



Section 75 Screening Report Proposed Change to Crewing Arrangements

Main groups recognised under Section 75 statutory equality duties	
Religious belief	Protestants, Catholics, people of other Christian denominations, people of other religious faiths, people of no religious belief.
Political opinion	Unionists generally, Nationalists generally, other political ideologies. Members/supporters of any political party.
Racial group	For example white people, Chinese, Irish Travellers, Indians, Pakistanis, Bangladeshis, Black Africans, Black Caribbean people, people with mixed ethnic group.
Men & Women generally	Men (including boys), women (including girls), trans-gendered people.
Marital status	Married people, unmarried people, divorced or separated people, widowed people.
Age	For most purposes, the main categories are, children, under 18, people ages between 18 - 65, and people over 65.
Persons with a disability	Disability is defined as a physical or mental impairment, which has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities, as defined in Sections 1 and 2 and Schedules 1 and 2 of the Disability Discrimination Act 1995.
Persons with dependants	Persons with personal responsibility for the care of a child; persons with personal responsibility for the care of a person with an incapacitating disability; persons with personal responsibility for the care of a dependant elderly person.
Sexual orientation	People who are heterosexual, bisexual, gay or lesbian.

Equality screening under Section 75 of the Northern Ireland Act 1998

Background

Under Section 75 of the Northern Ireland Act 1998 (Section 75) NIFRS has a specific statutory obligation as a public authority to have regard to the need to promote equality of opportunity between the following groups:

Section 75	Categories
<ul style="list-style-type: none">• persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;• men and women generally;• persons with a disability and persons without; and• persons with dependants and persons without.	

Under Schedule 9 of the Act, NIFRS must also have regard to the promotion of good relations between those of different religious belief, political opinion or racial group. Our Equality Scheme explains how we implement our Section 75 obligations. A copy of the most recent Scheme, approved by the Equality Commission, is available on our website at www.nifrs.org/equality

We are required under Section 75 to screen and, where necessary, conduct Equality Impact Assessments (EQIA) on strategies, policies, plans and key decisions. The primary function of screening is to assess whether policy proposals would have a differential impact and in particular, an adverse differential impact on the categories of persons listed in Section 75, and any sub-groups within those categories.¹ If a policy shows a possible 'adverse impact' on any group, we must consider how this might be reduced. This would include how an alternative policy or approach might lessen this effect and serve to promote equality of opportunity and good relations.

The Section 75 statutory duties apply to internal policies e.g. relating to our employees and to external policies relating to the community we serve.

Equality screening involves gathering evidence on the potential impacts of the proposal, focusing on the nine Section 75 equality groups. This information is used to help inform the 'screening decision', i.e. whether a full EQIA is required where a potential for *significant* impact on equality of opportunity has been identified.

¹ Equality Commission for Northern Ireland 'Practical Guidance on Equality Impact Assessment' April 2001 (revised 2005)

Section 75 equality screening outcomes are defined in terms of impact e.g. **‘major’**, **‘minor’** or **‘none’**. Possible screening decision outcomes are as follows:

Section 75	Equality Screening Outcomes
<p>If the conclusion is that there is a ‘major’ impact for one or more of the Section 75 categories, then consideration should be given to carrying out a full EQIA (<i>described as ‘screened in for EQIA’</i>).</p> <p>If the conclusion is ‘minor’ for one or more of the Section 75 categories, then consideration should still be given to proceeding with an EQIA, or to measures/amendments to mitigate the adverse impact; or to consider an alternative policy (<i>described as ‘screened out for EQIA – with mitigation’</i>).</p> <p>Where the conclusion is ‘none’ in that no significant impact has been identified on all of the Section 75 categories, then a decision can be taken to not proceed with a full EQIA (<i>described as ‘screened out for EQIA – no mitigation’</i>).</p>	
Section 75	A conclusion in favour of a ‘major’ impact would arise when:-
<p>a) The policy shows actual or potential for unlawful discrimination.</p>	
Section 75	A conclusion in favour of a ‘minor’ impact would arise when:-
<p>a) The policy is not unlawfully discriminatory and any potential impacts on people are judged to be negligible;</p> <p>b) The policy, or certain proposals within it, are potentially unlawfully discriminatory, but this possibility can readily and easily be eliminated by making appropriate changes to the policy or by adopting appropriate mitigating measures;</p> <p>c) Any equality impacts caused by the policy are intentional because they are specifically designed to promote equality of opportunity for particular groups of disadvantaged people; and</p> <p>d) By amending the policy there are better opportunities to better promote equality of opportunity and/or good relations.</p>	
Section 75	A conclusion in favour of ‘none’ e.g. no impact, would arise when:-
<p>a) The policy has no relevance to equality of opportunity or good relations; and</p> <p>b) The policy is purely technical in nature and will have no bearing in terms of its likely impact on equality of opportunity or good relations for people within the Section 75 equality and good relations categories.</p>	

The NIFRS Screening Report on the Proposal to Change NIFRS Crewing Arrangements, referred to as the ‘Proposals’, has indicated no significant adverse impact for any of the Section 75 groups and a decision has therefore been taken to ‘screen out’. A copy of the Screening Report for the Proposals is attached overleaf.

NIFRS Section 75 Screening Report on Proposed Change to Northern Ireland Fire & Rescue Service Crewing Arrangements

Part 1: Policy Scoping

The first stage of the screening process involves scoping the policy, proposal or decision. Policy scoping helps prepare the background and context and set out the aims and objectives for the policy area being screened. At this stage, scoping will help identify potential constraints as well as opportunities and will help the policy maker work through the screening process on a step by step basis.

You should note that the Section 75 statutory duties apply to internal policies (relating to people who work for NIFRS), as well as external policies (relating to those who are, or could be, served by NIFRS).

Information about the proposal

Name of the proposal:

Proposed Change to Northern Ireland Fire & Rescue Service (NIFRS) Crewing Arrangements

Is this an existing, revised or a new policy/proposal?

Existing	Revised	New
		X

Brief Description

Following a comprehensive risk analysis NIFRS proposed 3 key changes to crewing arrangements:

- A change in the crewing model at Variable Crewing (VC) stations to Day Crewing (DC);
- The introduction of DC in 4 Retained Duty System (RDS) Fire Stations identified through risk profiling; and
- A change in the Wholetime personnel 2-2-4 shift pattern to align with the proposed DC shift.

In 2014/15 NIFRS developed a risk model which enables the calculation of risk levels within a specified geographic area based on operational activity and life risk in terms of fatalities, casualties and rescues.

Application of the risk model has identified a number of Fire Stations where the current crewing model is not appropriate to the level of risk in the local area. The model identified 4 Station Areas, solely resourced by RDS Firefighters, which would benefit from additional Wholetime operational cover; namely Enniskillen, Strabane, Dungannon and Downpatrick.

NIFRS Risk Calculation Model has identified a comparable level of risk in the existing 7 VC Fire Stations: Newtownards, Portadown, Coleraine, Carrickfergus, Antrim, Armagh and Omagh. A reduction in Wholetime Firefighter cover is now proposed for these Fire Stations which will enable the redeployment of Wholetime resources to the 4 RDS stations referred to above.

NIFRS also proposed to realign the start and finish times of the Wholetime Firefighter 2-2-4 shifts with the DC shifts. This will enable the movement of Firefighters to meet temporary crewing shortfalls or redeployment on a longer term basis where necessary to meet changes to the risk profile of Northern Ireland.

What is it trying to achieve? (intended aims and outcomes)

The aims of the Proposals are to:

- 1. Introduce a change in shift pattern for Wholetime Firefighters on VC stations to a DC pattern.** This will reduce the daily shift at each of the 7 Variable Crewing Stations by 2 hours per day, Monday to Friday, with a return to 24 hour RDS cover on a Saturday and Sunday. VC Wholetime personnel currently work a 12 hour period from 07:30 to 19:30 hours, 7 days per week. Outside of these hours (19:30 to 07:30 hours) the VC stations rely entirely on RDS Firefighters to respond to incidents. The proposed working hours for the Wholetime DC will be from 08:00 to 18:00 hours, Monday to Friday. This will allow for a single watch system with Firefighters working a 42 hour week, in line with all other Wholetime Firefighter shift patterns, within a 50 hour 5 days per week pattern. It does not mean that the Fire Stations will not have response capability outside of the newly proposed hours; any reduction in Wholetime Firefighter hours will be covered by the station's RDS Firefighters.
- 2. Redeploy available Wholetime Firefighter resources to facilitate the introduction of DC in Enniskillen, Strabane, Dungannon and Downpatrick Fire Stations.** The 4 RDS stations identified as warranting additional operational service delivery resources to deliver increased community prevention and protection work have a similar risk level to NIFRS 7 VC stations. This wider spread of Wholetime personnel will bring the additional benefit of faster emergency response times in the 4 RDS Station Areas during the DC hours.
- 3. Permanently realign the start and finish times of NIFRS Wholetime shifts.** The current Wholetime 2-2-4 shift pattern involves two day shifts from 09:00 to 18:00 hours and two night shifts from 18:00 to 09:00 hours. The proposed DC shift is from 08:00 to 18:00 hours. The proposed realignment will increase the day shift at the 2-2-4 Wholetime Stations by 1 hour and reduce the night shift by 1 hour (08:00 to 18:00 hours on day shift and 18:00 to 08:00 hours on night shift). The additional hour at the start of each shift will enhance capacity to complete non-emergency community engagement activities and realign 2-2-4 crewing with the proposed day shift, enabling NIFRS to deploy resources to match risk.

Are there any Section 75 categories which might be expected to benefit from the intended proposal?

YES	NO	N/A
X		

If YES, explain how:

The proposed change to crewing arrangements impacts primarily on operational employees at the affected Fire Stations. In terms of Section 75 profile of the workforce, it is recognised that women are significantly under-represented in the number of Firefighters employed. NIFRS provides an emergency response availability to the community 24/7, 365 days per year and, in doing so, it is recognised that operational employees are required to balance domestic/family responsibilities with working a range of shift patterns or as RDS personnel.

Initial screening considered the proposed alignment of Wholetime and DC hours and how this may support increased flexibility for approval of annual leave through 'out-duty' (the movement of Wholetime Firefighters between Stations). The impact for Wholetime Firefighters of realigning the shift pattern to a Wholetime Day Crewing pattern requires a change in start and finish time and it is recognised that this may necessitate changes to domestic routines.

The proposed changes are viewed as having a positive impact on local communities. A Wholetime presence will be maintained in the 7 VC stations to continue to deliver community prevention and protection work. The addition of DC to the 4 RDS stations will provide Wholetime personnel in 4 more areas increasing the spread of Wholetime resources across Northern Ireland with the potential to carry out additional community safety work and reduce risk. The introduction of DC may result in an increase in emergency response times during the hours previously covered by Wholetime under the VC. NIFRS has examined the numbers and types of incidents during these periods and data indicates that there should be a minimum impact on response to life risk calls. Conversely the 4 RDS station areas will benefit from potentially faster emergency response times during DC hours with Wholetime personnel available to respond immediately.

Who initiated or wrote the proposal?

The proposed changes to NIFRS crewing arrangements have been developed by the NIFRS Operations Risk Management team

Who owns and who implements each element of the proposal?

NIFRS Operations Management team is responsible for overseeing the change to crewing arrangements. This will be delivered through an integrated approach between Human Resources, the Operations Directorate and Area Command teams.

Implementation factors

Are there any factors which could contribute to/detract from the intended aim/outcome of the proposal?

YES	NO	N/A
X		

If YES, are they

Financial? YES/NO (If YES, please detail)

Financial factors that would contribute to successful implementation of the proposal to change NIFRS crewing arrangements:

- Sustained allocation of appropriate budget to NIFRS to allow implementation of changes to crewing arrangements

Financial factors that would detract from successful implementation of the proposal to change NIFRS crewing arrangements:

- Potential for unforeseen significant in-year cuts that negatively impact on planned activities.

Legislative?: YES/NO (If YES, please detail)

Legislative factors that would contribute to successful implementation of the proposals to change crewing arrangements:

NIFRS service delivery is underpinned by the following legislation:

- The Fire and Rescue Services (Northern Ireland) Order 2006 (increased NIFRS duties to other response activities over and above extinguishing fires e.g. Road Traffic Collisions and an increased focus on community engagement and fire safety activities).
- The Fire and Rescue Services (Emergencies) Order (Northern Ireland) 2011 (extended NIFRS statutory responsibility to include Chemical, Biological, Radiological and Nuclear (CBRN), Search and Rescue (SA), serious flooding and serious transport incidents).
- The Fire Safety Regulations (Northern Ireland 2010) (shifted focus from previous prescriptive fire safety legislation to a more risk-based approach).
- The Civil Contingencies Act 2004 (Northern Ireland Civil Contingencies Framework) (provides guiding principles for 'blue-light' organisations to manage procedures within the stages of large scale multi-agency events).

Continued overleaf

Legislative factors that would contribute to successful implementation of the proposals to change crewing arrangements:

Continued....

NIFRS also has statutory compliance responsibilities under health and safety legislation/codes of practice, employment law, equality and anti-discrimination legislation (emphasis on disability, age and race) and European Directives including:

- The Health and Safety at Work (Northern Ireland) Order 1978
- Corporate Manslaughter and Corporate Homicide Act 2007
- The Northern Ireland Act 1998 (Section 75 and Schedule 9)
- European Working Time Directive (Working Time Regulations (NI) 1998)
- Employment Rights (Northern Ireland) Order 1996
- Employment (Northern Ireland) Order 2003.

Legislative factors that would detract from successful implementation of the proposals to change crewing arrangements:

Any instance where NIFRS breaches the above provisions resulting in litigation against the Service, or where NIFRS is impeded in fulfilling its statutory compliance by the actions of other parties or due to budget constraints.

Other, please specify:

Other factors that would contribute to successful implementation of the proposal to change crewing arrangements:

- Clear communication, implementation plan and review mechanism for crewing changes
- Evidence of meaningful engagement with employees and stakeholders
- NIFRS Board/Corporate Management Team approval
- Buy-in and support from Area Command Teams and operational employees
- Support and endorsement from Representative Bodies
- Department of Health acknowledgement of plans and desired outcomes
- Continued resourcing of Operations Risk Management function and the capacity to continue comprehensive and up to date risk analysis activities
- Continued availability of RDS Firefighters
- Ability of NIFRS to maintain 'Establishment' levels and appropriately resource the operational structure
- Ability of NIFRS to carry out the required work at the 4 RDS stations to accommodate DC

Continued overleaf

Continued....

Other factors that would detract from successful implementation of the proposal to change crewing arrangements:

- Failure to communicate and engage with relevant stakeholders on the proposal and intended outcomes
- Resistance from directly affected employees
- Lack of agreement with the Representative Body
- Lack of Corporate Management Team/NIFRS Board approval
- Lack of Department of Health acknowledgement of plans and desired outcomes
- Insufficient available RDS Firefighter cover
- Failure to maintain up to date risk data
- Failure to maintain Establishment levels or to progress Retained Firefighter recruitment, where necessary
- Failure to monitor implementation and impact of the change of shift pattern
- Failure to make the necessary changes to the RDS properties to accommodate DC

Governance

In addition to its statutory obligations, NIFRS must also comply with corporate governance requirements set by the sponsoring body, the Department of Health.

- Managing Public Money NI
- Financial Reporting Manual
- Controls Assurance Standards
- Management Statement and Financial Memorandum
- Code of Accountability for NIFRS Board Members 2013

Main stakeholders affected

Who are the internal and external stakeholders (actual or potential) that the proposal will impact upon?

Employees:

- Operational employees, particularly at the 7 VC and 4 RDS stations
- Operations Risk Management team who carry out risk analysis
- Area Command and District Management and Support teams
- Establishment Officers
- Regional Control Centre employees
- Representative Bodies
- HR and Wages functions
- Finance team for allocating and monitoring budget
- HR team for operational and support staff resourcing

Service users:

Northern Ireland public as a whole, in particular the communities served by the 11 Stations affected by the proposed changes from VC to DC and RDS to DC.

Other public sector organisations:

- Department of Health (NIFRS sponsoring body) and other government departments e.g. Department of Finance, Department for Communities, Department for Infrastructure
- Local Councils
- Other partner agencies – Police Service of Northern Ireland, Northern Ireland Ambulance Service, Her Majesty's Coastguard,
- Fire Services in the Republic of Ireland with cross-border reference with NIFRS, particularly in the area near Strabane Fire Station which is proposed to change from RDS to DC
- Fire and Rescue Services in United Kingdom
- Equality Commission for Northern Ireland.

Voluntary/community/trade unions:

- Section 75 representative groups in the community
- Fire Brigades Union, Retained Firefighters Union
- Also individuals and groups on the current NIFRS Equality Consultee list.

Other, please specify:

- Local community representatives
- Councillors/MLAs/Ministerial Special Advisers
- Members of Community Safety Partnerships and local forums on race, age and disability.

Other policies with a bearing on this proposal

What are they and who owns them?

The proposed change to crewing arrangements is linked to:

- NIFRS Integrated Risk Management Plan 2016-2021 (Operations Directorate)
- NIFRS People at Risk Strategy (Community Protection Directorate)
- Prevention and Protection initiatives (Community Protection Directorate)
- Human Resources Strategy (HR & Training Directorate)
- Organisational Change Policy for Uniformed Employees (HR Directorate)
- NIFRS Equality Scheme (HR & Training Directorate)
- Retained Availability Policy (Operations Directorate)
- Voluntary Transfer Policy (HR Directorate)

Available evidence

Evidence to help inform the screening process may take many forms. Public authorities should ensure that their screening decision is informed by relevant data.

What evidence/information (both qualitative and quantitative) have you gathered to inform this policy? Specify details for relevant Section 75 categories.

Section 75 Category	Details of Evidence/Information
<p>Between men and women generally/ age/</p> <p>All 9 categories</p>	<p><u>NIFRS Risk Assessment Methodology</u></p> <p>NIFRS introduced a Risk Assessment Methodology which considers a number of metrics to support the evaluation of service delivery and how enhanced outcomes are achieved for the community by having trained skilled resources in the right place at the right time. The metrics include:</p> <ul style="list-style-type: none"> • Incident data (the number, type and location of emergency calls) • Risk modelling software - Fire Service Emergency Cover (FSEC) outputs • Census and demographic data • Geographic mapping of station locations, road networks and travel times • Internal NIFRS performance metrics • Firefighter availability data <p>NIFRS has researched and developed 67 individual station area profiles. These include a quantitative and qualitative analysis of the above metrics and provide NIFRS with a comprehensive understanding of the local community, property, infrastructure and geography particular to each station area.</p> <p><u>NIFRS Integrated Risk Management Plan (IRMP) 2012-2015</u></p> <p>Under the IRMP 2012-2015 NIFRS completed an assessment of community risk from fire & rescue related emergencies across Northern Ireland. The updated risk profile identified that the emergency response provision in some areas is disproportionate to the level of risk and provision in other areas.</p> <p>Proposals 3 and 4 of the IRMP 2012-15 referred to enhancing NIFRS emergency response capability to address current and emerging risks to community safety and to reflect public expectation. NIFRS also needed to ensure the effective and efficient use of resources by developing and implementing a service delivery model which reflected community risk, enhanced by effective performance management.</p> <p>Currently, the level of risk in some RDS Fire Stations warrants the introduction of Wholetime Firefighters to increase the delivery of community education activities (known as prevention and protection activities). The presence of a Wholetime element on these Stations would also make the station more accessible to the community and provide a faster emergency response during the DC hours.</p>

Incident data

NIFRS Regional Control Centre data on NIFRS response to incidents show the overall demand for emergency response has decreased for the period 2010-2015. However, the overall number of fatalities and casualties has increased during this period.

Race

The risk profile of Northern Ireland has changed over time with a growing population, particularly in the over 65 year olds, increasing numbers of ethnic groups and internal migration. The types of incidents NIFRS attends has also changed with increased statutory responsibilities and the majority of incidents involving fatalities/casualties are Road Traffic Collisions and other types of Special Service Calls. Major fires in dwelling properties remain a high life risk.

Age

The Section 75 Screening Consultation – Proposed Change to NIFRS Crewing Arrangements document contains risk analysis tables and data. This information informed the Operations Directorate proposals to deploy Wholetime personnel to an additional 4 RDS stations. The development of a risk model which analyses 5 years of incident data (2010/11 to 2014/15) has been fundamental in calculating the base risk in each station area. The risk model weights life risk incidents and takes account of all other emergency response incidents to gauge the level of risk in each station area.

Station Area Profiles

NIFRS 67 station area profiles supplement the risk model ensuring a comprehensive approach to understanding local community risk. These profiles consider the following data and information:

Fire Sector Reports

A number of Fire Sector Reports relating to learning outcomes from Firefighter fatalities and injuries identified the priority need for Risk Critical Information to be available to enhance firefighter safety. Time must be invested in a structured approach to gathering operational intelligence, training Firefighters and enhancing skills and knowledge relevant to the 'risk profile' of station areas.

Between men and women generally

- Fire Brigades Union, 2008. *In the line of duty – Firefighter deaths in the UK since 1978*. Labour Research Department.
- Watterson, A., 2015. *Firefighter fatalities at fires in the UK: 2004-2013: Voices from the fireground*. Fire Brigades Union (FBU). Watterson A (ed.). University of Stirling.
- Health & Safety Executive, 2010. *The Management of Health & Safety in the GB Fire & Rescue Service - Consolidated Report based on the 8 inspections completed by HSE in 2009/10*. Health & Safety Executive
- Communities & Local Government, 2009. *Fire & Rescue Service Circular 18/2009: Firefighter Safety at Operational Incidents*. Communities & Local Government.

Age at which people are considered more at risk

Development of the NIFRS People at Risk Strategy considered research and analysis of fatal fires in Northern Ireland over a 15 year period, along with best practice within UK Fire and Rescue Services and academic research into fatal dwelling fires. This has resulted in a revision to the age at which people are considered more at risk.

Age

- (Harpur, A, 2014. *A Detailed Investigation Into Occupant Behaviours and Influencing Factors Surrounding Fatal Dwelling Fire Incidents in Northern Ireland*. Doctorate of Philosophy. University of Reading).

Fire Fatalities In NI Over A 15 Year Period (1 Jan 2000 to 18 Oct 2015)

Age	Number Dwelling Fatalities	%
0-18	12	8%
20-29	8	5%
30-39	13	9%
40-49	12	8%
50-59	32	21%
61+	71	47%
Unknown	3	2%
TOTAL	151	100%

Race

NIFRS risk profiling work involves mapping Census data showing where people at risk live cross-referenced against historic incidents of dwelling fires. Maintaining a provision of Wholtime resources in the 7 Variable Crewed stations and redistributing some Wholtime resources to 4 additional Retained Duty System station areas will enhance NIFRS capability to deliver community safety initiatives to those most at risk.

Equality data

In developing the proposed changes to crewing arrangements, Operations Management focused on the risk analysis information for each of the 11 stations recommended for a review of resource allocation on the basis of similar risk levels. In support of screening activity Operations Management were also advised of the following sources of information:-

Disability

- The 2011 NIFRS Equality Scheme reference to cross cutting themes identified for service users across the Health & Social Care and Public Safety (downloadable from www.nifrs.org/equality)
- The Equality Commission for Northern Ireland Statement on Key Inequalities in Northern Ireland October 2007. [http://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/Keyinequalities\(F\)1107.pdf](http://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/Keyinequalities(F)1107.pdf)
- Low level of participation and inclusion across all section 75 groups, (Source: Article 55 Review Statement of Key Inequalities in NI ECNI 2007)

Between men and women generally

Race

- Inequality for service users who are not fluent in English (Source: Ethnicity, Equality and Human Rights: Access to H&SS in NI; Race Equality in Health & Social Care ECNI, DHSSPS; Life as a Stranger – Personal Stories of Migrants to NI)
- Barriers to employment for marginalised groups (Source: ECNI Statement on Key Inequalities in NI Employment Inequalities in an Economic Downturn 2010)

Age	<ul style="list-style-type: none"> • Potential inequitable treatment of staff at the upper end of the age profile (Source: Phasing Out the Default Retirement Age Consultation DWP, BIS 2010) • Road traffic collision statistics for 2015 indicate that a quarter of all deaths or serious injuries on our roads have impacted on the 16-24 age group. The wider distribution of Wholetime personnel in these proposals will increase NIFRS capability to work with our partners to deliver Road Safety messages to those most at risk across more of Northern Ireland.
People with dependants	<ul style="list-style-type: none"> • Challenges of shift patterns for a 24/7 emergency service for those with caring responsibilities (Source: Engagement with stakeholders, Representative Bodies, previous consultation on Variable Crewing and revisions to shift patterns)
Between men and women generally	<p><u>Northern Ireland population data</u></p> <p>The proposal to increase the spread of Wholetime resources into 4 Retained Duty System (RDS) station areas enable NIFRS to continue to balance resources against a growing population across all parts of Northern Ireland. Northern Ireland Statistics and Research Agency (NISRA) Review of the Statistical Classification and Delineation of Settlements March 2015 bands the areas served by the 4 RDS stations as medium sized towns. The proposal to introduce Day Crewing in these 4 RDS stations will see NIFRS provide Wholetime firefighters in 50% of the medium sized towns in Northern Ireland.</p>
Religious belief	<p>The Northern Ireland Census 2011 states the Usual Resident Population at 1,810,863. The current gender composition of the population is 49% male and 51% female. In terms of religious belief, 48% of the population is Protestant or brought up Protestant; 45% is Roman Catholic or brought up Roman Catholic and 5.6% declared as not belonging to or having been brought up in a religion. The other main census groups are detailed overleaf:</p>

Age

Age

0-4	6.87%
5-7	3.74%
8-9	2.41%
10-14	6.57%
15	1.36%
16-17	2.84%
18-19	2.77%
20-24	6.96%
25-29	6.85%
30-44	20.65%
45-59	19.21%
60-64	5.21%
65-74	8.04%
75 -84	4.79%
85-89	1.17%
90 +	0.56%

Race

Ethnic Group

White	98.21%
Chinese	0.35%
Indian	0.34%
Mixed	0.33%
Other Asian	0.28%
Black African	0.13%
Irish Traveller	0.07%
Pakistani	0.06%
Black Other	0.05%
Bangladeshi	0.03%
Black Caribbean	0.02%
Other	0.13%

Marital status

Sexual orientation

Marital & Civil Partnership

Single	36.14%
Married	47.56%
In a registered same-sex civil partnership	0.09%
Separated (but still legally married or still legally in a same sex partnership)	3.98%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	5.45%
Widowed or surviving partner from a same-sex or civil partnership	6.78%

Main language

English	96.86%
Polish	1.02%
Lithuanian	0.36%
Irish (Gaelic)	0.24%
Portuguese	0.13%
Slovak	0.13%
Chinese	0.13%
Tagalog/Filipino	0.11%
Latvian	0.07%
Russian	0.07%
Malayalam	0.07%
Hungarian	0.06%
Other	0.75%

NIFRS risk profiling involves analysis of incident data against groups in society to identify if there are people more at risk from particular types of incidents. This enables the most effective and efficient use of resources in targeting and reducing risk

The NIFRS workforce is 90% male and 10% female. Of total employees 55% are Protestant, 40% are Catholic and 5% non-determined. The minority ethnic composition remains at 0.2% and 6% of employees consider themselves to have a disability (taken from a Section 75 staff profile survey). The current economically active ethnic population (migrant or second generation ethnic) in Northern Ireland is 0.7%. Of the uniformed workforce, 97.2% are male and 2.8% are women.

Population projections for Northern Ireland mid 2014 to mid 2039

http://www.nisra.gov.uk/archive/demography/population/midyear/MYE14_Bulletin.pdf

Projecting demographic changes is critical to risk analysis and the future allocation of resources. In order to maintain an equitable level of risk based service, NIFRS monitors population projections for the whole of Northern Ireland and within smaller communities.

Population projections for Northern Ireland mid-2014 to mid-2039, published by NISRA in October 2015 indicate:-

- In the first 10 years to mid-2024, the population is projected to increase to 1.939

million (an increase of 5.3%); rising again to 1.974 million by mid-2029 (an increase of 7.3% from mid-2014). The 1.9 million milestone is projected to be reached by 2020, with the 2 million milestone being reached by mid-2034.

- The population is projected to increase to 2.021 million in the 25 year period from mid-2014 to mid-2039, an average annual rate of growth of 0.4%. Natural growth is projected to be the main driver of this 180,800 population increase, with 169,300 more births projected than deaths.

- The population aged 65 and over is projected to increase by 74.4% to 498,500 people from mid-2014 to mid-2039 with the result that one in four people (24.7%) will be in this age category. The population aged 85 and over projected to increase by 157.3% to 88,600 people over the same period, which will see their share of the population increase from 1.9% to 4.4%. This information is of relevance to our People at Risk Strategy and in particular will assist in making the most effective use of Wholetime resources allocated to the DC stations.

- These projections show the real impact of the marked increase in the size of the population at older ages. The proportion of the population aged 65 and over is projected to overtake that of children (those aged 0 to 15 years) by mid-2028 (20.4% and 19.8% respectively).

- The Northern Ireland population is projected to grow by 9.8% by mid-2039, compared to a growth of 15% for the UK as a whole.

The Northern Ireland Census 2011 indicates 49% of the population are men and 51% women. Various studies also estimate between 115 and 160 people who self-identify as transgender, although these figures are likely to be an underestimation (Source: McClenahan, 2012).

Housing and Communities Inequalities in Northern Ireland June 2015

<http://www.equalityni.org/ECNI/media/ECNI/Publications/Delivering%20Equality/HousingInequalities-FullReport.pdf>

Data on access to housing in Northern Ireland is contained in the Northern Ireland House Condition Survey 2009 and referred to in the Census 2011. This shows owner-occupied as the most dominant tenure of households (with either a male or female 'household reference' person); although the proportion of female 'household reference' person households was 12.7 % points lower than that for males. Whilst, an equal proportion of households headed by a male and female 'household reference' person lived in the private rented sector (19.9% for each, respectively), a greater proportion of households headed by a female household reference person lived in the social housing sector compared to those with a male household reference person (19.9% compared to 11.3%) respectively.

Census 2011 also shows that households with female 'household reference' persons account for a greater proportion of the social rented sector, than households headed by males. While 62.1% of all owner-occupied homes had a male household reference person, only 37.9% of this tenure type had a female household reference person. In contrast, 56.5% of 'household reference' persons in social housing were female, compared to 43.5% with a male household reference person.

The House Condition Survey 2009 shows that men are more likely than women to live on their own and comprise 63% of single adult households compared to

Age

Between men and women generally

women who make up 37%, but single women are more likely to be in owner-occupation (58%) than single men (38%). Conversely, single men are more likely to reside in the private rented sector (38%) compared to a fifth of single women, and are more likely to live in smaller homes than women, as 57% of lone women live in three bedroom homes compared to 43% of lone men.

NIFRS considers this information to be relevant as individuals living in social housing, and also those living alone are identified as being at a greater level of risk of fire in the home. This information is used to assist with targeting Community Safety work and ensuring that NIFRS resources are used to best effect.

Disability data

Disability

Using self-reported data the Census 2011 shows just over one in five of the resident population (20.7%) had a long-term health problem or disability which limited their day-to-day activities and 79.3% of the population did not. This is similar to information in the Northern Ireland Census 2001 (20.4%), and compares to 17.9% of people in England and Wales who self-reported a disability or life limiting illness in 2011.

Age

Many people may not wish to disclose or identify as having disabilities. This is highly stratified by age, as 70.9% of people aged 75 years old or over has a life limiting illness, although there are also 19,988 people in the 0-15 years age bracket (5.3%) and 32,278 16-34 year olds (7.6%) in Northern Ireland with life limiting illnesses.

Census 2011 records the most common long-term conditions in Northern Ireland include mobility and dexterity (11.4%), long term pain and discomfort (10.1%) and shortness of breath or difficulty breathing (8.7%). Of the 67,193 social housing households surveyed for the Continuous Tenants Omnibus Survey (CTOS), 36.6% had a disability or life limiting illness. Of these, 57% had a hidden physical disability, 51.2% had a physical disability and 17.7% had a mental health disorder (NIHE, 2013c).

Information relating to those with a disability is relevant to NIFRS as this demographic is also considered to be at a greater level of risk in the home and will assist with targeting Wholetime community activities.

Needs, experiences and priorities

Taking into account the information referred to above, what are the different needs, experiences and priorities of each of the following categories, in relation to the particular policy/decision? Specify details for each of the Section 75 categories

Section 75 Category	Details of Needs/Experiences/Priorities
Age Disability	<p>In considering those at risk in our community, NIFRS has identified the need for partnership agreements to be developed with a range of stakeholders from across the statutory, voluntary and community sectors. Acknowledging those to be at high risk and directly targeting these groups is a fundamental aspect of NIFRS community protection and prevention initiatives. Those considered at risk include older people; people with disabilities, those living in social housing, etc. This is important in realising the value of community safety work to reduce risk from the wider spread of Wholetime resources in the proposed Day Crewing model. The proposed increase of one hour at the start of the realigned Wholetime 2-2-4 shift should also enhance capacity to complete these activities and enable a more efficient deployment of Firefighter resources to match identified risks at a local level.</p> <p>Data analysed as part of development of both the NIFRS People at Risk Strategy and also the NIFRS IRMP 2016-2021 identifies 16 to 24 year olds as being a high risk group in relation to Road Traffic Collisions. NIFRS risk modelling takes account of this information when determining proposed hours for Wholetime resources and access to the people most at risk.</p> <p>NIFRS recognises that its corporate information should continue to be provided in accessible formats for people with sensory impairment or learning disability. NIFRS currently works in partnership with Leonard Cheshire Disability and Health & Social Care Trust Sensory Teams in taking forward community protection initiatives for people with disabilities.</p>
Sexual orientation	<p>There are limited data resources on the circumstances of people according to their sexual orientation. Sexual orientation is the only equality ground omitted from the NI Census and the other data resources are limited in their sample size. The Office for National Statistics Integrated Household Survey, has included questions about sexual orientation since 2009/10. In 2011/12 it was recorded that in the United Kingdom 93.6% of men and 94.2% of women identified as heterosexual or straight, and 1.5% of men and 0.5% women self-identified as Lesbian, Gay or Bisexual (LGB) (Gray, A. <i>et al.</i>, 2013). A greater proportion of younger people identified as LGB than older people; the greatest proportion of LGB people were in London (2.5%) and the lowest proportion in Northern Ireland (0.9%). NIFRS will continue to include stakeholders from the Lesbian, Gay, Bisexual & Transgender (LGBT) communities in all Section 75 consultation processes, including the proposed change to crewing arrangements.</p>
Racial group	<p>In relation to ethnicity and race, the Housing and Communities Inequalities in Northern Ireland Report (Alison Wallace, University of York June 2015) identified greater proportions of people from minority ethnic and migrant groups living in the private rented sector, especially Black households and people from the EU accession countries. While private renting has largely been accessible to minority ethnic and migrant groups allowing them to settle, there are indications</p>

Dependants

that landlords provide unsatisfactory information about tenancy rights and have imposed additional conditions on the tenancies of people from minority ethnic groups. Although a tenure with high residential mobility, high private rental costs can limit moves to areas minority ethnic groups perceive to be safer. In the social housing sector, some minority ethnic groups wait longer than the White population to be rehoused (Africans and households of mixed ethnicity), while others, Chinese and Irish Travellers, wait a shorter than average time.

The NISRA Statistical Bulletin published in March 2015 on Northern Ireland Household Projections outlines that between 2012 and 2037, there is a projected increase of 104,000 households, equivalent to 4,200 households per annum over the 25 year projection period.

The projected growth in households (14.7%) is greater than that of the population (9.9%), indicating a rise in the number of people living in smaller sized households between 2012 and 2037. The main drivers for this growth are the population in Northern Ireland continuing to age and the tendency for the older population to live in either one or two adult households without children. By 2037, these two household types are projected to account for 3/5ths (60.1%) of all households, in broadly equal proportions.

In contrast, the overall number of households with children is projected to decrease by 4.2% between 2012 (212,900 households) and 2037 (204,000 households), although an increase of 9,500 households of this type is projected during the first decade of this period. Each of the 11 Local Government Districts is projected to have an increase in the number of households between 2012 and 2037, ranging from 7.7% in Mid & East Antrim to 26.8% in Mid Ulster.

Proposals for Changes to NIFRS Crewing Arrangements are based on risk analysis. NIFRS risk analysis process recognises national research (Entec Pathfinder Trials 1999 – 2003) which reports a relationship between people living in social rented accommodation, people living alone, or in single parent families and an increased risk of dwelling fire. Data analysis and awareness of population growth and demographics is a key area in planning our community safety work and ensuring an adequate level of emergency response is provided in areas with significant risk levels. We will continue to identify those at risk at a local level to further inform how we allocate our resources.

Part 2: Screening Questions

Introduction

1. If the conclusion is **none** in respect of all of the Section 75 categories, then you may decide to screen the policy out. If a policy is 'screened out', you should give details of the reasons for the decision taken.
2. If the conclusion is **major** in respect of one or more of the Section 75 categories, then consideration should be given to subjecting the policy to an EQIA.
3. If the conclusion is **minor** in respect of one or more of the Section 75 categories, then consideration should still be given to proceeding with an EQIA, or to measures to mitigate the adverse impact; or an alternative policy.

Taking into account the earlier evidence, consider and comment on the likely impact on equality of opportunity / good relations for those affected by this policy, by applying the following screening questions and the impact on the group i.e. minor, major or none.

Screening questions

1. What is the likely impact on equality of opportunity for those affected by this policy, for each of the Section 75 grounds? Minor/Major/None		
Section 75 Category	Details of Impact of proposed change to NIFRS crewing arrangements	Level of Impact? Minor/Major/None
Religious belief	None identified for employees in relation to the changes to crewing arrangements.	None
Political opinion	As above.	None
Racial / ethnic group	<p>Positive impact envisaged for the community, as enhanced risk modelling will continue to provide more accurate data on community risk, enabling the identification of any correlation between fire and rescue service related risks and racial/ethnic groups. It will also improve the safety of all people in the community.</p> <p>An increased spread of Wholetime resources into the 4 Retained Duty System areas will also increase the community safety initiatives and interaction between NIFRS personnel and all members of the community building relationships and improving communication.</p>	None
Age	Positive impact envisaged for the community, as enhanced risk modelling will provide more accurate data on community risk. The 16-24 age group is already identified as 'at risk' and is recognised in NIFRS IRMP 2016-2021 Key Proposal 3. Also our risk analysis considers impacts for multiple identity groups within the 'at risk' categories e.g. older persons with disabilities, older or younger persons with caring responsibilities.	None
Marital status	None identified for employees in relation to the changes to crewing arrangements (see comment below at	None

	'Dependants').	
Sexual orientation	None identified for employees in relation to the changes to crewing arrangements.	None
Men and women generally	Positive impact envisaged for the community, as NIFRS capacity to carry out enhanced risk modelling will provide more accurate data on community risk and enable more effective targeting of resources.	None
Disability	Positive impact envisaged for the community, as enhanced risk modelling will provide more accurate data on community risk. Therefore, enabling more effective targeting of resources to those most in need and justifying community protection partnership working with agencies involved in disability sector.	None
Dependants	Positive impact envisaged for the community, as enhanced risk modelling will provide more accurate data on community risk. Therefore, enabling more effective targeting of resources to those most in need. During consultation a number of NIFRS employees have highlighted they will need to make adjustments to family domestic arrangements as a result of the proposed changes to shift pattern, or that they will seek to transfer to another Fire Station.	None

2. Are there opportunities to better promote equality of opportunity for people within any of the Section 75 categories?

Section 75 Category	If Yes , provide details	If No , provide reasons
Between men and women generally	<p>Women are evidently under-represented amongst the uniformed workforce. Changes to shift patterns will be managed under the Organisation Change Policy for Uniformed Employees. This has been subject to screening and consultation.</p> <p>Where there are particular issues for individual employees as a result of the changes, these will be considered in conjunction with the employee and relevant line management.</p>	None

3. To what extent is the policy likely to impact on good relations between people of different religious belief, political opinion or racial group? **Minor/Major/None**

Good Relations Category	Details of policy impact	Level of impact Minor/Major/None
Religious belief	None identified for employees in relation to the changes to crewing arrangements.	None

Political opinion	As above.	None
Racial group	None identified for employees in relation to the changes to crewing arrangements. The enhanced capacity for Prevention and Protection activities as a result of the proposed changes to shift times will support community education outreach. This includes providing support to minority ethnic groups and participation on local minority ethnic partnerships.	None

4 Are there opportunities to better promote good relations between people of different religious belief, political opinion or racial group?

Good relations category	If Yes , provide details	If No , provide reasons
Racial group	None identified for employees in relation to the changes to crewing arrangements. The enhanced capacity for Prevention and Protection activities as a result of the proposed changes to shift times will support community education outreach. This includes providing support to minority ethnic groups and participation on local minority ethnic partnerships.	

Additional considerations

Multiple identity

Generally speaking, people can fall into more than one Section 75 category. Taking this into consideration, are there any potential impacts of the policy/decision on people with multiple identities?

(For example; disabled minority ethnic people; disabled women; young Protestant men; and young lesbians, gay and bisexual people).

An example would be members of the community that we consider 'at risk', for example people who are disabled and minority ethnic; or older persons with disabilities. The list is not exhaustive.

Provide details of data on the impact of the policy on people with multiple identities. Specify relevant Section 75 categories concerned.

National research to support the Fire Service Emergency Cover (FSEC) risk modelling software carried out by Greenstreet Berman on behalf of the Department for Communities & Local Government identified a number of groups at greater risk of dwelling fires. These include:

- People over the age of 60 who live alone or have long term limiting illness
- People of all age groups living in social rented accommodation
- People with a disability living alone
- People who live alone and have dependents

General research on people at risk from dwelling fire identifies the following at risk groups:

- living in rented or mobile accommodation (Warda et al., 1999);
- living in areas of deprivation (Mulvanney et al., 2008, and Duncanson et al., 2002);
- having a low income (Istre et al., 2001);
- who are single parent families (Shai and Lupinacci, 2003); and
- who are elderly (Istre et al., 2003 and Mulvanney et al., 2008).

A combination of any of the factors above will increase the risk of injury or death as a result of a dwelling fire.

Part 3: Screening Decision

In light of your answers to the previous questions, do you feel that the policy should: (please underline one):

1. Not be subject to an EQIA (with no mitigating measures required)
2. Not be subject to an EQIA (with mitigating measures /alternative policies)
3. Be subject to an EQIA

If 1.or 2. (i.e. not be subject to an EQIA), please provide details of the reasons why:

Following stakeholder consultation decision has been taken to 'screen out' the proposed changes to NIFRS Crewing Arrangements with mitigation.

Consultation on the proposed changes to NIFRS crewing arrangements took place from 14 December 2015 to 14 March 2016. During this time the consultation team provided 68 awareness sessions throughout the 4 Area Commands and at Fire & Rescue Service Training Centre and Fire & Rescue Service Headquarters. Approximately 800 NIFRS employees attended these sessions and were given the opportunity to raise questions and comment on the proposals.

Audience	Presentations
Wholetime based in the current VC stations	14
RDS personnel based in VC and proposed DC stations	11
Pilot DC Watch in Enniskillen	1
2-2-4 Wholetime personnel	36
Wholetime personnel based on day duty shift pattern	2
Regional Control Centre (RCC) personnel	4
Total	68

NIFRS emailed 212 Section 75 equality consultees across Northern Ireland. Individual letters were sent to Members of the Legislative Assembly (MLAs) and local Councils including the offer of a presentation on the proposals. A total of 5 councils availed of this opportunity:

- Mid Ulster Council
- Armagh City, Banbridge and Craigavon Council
- Antrim and Newtownabbey Council
- Ards and North Down Council
- Derry City and Strabane Council

The proposals were made available to the general public on the consultation section of www.nifrs.org. Twitter and Facebook were used throughout to highlight the consultation process and promote interaction with stakeholders.

NIFRS received 29 written responses to the consultation exercise:

Type of Respondent	Number of respondents
NIFRS Employees	18
Representative Bodies	1
Local Councils	5
Members of the Public	2
Other Interested Parties	3
Total	29

Consultation responses to each of the 3 elements of the proposed changes were analysed and summarised under the 3 main respondents - Fire Brigades Union (FBU); MLA's and Local Councils and Employees. The key elements from each category were

FBU:

- The consultation process itself
- Proposal for changes to crewing arrangements based on budget constraints and not risk
- Reduction of cover in VC station areas
- Negative impact on emergency response times in VC stations
- Concern over differences in risk in VC station areas
- Hours for DC not based upon temporal analysis (hour of day and day of week)
- Proposals not based on FSEC risk methodology
- Proposals did not take into account Emergency Response Standards
- Support for the additional Wholetime personnel in the 4 RDS station areas

Councils and MLAs:

- Welcome for the additional emergency response proposed for 4 RDS station areas
- Concern over a perceived reduction in emergency response in the 7 VC station areas
- Queries over NIFRS risk analysis process
- Impact on Wholetime and RDS salaries
- Understanding for the need to balance existing resources against risk
- Support for the additional DC Stations
- Acknowledgement that NIFRS should have an equitable approach to assessing risk and providing resources
- NIFRS should recruit or ask for additional funds to allow an increase in personnel, although accepted not likely in the current economic climate
- Concern over reduced Retained involvement with community
- Queries regarding financial impact of the proposed changes

Employees and internal stakeholders:

- Acknowledgement that the VC model was not the most effective or efficient use of resources
- Questions regarding how future crewing would be implemented
- Concern over RDS assurance in providing emergency response during additional hours on the VC stations
- Limitation of current estate in the 4 RDS station areas to accommodate additional Wholetime
- Effectiveness of the DC Pilot in Enniskillen
- Potential for Retained Firefighters to crew the station
- Good use of resources and provided a better service to the community
- The financial impact of the proposed changes
- One anonymous response suggested that NIFRS reduce Wholetime cover and appliances from the 7 Wholetime/Retained stations located outside of Belfast and Derry-Londonderry and use resources to crew the 11 proposed DC stations with 8 personnel
- Support for the proposal to introduce the DC Stations
- Positive feedback on the use of presentations to communicate during the consultation process
- Personnel volunteering to work at the new DC stations
- Personnel concerned with being forced to transfer to the new DC stations

In relation to realigning the 2,2,4 Wholetime shift pattern to DC shift the FBU advised it was considering this proposal and would respond via normal industrial relations.

Councils and MLAs had very little discussion or comment on the realignment proposal.

Employees and internal stakeholders generally accepted the proposal. Individual comments were either positive or negative on the following aspects:

- Commute time to work
- Impact on domestic arrangements
- Workload for RCC

Consultees from NIFRS RCC stated that the additional 1 hour added to day shift may be detrimental to their health. As this is balanced by the reduction of one hour from night shift these comments relate to physical and environmental working conditions in the RCC which is outside the scope of this consultation.

In consideration of all of the above the NIFRS Board has now approved the implementation of the following changes in order to improve the effectiveness of service delivery based on risk:

- The introduction of Day Crewing to Stations in the towns of Dungannon, Strabane and Downpatrick. The Day Crewing pilot currently running in Enniskillen Station is also to be made permanent. With the exception of Enniskillen, the upgrade to Day Crewing will be implemented in 2017/18.
- The Variable Crewing Stations based in Carrickfergus, Portadown, Armagh, Newtownards, Omagh and Coleraine, where full time Firefighters work a 12 hour shift every day of the week, will change to Day Crewing*. These changes are anticipated to take place within this financial year, 2016/17.
- NIFRS will change the respective 2:2:4 day and night shifts from 09:00 to 18:00 hours and 18:00 to 09:00 hours to 08:00 to 18:00 hours and 18:00 to 08:00 hours across all relevant Stations. This change has no impact on emergency response provision to the public and will commence 1 January 2017.

**Day Crewing will provide full time Firefighters between the hours of 08:00 and 18:00 Monday to Friday. As well as having this full time resource, additional Retained Firefighters who provide an on call service are available 24 hours a day.*

If 2. (i.e. not be subject to an EQIA), in what ways can identified adverse impacts attaching to the policy be mitigated or an alternative policy be introduced?

Antrim Station has the highest level of risk across the existing VC Stations and NIFRS has therefore decided to maintain existing VC arrangements and will continue to monitor risk in this area.

To allow time to ensure adequate station facilities are in place at the 3 RDS stations (Downpatrick, Dungannon and Strabane) DC will be introduced during 2017/18.

Further engagement took place directly with station personnel to discuss the implementation of DC.

In light of these revisions, is there a need to re-screen the revised/alternative policy at a future date? YES / NO

If YES, when & why?

Not applicable

If 3. (i.e. to conduct an EQIA), please provide details of the reasons:

Not applicable

Timetabling and Prioritising EQIA

If 3, is the policy affected by timetables established by other relevant public authorities? YES / NO

If YES, please provide details:

Not applicable

Please answer the following questions to determine priority for timetabling the EQIA. On a scale of 1-3, with 1 being the lowest priority and 3 being the highest, assess the policy in terms of its priority for EQIA.

Priority criterion	Rating (1-3)
Effect on equality of opportunity and good relations	Not applicable
Social need	Not applicable
Effect on people's daily lives	Not applicable
Relevance to a public authority's functions	Not applicable

Note: The Total Rating Score should be used to prioritise the policy in rank order with other policies screened in for EQIA. This list of priorities will assist you in timetabling the EQIA. Details of your EQIA timetable should be included in the quarterly Section 75 report.

Proposed date for commencing EQIA: Not applicable

Any further comments on the screening process and any subsequent actions?

Screening was carried out by a dedicated team. An appropriate amount of time and resources was allocated to the process to facilitate stakeholder engagement.

Part 4: Monitoring

Effective monitoring will help identify any future adverse impacts arising from the policy which may lead you to conduct an EQIA, as well as help with future planning and policy development. You should consider the guidance contained in the Equality Commission's Monitoring Guidance for Use by Public Authorities (July 2007). The Commission recommends that, where the policy has been amended or an alternative policy introduced, then you should monitor more broadly than for adverse impact (See Benefits, P.9-10, paras 2.13 – 2.20 of the Monitoring Guidance).

Please detail proposed monitoring arrangements below:

The Operations Directorate annually reviews crewing arrangements in line with the review of community risk; organisational needs and budget limits. The impact of the crewing changes will be monitored by the Operations Directorate as part of this review.

Part 5: Approval and Authorisation

Screened by:	Position/Job Title	Date
Paddy Gallagher Adèle Davidson	Area Commander (Operations) HR Manager (Equality, Inclusion & Legal)	April/May 2016
Gary Thompson	Assistant Chief Fire Officer Operations	June 2016
Screening report finalised in July 2016 post-consultation		

Note: A copy of the Screening Report for each policy screened should be 'signed off' and approved by a senior manager responsible for the policy. The Policy Lead Officer will have involved the HR Manager (Equality, Inclusion & Legal) from the outset who will make the Report accessible on the NIFRS website following completion. This is in compliance with Equality Commission for Northern Ireland requirements.