

Equality Impact Assessment

Title of Policy/Service Instruction/Report/Plan Projects/Events/Consultation/Functional Plans or Strategy	TDA Development and station merger Project
Department:	Cross-Directorate
Date:	Consultation
Completed by:	GM - Ben Ryder ED&I Advisor - Michelle Kirk

1: What are the main aims and objectives outlined in the Projects/Events/Consultation/Functional Plan etc. and are any of them in your opinion Positive / Negative or Neutral in relation to those protected groups outlined in section 6 below

Scope of the EIA

The key proposals of the project are listed below and are the basis of the completion of this EIA.

The purpose of this EIA is to review information and intelligence available at an early stage in the development of options for the Long Lane Project. It is intended that the EIA can be used to help inform decisions as the options progress and will help Principal Officers and Authority Members to understand equality related impacts on the decisions being made in relation to local diverse communities.

The EIA will be a living document which will developed further during the life cycle of the consultation stages. This initial EIA will provide be an opportunity to plan ahead for various activities such as community and staff consultation and equality data gathering.

The Project

As proposed in the 2021-24 IRMP:

- To purchase a 12-acre site at Long Lane, Aintree, Liverpool
- To merge Aintree and Croxteth Fire Stations (Station 18 and 19) at a new station Specialist Rescue Station on Long Lane, Aintree, Liverpool.
- To build a new state of the art Training and Development Academy inclusive of a National Resilience Centre of Excellence at Long Lane, Aintree, Liverpool

The EIA will be conducted in a number of stages:

Stage 1 - Desk Top Assessment

A desktop assessment has been completed in order to consider ED&I implications for this initial draft.

Stage 2 - Consultation (External and Internal):

If the project is approved by MFRA on 30th June 2021, a twelve-week public consultation will take place from **15th July to 7th October 2021** regarding the merger of Croxteth and Aintree Stations.

The consultation process will aim to develop and maintain a positive engaged response from staff, partners and local communities. To deliver key messages in multiple formats to encourage a clear understanding of the proposed benefits of the new development and to gather valuable feedback and to ensure equality impacts are considered throughout the process and included in the final version of the EIA for review by final decision makers. The standard consultation process may be restricted in line with Covid 19 restrictions. If face to face consultations are curtailed, having used Zoom in October 2020 for IRMP consultation, we are confident to use this method again.

Stage 3 - More detailed assessment

Following the consultation process all responses will be considered and findings will be updated within this document.

EQUALITY IMPACT

The proposals set out in the project are considered at this time to have a positive impact for both staff and communities.

- The creation of a new superstation will have a positive impact for both staff and communities. The proposed new site is well located to highway networks with ease to major trunk roads. Our research shows that relocating the two stations will actually improve our response time to emergencies in the Croxteth and Aintree areas. The redistribution of specialist appliances will help us to deal more efficiently and effectively to emergencies in areas where there is a likelihood of a particular risk occurring. Training our staff in the use of specialist equipment will have a positive impact on their

development as it will build skills and confidence in delivering a service which is effective in meeting the need of all the communities we serve.

- The proposal of a new Training and Development Academy and development of a centre of excellence will have a positive impact allowing MFRS to expand and increase training and provide modern facilities with accommodation and facilities appropriate for all. This will allow staff to be well trained, developed and empowered to deliver our services.
- The new builds will be designed in accordance with equality legislation and building regulations to ensure they are fit for purpose, fully accessible to end users and visitors who may require disabled access, suitable for those who wish to practise their faith and facilitate nursing mothers etc.

2: Who will be affected by the objectives proposed in the Projects/Events/Consultation/Functional Plan etc. and will this be Negative /Neutral or Positive ?

- Local communities of Aintree and Croxteth
- MFRS operational and support staff
- Representative bodies (trade unions and staff associations)
- Partner agencies

The more detailed impact is described in sections below and will be expanded upon following consultation.

3: What monitoring data have you considered?

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

What monitoring data have you considered?

Station 18 and 19 Incident Data

Data shows that the combined area of Aintree (Station 18) and Croxteth (Station 19) saw a 3.1% increase (+37) in the overall number of incidents in 2019/20 when compared to 2015/16. The combined area has seen a reduction of 12.5% (-176 incidents) when comparing 2019/20 to 2018/19, the lowest since 2015/16.

<p>Previous MFRA EIAs carried out Key Policies</p>	<p>The table above shows the average response time of 3m 55 seconds is 34 seconds quicker than from the current stations. A significant proportion of this reduction comes from attending incidents in Aintree which is currently Day Crewed and therefore is reliant on surrounding stations attending incidents at night.</p> <p>Helps to identify any Equality Issues to consider when making any changes to service provisions to the public and the impacts on different groups of staff.</p>
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4: Research	
<p><i>Summarise the findings of any research you have considered regarding this Projects/Events/Consultation/Functional Plan. This could include quantitative data and qualitative information; anything you have obtained from other sources e.g. NFCC guidance or other FRSs, etc.</i></p>	
What research have you considered?	What did it show?
<p>IRMP Considerations</p> <p>Staff Implications</p>	<p>Positive - based on the current proposals, it is predicted that overall response to life risk incidents within 10 minutes would be achieved 93.7% of the time, with an average attendance time of 5m 52 seconds. Closing Aintree and Croxteth and building a merged station on Long Lane results in a minor gain in terms of attending life risk incidents pan Merseyside. This results in a prediction of 93.9% of life risk incidents being attended within 10 minutes and an average attendance time of 5m 50 seconds. Modelling shows, that based on the Long Lane location the 10-minute response time would be achieved on 98% of occasions (up from 94.3 based on current proposals) for life risk incidents attended within the current Aintree station area. And for the Croxteth station area, modelling identifies that performance would be achieved on 96.5% of occasions, slightly lower than the current 97.8%.</p>

Legal Implications

Positive - the new TDA site with an infrastructure fit to meet the ambitions of the Service will exponentially improve the working conditions and training provision for MFRA personnel. If the station merger is approved the implications to our staff will be carefully considered and managed by the Aintree and Croxteth station management teams and POD. This will include engagement with representative bodies and staff and take account of employee’s personal circumstances. Any outcomes will be logged in this EIA and considered by the project board.

It is considered that in carrying out the extensive twelve-week consultation that is proposed, the Authority will be fully complying with legal requirements and best practice guidelines. The outcomes of this twelve-week public consultation process will be fully reported to Authority prior to a decision being made. Dialogue continues with the owner’s representative of the Long Lane site, however any agreement for the purchase of the land would be subject to full Authority approval. The legal searches and draft terms for any conditional exchange continue to be undertaken. Subject to Fire Authority approval to purchase the identified site and feedback from the public consultation, the legal parameters for the sale of the two existing fire stations that are proposed to merge would also be sought and executed as appropriate.

Risk Management, Health and Safety and Environmental Implications

A risk register has been developed to manage and mitigate associated risks. The register is reviewed regularly at the Project Board. The Chair/Vice Chair of the Project Board or Project Manager escalate risks by exception to the project’s Executive Group. MFRA will reduce any associated corporate risk by completing extensive consultation on the proposed station merger. Any outcomes from the consultation and EIA process that potentially pose risks will be included in the risk register.

Demographics of the merged area

The proposed merged station area of Aintree and Croxteth has a combined population of 108,857 people, making the proposed station area the second largest in Merseyside. There are approximately 16,645 residents above the age of 65, this is 15.3% of the area’s population, this is below the Merseyside average of

	<p>18% and proportionally the 7th lowest station area for over 65s. Concerning ethnic backgrounds of residents, according to the 2011 census, 93.1% of local residents are White British. Overall, the merged station area lies within the 10-20% most deprived LSOA's within England.</p>
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<p>5. Consultation</p>
<p><i>Summarise any consultation you have had ,when developing the Projects/Events/Consultation/Functional Plan etc. with any protected groups (listed in 6 below) both internally and externally to the organisation about how the objectives might impact them either positively or negatively or natural</i></p>
<p>Engagement – The project manager has engaged extensively with the Chairs and Vice Chairs of the staff networks.</p> <p>Station Change Methodology – The station change methodology is informed by station merger projects in Knowsley, Wirral and St. Helens. The project team has engaged with staff to gather lessons learned which will inform the current project e.g. learning from accessibility audits from other MFRA sites.</p> <p>TDA Development – The project team and TDA staff have engaged extensively with other FRS's in order to gather information on lessons learned during capital build projects. There has been a particular focus on recent training and development projects in neighbouring Service's such as Cheshire and Manchester.</p> <p>National Resilience – MFRA have engaged extensively with each of the capability leads to ensure that we have best practice examples from the sector lead delivery model for our training zones.</p>

<p>6. Conclusions - Provide any conclusions ascertained from section 2 to 5 above about the equality Impacts for each protected group – Describe the impact in terms of negative, positive or neutral.</p>
<p>(a) Age</p> <p>People in this group are likely to fall into our vulnerable category, 15.3% of the merged area population are within this age group – though this merged station area has below the Merseyside average for over 65's. The largest concentrations of persons above the age of 65 are within the wards of West Derby (Liverpool) and Molyneux (Sefton). There are numerous sheltered housing locations, particularly in the existing Croxteth station area (359 against 66 in Aintree), though even in combination, this makes up only the 9th most populous station area for such housing. The</p>

number of people aged over 65 is increasing significantly across Merseyside. People are living longer but live with poor health for longer.

Positive Impact: The new build will consider accessibility for all.

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

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

Positive Impact: The new build project will consider disability access requirements.

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

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

According to the 2011 census, 93.9% of the merged area population is recorded as British white. Whilst there are small populations of Asian, Middle Eastern and European people, there is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

(d) Religion or Belief

Positive Impact: The new build project will consider facilities to practice religion or belief.

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

(e) Sex (Gender)

Positive Impact The new build project will consider accommodation and facilities that are inclusive and appropriate for all.

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

(f) Gender Reassignment

Positive: The new build project will consider accommodation and facilities that are inclusive and appropriate for all.

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

(g) Marriage or Civil Partnership

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

(h) Pregnancy and Maternity

Positive: The new build project will consider facilities for nursing mothers

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

(i) Sexual Orientation

The new build project will consider accommodation and facilities that are appropriate for all irrespective of their sexual orientation

There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic.

(j) Socio-economic disadvantage

There is much deprivation within the proposed area, particularly within the: Croxteth, Norris Green and parts of Fazakerley wards, though there are less deprived areas including: West Derby and Aintree Village. Analysis has shown an improvement in average response times, so regardless of whether how deprived an area is, we are still able to achieve the 10 minute response standard. There is nothing to indicate that the actions within this plan would have a detrimental impact on people with this protected characteristic

7. Taking into account the information contained in the sections above what are the final Outcomes and Decisions

If the Projects/Events/Consultation/Functional Plan etc. or any of its objectives will have the potential to have a negative impact on members of one or more of the protected groups, explain how this will be managed or mitigated or justified as being an appropriate and necessary means of achieving the legitimate aims and objectives.

The information provided in this EIA explain the ways in which different protected groups may be affected by the aims and objectives set out in the proposed project.

It is believed that the proposals that are contained within the project offer the best service provision in the circumstances.

This is a draft EIA that will be added to during the consultation period for the proposed project.

8. Equality Improvement Plan

The following activities have been identified by the ED&I Team as part of the EIA reviewing and signing off process. They will assist with the improving implementation, ensuring that Equality Impacts are assessed and reviewed on an ongoing basis.

9. Equality & Diversity Sign Off

The completed EIA form must be signed off by the ED&I Team before it is submitted to Strategic Management Team or Authority.

Signed off by: Currently In Draft

Date: 22/062021

Comments:

See Action Plan in section 8 above

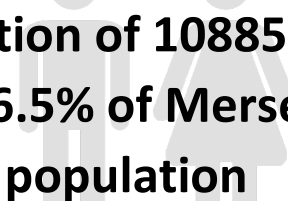
For any advice, support or guidance about completing this form please contact the DiversityTeam@merseyfire.gov.uk or on 0151 296 4236

The completed form along with the related documents should be emailed to the ED&I Team at: DiversityTeam@merseyfire.gov.uk


Proposed Long Lane Site Station Profile

Primarily made up of the wards of: Warbreck, Fazakerley, Molyneux, Norris Green, Croxteth

Has a population of 108857 residents,
equivalent to 6.5% of Merseyside's total
population



Has 16645 residents
Equivalent to 1.5% of
population



6.1% of residents are Black, Asian, Minority Ethnicity (including: non-UK born and Northern Irish White population)



49585 homes



2528 people



Overall the Proposed Long Lane Site station area is within the 10-20% most deprived areas of England

The Proposed Long Lane Site station area is within the 30-40% most deprived areas of England for **Education, Skills and Training**

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