

MERSEYSIDE FIRE AND RESCUE AUTHORITY

PERFORMANCE REPORT TO THE PERFORMANCE AND SCRUTINY COMMITTEE

19 MAY 2016

SUBJECT: EQUALITY AND DIVERSITY (E AND D) ACTION PLAN
2013-16 QUARTER 4 PROGRESS REPORT FOR
YEAR THREE ACTIVITVY WITH YEAR END STATUS

REPORT NUMBER: [CFO/030/16](#)

APPENDICES:

APPENDIX A: EQUALITY AND DIVERSITY
ACTION PLAN 2013-16: YEAR 3
STATUS REPORT Q3 AND Q4
ACTIVITY

APPENDIX B: EQUALITY OBJECTIVES
PROGRESS FOR 2015/16 Q3 AND 4

REPORTING OFFICER: DCFO

RESPONSIBLE OFFICER: DEB APPLETON
WENDY KENYON

OFFICERS CONSULTED: STRATEGIC EQUALITY GROUP MEMEBERS AND
DIVERSTIY ACTION GROUP MEMEBERS

Purpose of Report

1. The purpose of the report is to provide members with an update on the Quarter 3 and 4 progress with regards to the Equality and Diversity (E&D) Action Plan 2013-16.

Introduction and Background

2. The E&D Action Plan was first introduced in April 2013 to help MFRA to progress its long term Equality and Diversity objectives and performance and to help demonstrate compliance with the Equality Act and the Public Sector Equality Duties.
3. This report provides members with an opportunity to scrutinise the progress made in relation to year three (2015-16), specifically quarters 3 and 4.

4. All members of staff with a responsibility for delivering actions have actively engaged in the production of the report; providing narrative and information on their progress through a number of mechanisms including: through the project workbooks; attending Diversity Action Group (DAG); Strategic Equality Group (SEG) meetings and attending individual progress meetings with the Diversity and Consultation Manager.
5. Members should note that year 4 of the Action Plan will be revised to report on the CLGA Equality Excellence Framework 5 key areas of practice in preparation for assessment later in the year. . This will enable officers and members to reflect on the progress towards the achievement of equalities excellence. More information about timescales etc. will be reported in the Year 4 quarter 1 and quarter 2 update.
6. Members should note that work will commence shortly on the development of the third E&D Annual report which will bring together the achievements and outcomes for 2015-16, this report will be circulated to members at the next meeting before being designed and published.

E &D Action Plan Progress for Quarter 3&4

7. Year 3 of the E&D plan has a total of 28 priorities across all functions of MFRA. This report provides a high level summary of the activity delivered for each of the priority areas for quarter 3 and 4, where progress has been made to date. Members should note that the report does not necessarily reflect the amount of resources and time taken to achieve and deliver the actions and this will need to be considered when scrutinising the progress made or not made by each Function/Department. For example, some actions can be delivered very quickly and others could take months or even years to be fully implemented. Appendix A includes updates for each action under the heading "Quarter 3 & 4 update"
8. Some notable achievements for quarter 3 & 4 delivery include;

Knowing your Communities

- Road Safety presentations have been delivered to a total of 4,865, members of the public, with activity focusing on young people aged between 15 to 19 year olds, motorcyclists and some dedicated sessions with senior road users. A number of these interventions have been delivered through partner events.
- Engagement with partners has resulted in obtaining significant funding for fire alarms to support those who are hard of hearing. The next stage is to consider how we promote the alarms through dedicated campaigns.
- Community Risk Management have developed a vulnerable persons team which has been created to support the delivery of home safety to those most vulnerable and at risk.

During 2015-16 Prevention teams have carried out thirteen reassurance campaigns. Staff from Service Headquarters completed a full day of campaigns on 1st October 2016 for International Older Persons Day.

- HFSC's: 1,574 HFSCs were delivered in Q3 and 4, of which 110 were to individuals assessed as high risk. A total of 5496 Fire Safety Leaflets were distributed to the public. In total for the year of 15/16 4,494 vulnerable occupants have been engaged with around fire safety and wellbeing. The vulnerable occupants include those who are aged over 65 and have health and disability related issues, including mental health disabilities.
- 304 HFSC's carried out for 2015/16 were for members from the Black Asian and Ethnic Minority (BME) Communities.

Leadership, partnership and organisational commitment

- During the reporting period meetings have taken place to support the delivery of the Equality and Diversity Action Plan including two Strategic Equality Group (SEG) meetings , Two Diversity Action Group (DAG) meetings and a E and D workshop lead by DCFO to review the last years progress and plan for the year 4's activity.
- Menopause guidance has been developed in conjunction with the Occupational Health team, Diversity Manager and FBU. The guidance provides advice and support to staff and managers for women going through their menopause and how they can seek help and support around areas such as exercise, wellbeing and capability. The guidance note is also an aide memoir for managers to enable them to recognise issues associated with the menopause in work. The guidance has been used across a number of brigades as a best practice model endorsed through the FBU women's section.
- Breastfeeding guidance has been developed to assist female staff members returning to work whilst still breast feeding. The guidance sets out the details for temporary maternity adjustments and facilities for breastfeeding. The guidance also sets out arrangements for line managers to make temporary changes for female staff for a period of up to 12 weeks **without** a need for a Flexible working request. The guidance will assist with the retention of female staff and assists with work life balance. TDA and SHQ also have dedicated mother and baby space as part of the quiet room facilities.
- MFRA are contributing to a national ageing workforce project looking at the implications for the UK FRS retirement age of 60.
- The Mind Blue light pledge was signed by DCFO on 29th January 2016. The initiative supports good mental health for emergency services staff.

Managers have received mental health training to enable them to support their staff and understand what the service can do to assist. This work will ensure that the Authority continues to make mental health a priority for the future.

- The first MFRA International Women's day event was delivered on 8th March 2016 at Service Head Quarters and was open to all staff. Over 50 staff and guests attended representing many areas of the service. The event focused on this year's theme "Pledge for Parity". Feedback about the event was overall good and many citing the impact of the outstanding guest speakers, some of whom, work for the Service. Cllr Barbara Murray was instrumental in helping to make the event a success and staff learnt about the achievements of inspirational women from many different professions.
- All MFRS Advocates and District Prevention Managers have received Equality and Diversity awareness training. The half day workshops were delivered by the Diversity and Consultation Manager over 3 sessions and covered an introduction to the Equality Act and the Public Sector Equality Duty. The sessions also enabled staff to understand their role in considering the needs of different protected groups when delivering their services to the public. A number of helpful development actions have arisen from this work which will be included in the year 4 action plan for the Prevention function.
- A staff engagement day with Authority Members took place on 10th March for non-operational staff in a "World Café" format. Staff who attended, felt the event was an excellent opportunity to get to know their Authority members and their roles. Staff were also able to discuss how they contribute individually to the Authorities work priorities. Station visits also enabled members to engage with operational staff and will continue as part of the staff engagement project.

Involving your communities

- NHS Liverpool Clinical Commissioning Group (LCCG) Safer Homes Project. This project will protect those older, vulnerable members of our communities. The CCG has agreed to fund the proof of concept and in addition to this the CCG has been successful in its application to the Academic Health Science Network (AHSN) for Safer Homes Liverpool.

AHSN Innovation Impact bid will fund 30 home installations, 60 in total and a signed Memorandum of Understanding is now in place.

The Outline objectives of this project are to:

- Completely remove the risk of death or serious injury of vulnerable people due to cooker fires, gas explosion or poisoning by gas or CO.

- Eliminate the risk of death or serious injury resulting from use of inappropriate heating sources – such as three bar electric fires – by vulnerable people whose gas-fired central heating is unusable due to a key-locked gas shutoff valve.
 - Eliminate out-dated use of gas and electric cut-off devices, which can only be affected with Carer (family Carer or Professional Carer) intervention via the use of a lockable device. Usually with keys being stored in a key-safe box
 - Vulnerable older people will be enabled to live independently for longer; thus delaying or preventing entry into longer-term care and/or hospital admission.
 - Reducing hospital admission for people suffering the effects of exposure to prolonged low-level CO poisoning.
- A Watch Manager from the Service has taken a creative approach to teaching Wirral school children about fire safety. Watch Manager Parry, who is based at Huyton Community Fire Station, visited Park Primary School in Wallasey, Mersey Park Primary School in Tranmere and Liscard Primary School to run a special fire safety art competition. After delivering five educational assemblies to over 1500 children in two days, Watch Manager Parry invited the children to reflect what they had learned about fire safety by designing colourful posters. Thirteen children from across the three schools won the chance to spend the day as a firefighter as The Merseyside Fire & Rescue Service Training and Development Academy in Croxteth after producing especially imaginative posters.

Watch Manager Parry said: “The children really used their imagination and created some fantastic fire safety messages in their posters.

- In March - the Liverpool South Prevention Team completed a small campaign in a block of flats in Toxteth in response to one of the tenants inhaling and storing large quantities of butane from canisters. The block of flats is home to approximately 13 tenants in individual flats, all of whom have either mental health issues or an alcohol dependency. The campaign was carried out in partnership with Liverpool Housing Trust and Making Space.
- Following an Arson attack in Liverpool the Arson Prevention Officer for the Liverpool South area identified that the other flats within the block were occupied by Polish families. Working with a Polish speaking Advocate, the Arson Officer, local housing association and the MFRS Protection Team worked with the owner of the flats to ensure that smoke alarms were fitted, properties target hardened and all the families were made as safe as possible.
- Every year the Chrysalis Centre hold an Annual Day of Celebration on (or as close to) 8th March to coincide with International Women's Day. It includes inspirational talks from service users, presentation of certificates to service users and volunteers and short talks from

special guests including the Mayor of St. Helens and the High Sheriff of Merseyside. Two members of the District Prevention team supported the event on behalf of St Helens Team.

Responsive Services and Customer Care

- Engaging with Diverse Business conference was held on September 17th, 2015. The outcome of the conference has been recorded in a report 'Engaging with Diverse Businesses for Business Safety Compliance Seminar, October, 2015. The report has recorded and identified several recommendation's which are being promoted for endorsement by the CFOA Business Safety Group in May to assist with prioritising resources around areas including :
 - Developing a tool kit of best practice and support for Business Safety Practitioners
 - Commission Research and bid for funding from Academic Institutions to support a better understanding of the BAEM Business communities.
 - Review progress in 2016/17 via a further conference hosted by CFOA and open to a wider audience.
 - MF&RS representatives will be attending the CFOA Business Safety Group meeting in May, to present the finding and recommendations from the conference.

A Skilled and Committed Workforce

- Puffell has been introduced to support all MFRA staff. This will enable them to set up forums and groups to enable them to monitor their own health in terms of mood, diet, weight and exercise. Proposed groups include one focused on Mental Health support and the LGBT network FIREPROUD.
- Development of a water awareness package for young people has been created with partner agencies (RNLI and Coastguards). It was delivered during water awareness week (April 2016) and included input and water demonstrations by Marine Rescue Unit and the Coastguard and a trip on the Mersey ferry. It is hoped that this will become a regular event.

9. Equality and Diversity Objectives – progress Quarter 4

An update on the progress against the 5 Equality Objectives is contained in Appendix B. The report shows progress against the targets set for achievement by 2017 and provides graphical information and narrative explaining what has been delivered to support progress so far. In summary, 3 of the 5 targets have been met: objective 1- Accidental Dwelling Fires, objective 2- Accidental Kitchen fires in RSL properties and objective 3- Deliberate Secondary fires. Objective 4- Road Traffic

Accidents has been partially met. Objective 5 – Recruitment - No activity in this quarter. The initial Apprentices programme started in January 2015 and lasted 12 months. Twelve apprentices were recruited after a robust recruitment and selection process and a programme of positive action. The apprentices excelled in their respective roles receiving excellent feedback from internal staff, partners and members of the community. They were between the ages of 17 - 24 and came from a variety of backgrounds including A levels, Public Services courses, Princes Trust and jobs in the service and building sectors. In addition to the Community Safety qualification the apprentices have undertaken a variety of training courses. At the end of the twelve months all apprentices have gone into employment and training. The breakdown for gender and ethnicity for the 2015 cohort was as follows:

- Seven males and five females
- One male is a British born Muslim.

10. The breakdown for gender and ethnicity for the 2016 cohort of Apprentices is as follows:

- | | |
|--------------------------|-----------------------|
| • Prevention level 2 | 3 females and 3 males |
| • Business Admin level 2 | 2 female |
| • IT user level 2 | 1 male |
| • Catering level 3 | 1 male |
| • Business Admin level 3 | 1 female |

Equality and Diversity Implications

11. This report focuses on Equality and Diversity progress, implications of which are critical to MFRA maintaining its legal duty under the Equality Act 2010- Public Sector Equality Duty and working towards the achievement of the CLGA Equality Excellence framework

Staff Implications

12. All Staff and Representative Bodies have engaged fully with the Diversity and Consultation Manager to assist with development of this progress update. Staff attending the DAG also receive regular E and D training and briefings to help them better engage with their communities and their colleagues / staff.

Legal Implications

13. MFRA has a duty to comply with all relevant legislation including the Equality Act 2010 and any amendments thereto and to have due regard to any Specialist Duties identified as a result including but not limited to the Public Sector Equality Duty. This report identifies the progress h towards meeting the Public Sector Equality Duty and Specialist Duties associated with The Equality Act 2010.

Financial Implications & Value for Money

14. There are no direct Financial Implications arising from this report.

Risk Management, Health & Safety, and Environmental Implications

15. There are no risk management, health & safety or environmental implications arising from this report.

Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters*

16. Delivering services in a way that meets Equality and Diversity legal duties is essential for a public sector organisations. This report demonstrates how we make our diverse communities safer and stronger and how we support and understand the needs of our staff in relation to their protected characteristics.

Recommendation

17. That Members are asked to read the report and provide feedback in the level of progress made in quarter three and four and provide any feedback.

BACKGROUND PAPERS

GLOSSARY OF TERMS

DAG – Diversity Action Group
DCM – Diversity and Consultation Manager
DPM – District Prevention Manager
E and D – Equality and Diversity
HFSC – Home Fire Safety Checks
SEG – Strategic Equality Group
CLGA – Communities and Local Government Association