



**GREATER MANCHESTER
FIRE AND RESCUE SERVICE**

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EQUALITY IMPACT ASSESSMENT**

Impact Assessment Form (Section 1)

Name of policy / initiative / Service to be impact assessed	NW Fire Control Collaboration
Corporate objective being addressed	To determine the optimum service delivery option to sustain and improve emergency call handling arrangements for the Authority.
Department / function carrying out the assessment	Finance / HR/ Authority Solicitor
Who is responsible for the implementation of the policy / initiative / service? (function head /department manager)	Steve McGuirk County Fire Officer & Chief Executive
Who is involved in the impact assessment?	Finance Director, HR Director, Deputy Clerk and Authority Solicitor and Senior E&D Advisor
What are the aims / objectives of the policy / initiative / service?	To establish plans for the delivery of a NW collaborative project to transfer 999 call handling and fire engine mobilisation currently carried out by individual fire and rescue services in the North West to a Local Authority owned company, Fire Control North West, based at a single centre in Warrington. To maximise the funding being made available by government to the North West by establishing a shared emergency control facility which will provide improved resilience, capability and efficiency.
Who is intended to benefit from the policy?	Greater Manchester Fire and Rescue Service, Cumbria Fire and Rescue Service, Cheshire Fire and Rescue Service, Lancashire Fire and Rescue Service and Merseyside Fire and Rescue Service and the communities they serve.
What are the main outcomes of the policy (this is key to being able to identify what monitoring is needed)?	To establish a shared emergency control facility which will provide an effective 999 service at a reduced cost, with improvements to systems and operating processes which will lead to improved service delivery.
Is the policy for external or internal purposes?	Internal and external
Are other organisations involved in the delivery? If yes please state who:	The existing company (NW Fire Control Ltd) will provide elected member scrutiny for the project on

	<p>behalf of each Service. It is also intended that they will be the contracted provider of the Control function once the project is completed and the Fire Control Centre is fully operational.</p>
<p>What information/ past experience do we have i.e. a similar initiative and what did this information tell us? (info can be demographic data i.e. census findings, research findings, comparisons between similar policies in our Service and other Services, survey data, equality monitoring data, ad hoc data gathering exercises)</p>	<p>From 2004 until its eventual demise in 2010 Fire and Rescue Services had been directed through the National Framework to deliver the FiReControl Project which sought to develop a network of regional fire controls using a single national operating system.</p> <p>North West Fire Services do have a strong track record of working well together, for example, collaboration on the building of PFI stations.</p>
<p>How will information be collected regarding the impact of the policy /initiative /service/ employment policy etc?</p>	<p>North West Fire Control would not require the same number of staff as are currently employed by individual services. Staff will transfer under TUPÉ. Information will be gathered through consultation with staff and workforce equality monitoring data.</p>
<p>Has a search of the internet revealed an impact assessment conducted by other Fire and Rescue Services or local authorities of a similar policy/initiative? If yes – is it possible to adapt / incorporate findings</p>	<p>N/A</p>
<p>Date of Policy Review</p>	<p>Ongoing through project.</p>

**Equality Impact Assessment Tool kit
Impact Assessment Form (Section 2)**

	Impacts identified																
Age	<p>The impact of changes and potential redundancy, redeployment or relocation will apply to all Control staff regardless of the age of postholders.</p> <p>The age profile of Control staff is</p> <table data-bbox="779 528 1032 810"> <tr><td>18 – 25</td><td>4.5%</td></tr> <tr><td>26 – 30</td><td>9.1%</td></tr> <tr><td>31 – 35</td><td>10.6%</td></tr> <tr><td>36 – 40</td><td>16.7%</td></tr> <tr><td>41 – 45</td><td>10.6%</td></tr> <tr><td>46 – 50</td><td>16.7%</td></tr> <tr><td>51 – 55</td><td>25.7%</td></tr> <tr><td>55 – 60</td><td>6%</td></tr> </table> <p>The evidence suggests that impact on service delivery is likely to be minimal but we recognise that issues may come forward and the EIA is subject to review.</p>	18 – 25	4.5%	26 – 30	9.1%	31 – 35	10.6%	36 – 40	16.7%	41 – 45	10.6%	46 – 50	16.7%	51 – 55	25.7%	55 – 60	6%
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Disability	<p>The impact of changes and potential redundancy, redeployment or relocation will apply to all Control staff whether disabled or not.</p> <p>Data set in this area is incomplete but anecdotally there are no disabled staff.</p> <p>The NW Fire Control building at Lingley Mere has been built in line with new build accessibility requirements. IT solutions are being considered by the project to meet the requirements of staff with hearing, visual and dexterity impairments etc.</p> <p>Any issues arising for disabled staff and for staff</p>																

	<p>with caring responsibilities for a disabled person; will need to be considered on an individual basis.</p> <p>In terms of service delivery the procurement of a system will need to include for the provision of 999 services to people with hearing, speech and visual impairments as well as people with mobility and learning difficulties.</p>								
<p>Gender (including transgender)</p>	<p>The impact of changes and potential redundancy, redeployment or relocation will apply to all Control staff regardless of gender. However, as the majority of staff affected are female it is recognised that this may impact disproportionately although both men and women with caring responsibilities can be affected.</p> <p>The current gender profile within Control is</p> <table data-bbox="763 858 996 927"> <tr> <td>Male</td> <td>12%</td> </tr> <tr> <td>Female</td> <td>88%</td> </tr> </table> <p>The evidence suggests that impact on service delivery is likely to be minimal but we recognise that issues may come forward and the EIA is subject to review.</p>	Male	12%	Female	88%				
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Female	88%								
<p>Race</p>	<p>The impact of changes and potential redundancy, redeployment or relocation will apply to all Control staff.</p> <p>The profile in terms of race is</p> <table data-bbox="763 1329 1350 1469"> <tr> <td>White British</td> <td>92.5%</td> </tr> <tr> <td>Any other White Background</td> <td>1.5%</td> </tr> <tr> <td>Mixed White and Black Caribbean</td> <td>1.5%</td> </tr> <tr> <td>Not Disclosed</td> <td>4.5%</td> </tr> </table>	White British	92.5%	Any other White Background	1.5%	Mixed White and Black Caribbean	1.5%	Not Disclosed	4.5%
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Not Disclosed	4.5%								

	<p>In light of the above while there is scope for disproportionate impact this EIA assesses that there will not be any. However this cannot be concluded until the project is at an advanced stage.</p> <p>In terms of service delivery the project will need to consider the impact on users who do not have English as a first language – the project includes the provision of telephone interpreting services.</p>
<p>Religion and Belief (including no belief)</p>	<p>The impact of changes and potential redundancy, redeployment or relocation will apply to all Control staff irrespective of the religion and belief of post holders.</p> <p>Data set in this area is incomplete and there is no anecdotal evidence to suggest disproportionate impact.</p> <p>It is likely that impact will be minimal and where issues arise the project will need to consider religious and cultural requirements wherever it is reasonable and practicable to do so.</p> <p>The evidence suggests that impact on service delivery is likely to be minimal but we recognise that issues may come forward and the EIA is subject to review.</p>
<p>Sexual Orientation</p>	<p>The impact of changes and potential redundancy, redeployment or relocation will apply to all Control staff irrespective of the sexual orientation of post holders.</p> <p>Data set in this area is incomplete and there is no anecdotal evidence to suggest disproportionate impact.</p>

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