Nil

3. Race: (Culture and Nationality)
   The team have delivered the home safety presentation to approximately 60 SERCO staff to highlight the areas of risk when they are visiting vulnerable occupiers.

4. Disability (inc. Mental Health and those with long term health conditions):
   The team have delivered a fire safety presentation to adults with learning difficulties at the Citadel.

5. Religion and Belief (Culture/Nationality):
   Steph worked in partnership with Merseyside Police with reference to a ritual burning before a Romany Gypsy funeral. They visited the site prior to the burning ritual to have a meeting with the family to establish what was going to be involved and to advise them of how to do this safely. This promoted reassurance to the community but also support for the family involved. This event had to be managed by both Merseyside Police and MFRS to allow the tradition to take place safely. As a result this event required intervention to prevent and protect the Gypsy's attending the wake, local residents, their property and local businesses. It was important to address community cohesion in relation to the integration and engagement of Gypsies and Travellers within the local community.

6. Gender Reassignment (Through Hate Crime and Target Hardening referrals):
   We have completed both a target hardening visit due to hate crime on a transgender occupier and a home fire safety check following a fire on a cross dresser.

7. Marriage and Civil Partnership:
   Nil

8. Pregnancy and Maternity (Internal support for staff):
   Nil
9. Sexual Orientation (HFSC, Hate Crime and Target Hardening):
   Nil

10. Socio Economic Disadvantage (Food Banks):

Case Study-Merseyside Fire & rescue Service
Home Fire Safety Assessment
21/07/2016

The visit was to a man who had been referred by the crews regarding high fire loading. The occupant had heart problems and low oxygen levels in his blood left him feeling tired and weakened.

During the Home Fire Safety Check we found the house to be in a state of disrepair with every room on each of the three floors to be heavily cluttered. The occupier was asked if he had any difficulty letting go of his items. He explained that Social Services were coming to help with the tidy up but he did not know when. He was offered support to call social services and clarify if they were coming to help and he was given the contact details of Talking Therapy Councillors at Inclusion Matters which he appeared responsive to. Social Services were contacted on the occupier's behalf and they clarified that he would be visited and assistance provided.

The occupant did not have working smoke alarms and I explained the dangers of having so much combustible material in the house as well as blocking escape routes and fire exits. Three smoke alarms were installed.

The occupier said that as a result of my visit, he was more motivated to take action and that he would engage with services.

1. Age:
   The team have presented fire safety awareness sessions for:
   Over 65s with isolation issues at the Wirral Older Adults Mental Health Service, which was held at the Stein Centre in St Catherine's Hospital.

   MRFS has attended the Ageing Well Strategy group and Campaign planning for over 50s who are socially isolated with particular focus on a Door Knocking Campaign in the Eastham Area of Wirral. This campaign is led by Age UK as part of the Wirral s 20/20 Vision

   The team have also supported day at Seacombe's Children's centre to raise awareness of childhood accidents and poisonings. They have also supported the Brassey Street Children's Spring Party organised by FSCO Eddie Parry

   We have hosted the Junior National Citizenship, for two sessions around fire safety and fire safety in the home.

2. Sex
   One of our other duties fire fighters has presented a Home fire safety awareness session at the Tomorrow's Women Support Group (This is a female only session)

   Tomorrow's Women Wirral (TWW) is a Charity for all Wirral women aged 18+ with a commitment to reduce offending and to provide support and assistance to those women who have never entered the Criminal Justice System but who want to make positive lifestyle changes

3. Race: (Culture and Nationality)

The team have delivered a number of fire safety awareness sessions at Wirral change throughout June and July for both mixed gender groups and the services dedicated women's forum

Wirral Change is a Black and Racial Minorities Outreach Service offering information, advice and guidance on jobs, education, training, self-employment, health and wellbeing, as well as signposting to other services for racial minority people on the Wirral.

4. Disability (inc. Mental Health and those with long term health conditions):
   The team have attended Dementia Awareness training from an outside Dementia Champion, Ms B Lee delivered the training so that all the team at Wirral Prevention are now Dementia Friends.
   Wirral Prevention have hosted the first Dementia Alliance Wirral meeting to bring together other interested alliance members to begin looking at a Wirral alliance Strategy hosted by Ms B Lee
   The Team have begun attending the Alzheimer's Society's Weekly Dementia Cafes at four meeting points across Wirral to engage with those affected by dementia and Alzheimer's to offer the support of MFRS prevention function

   We have delivered a small number of fire awareness sessions at Harbour housing for their residents who have long term and enduring mental health issues
   Also attending Head Way to provide fire safety awareness

   Headway is the UK-wide charity that works to improve life after brain injury, they provide services and information to brain injury survivors, their families and carers, as well as to professionals in the health and legal fields.

5. Religion and Belief (Culture/Nationality):
   Nil

6. Gender Reassignment (Through Hate Crime and Target Hardening referrals):
   Nil

7. Marriage and Civil Partnership:
   Nil

8. Pregnancy and Maternity (Internal support for staff):
   Nil

9. Sexual Orientation (HFSC, Hate Crime and Target Hardening):
   Nil

10. Socio Economic Disadvantage (Food Banks):
    Nil

District Prevention Teams Activity
Equality and Diversity 2016/17 Q2

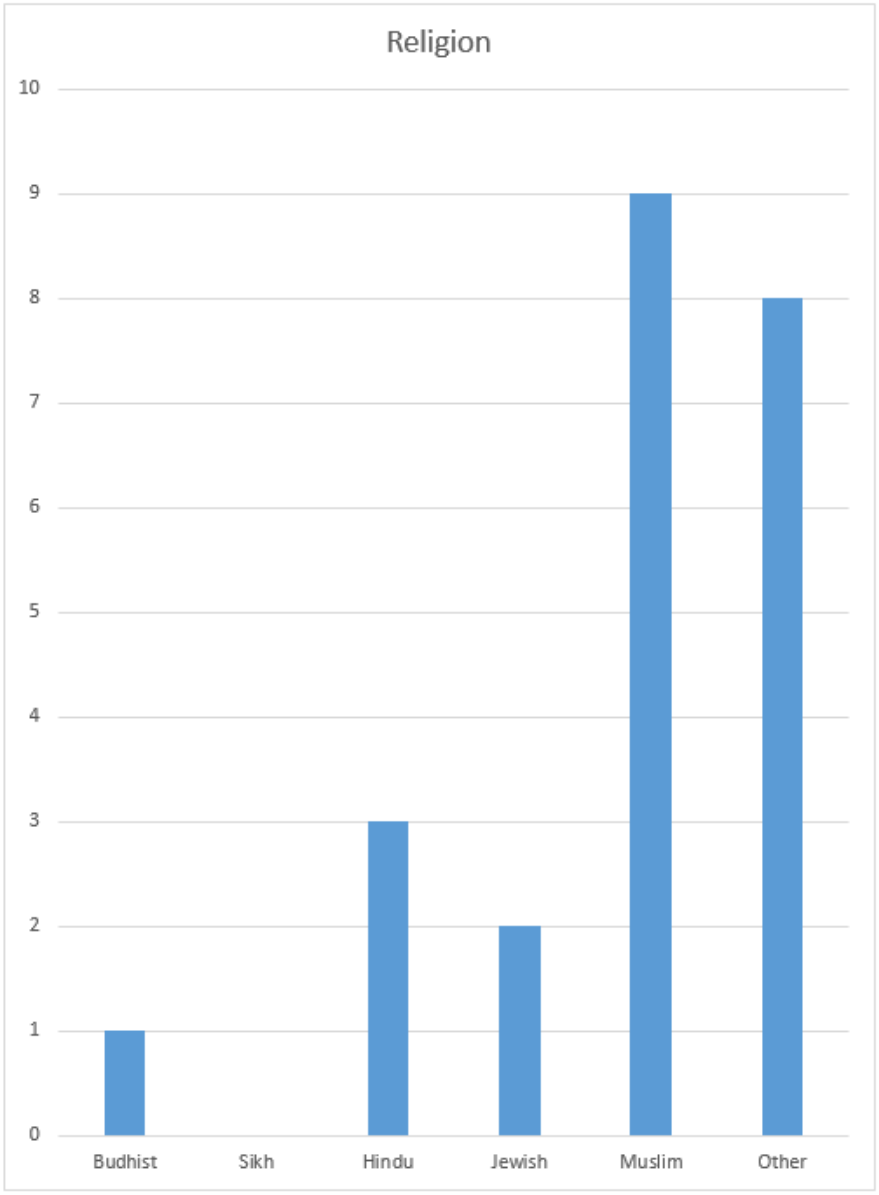
During Q2 of 2016/17 district teams have been heavily involved in joint work across the county, working hard with partners, and as a result Merseyside are the only FRS in the North West to still have had no fatalities in the first two quarters of the year.

Statistics for engagement

During Q2 the prevention teams engaged with a range of Religious and Ethnic groups although the majority of the engagement was with White British Christians the following numbers were achieved

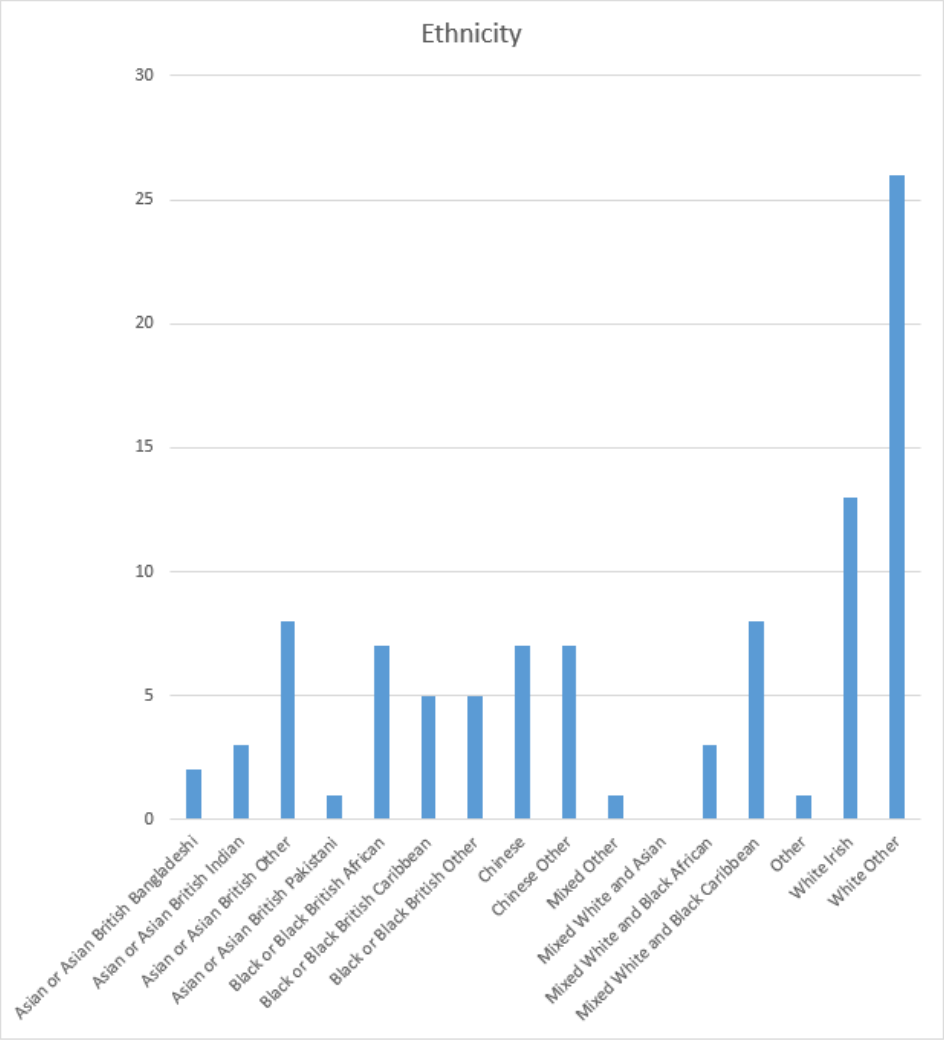
Total of over 65's was 1562

Religion 1% recorded	
Buddhist	1
Sikh	0
Hindu	3
Jewish	2
Muslim	9
Other	8
Christian	1064
No Religion Stated	651



Ethnicity 5% recorded

Asian or Asian British Bangladeshi	2
Asian or Asian British Indian	3
Asian or Asian British Other	8
Asian or Asian British Pakistani	1
Black or Black British African	7
Black or Black British Caribbean	5
Black or Black British Other	5
Chinese	7
Chinese Other	7
Mixed Other	1
Mixed White and Asian	0
Mixed White and Black African	3
Mixed White and Black Caribbean	8
Other	1
White Irish	13
White Other	26
White British	1814



Prevention Stock

During Q2 the prevention teams across Merseyside through their interventions with vulnerable occupants have delivered £28,864 worth of stock. The breakdown for that delivery/issue can be seen below:

Product	Monthly Issue Jul	Aug	Sep
Optical Smoke Alarm	331	403	577
Carbon Monoxide Alarm	236	200	218
Wi-Fi Smoke Alarm	86	71	92
Strobe Unit + Pad	52	40	60
Fire Retardant Throw	37	27	24
Fire Retadant Apron	0	0	0
Single Bedding Pack	16	7	12
Double Bedding Pack	12	12	15
King Size Bedding Pack	1	1	1
Deep Fat Fryer	6	5	3
Metal Bin	26	18	27
Strip Adaptor	14	15	13
Oil Filled Radiators	3	1	7
RCD Adaptor	5	1	7
Lockable Letterbox Plate	38	33	27
Letterbox Bag	0	3	2
Letterbox Locks	22	32	51
Monthly Expenditure	£9,278.17	£8,340.49	£11,088.25

Total Cost for Q2 Expendature

Product	Unit Cost	Total Issue	Total Cost
Optical Smoke Alarm	£6.06	1311	£7,944.66
Wi-Fi Smoke Alarm	£22.00	249	£5,478.00
Strobe Unit + Pad	£44.00	152	£6,688.00
Fire Retardant Throw	£7.95	88	£699.60
Fire Retadant Apron	£11.00	0	£0.00
Single Bedding Pack	£31.00	35	£1,085.00
Double Bedding Pack	£57.80	39	£2,254.20
King Bedding Pack	£69.50	3	£208.50
Deep Fat Fryer	£43.74	14	£612.36
Metal Bin	£3.25	71	£230.75
Strip Adaptor	£9.99	42	£419.58
Oil Filled Radiators	£45.00	11	£495.00
RCD Adaptor	£6.60	13	£85.80
Lockable Letterbox Plate	£23.27	98	£2,280.46
Letterbox Bag	£45.00	5	£225.00
Letterbox Lock	£1.50	105	£157.50

Total expenditure for Q2 2016/17

£28,864.41

* currently there is no cost to the service for carbon monoxuide alarms