

Cabinet

12 September 2019

Draft Integrated Risk Management Plan Action Plan 2019/20: Post Engagement and Consultation Report

Recommendations

That Cabinet:

- 1) consider the outcomes of the six-week Draft Integrated Risk Management Plan (IRMP) Action Plan 2019/20 communication, engagement and consultation process.
- 2) approve the IRMP Action Plan 2019/20.
- 3) approve an allocation of £602k from general reserves to address the issues identified by the HMICFRS report related to the work of the fire protection team. These funds will be held in an earmarked reserve to be drawn down by the service.

1.0 Background

- 1.1 The IRMP 2017- 2020 was approved by Council in July 2017 following a public consultation process. The detail around the actions that Fire and Rescue propose to implement is communicated through IRMP Action Plans.
- 1.2 The IRMP Action Plan 2019/20 is considered the key business plan for Fire and Rescue and takes into account a number of work streams with strategic importance. These include work being driven by the Memorandum of Understanding with West Midlands Fire Service, the HMICFRS Improvement Plan and the OOP2020 savings plan.
- 1.3 The IRMP Action Plan 2019/20 includes a range of actions, most of which can be considered normal continuous improvement activity. However, there is also an action that provided the opportunity for engagement at the very early stages of the proposal (to explore options for new fire station locations in the Nuneaton and North Warwickshire area) and a more developed proposal that required a specific piece of consultation (the provision of a new fire station to the south of Rugby).
- 1.4 Fire and Rescue, with support from Communications, Legal Services and the Strategic Consultation and Engagement Lead, planned and delivered a six-

week communication, engagement and consultation process that commenced on May 6 2019. The process incorporated the following elements:

- Three online surveys were hosted on the WCC website:
 1. Consultation on the proposal for an additional fire station in Rugby.
 2. Engagement on Nuneaton and North Warwickshire fire station locations.
 3. General feedback on the Draft IRMP Action Plan 2019/20.
- Meetings held with local elected representatives, including MPs, County, Borough, District and Parish councillors and local staff representative bodies.
- Drop-in sessions held at Rugby Town Hall and Rugby Library.
- Engagement with the local press and promotion of the online surveys across all Fire and Rescue and corporate social media and internal communications platforms.
- Engagement with key partners to advertise details of the consultation process across all communities and community groups and to display posters in public areas.

1.5 The Equalities Impact Assessment that was undertaken during the development of the IRMP 2017-20 was reviewed, and a specific Equalities Impact Assessment for action 2.1 (the provision of a new fire station to the south of Rugby) completed.

2.0 Key Issues

2.1 There were a total of 319 respondents across the three surveys:

165 for the consultation survey - the provision of a new fire station to the south of Rugby.

93 for the engagement survey - to explore options for new fire station locations in the Nuneaton and North Warwickshire area.

61 for the general Draft IRMP Action Plan 2019/20 feedback survey.

2.2 Overall, the proposed additional new fire station to the south west of Rugby was strongly supported by respondents to the survey and those attending the key stakeholder face to face meetings. However, that support was often clearly set in the context of concern about:

1. The adequacy of resources available at both the new and existing fire stations and the ability for Fire and Rescue to meet its response standards given the expansion within the Rugby borough.
 2. The impact that splitting existing resources will have on the centre and north of Rugby.
 3. The level of traffic congestion around the site of the proposed new fire station.
- 2.3 The two issues of adequacy of resources and the impact of splitting existing resources are inextricably linked. Splitting of resources from the central Rugby fire station site at Corporation Street will provide a larger footprint within which the first fire engine can attend a life risk incident. This extended footprint will include the area of new development to the south west of Rugby. The consequence of splitting existing resources is that the reinforcing second fire engine may take longer to arrive to an incident located in the north of Rugby. The proposal being made provides the optimal distribution of fire engines for attending life risk incidents that can be achieved with existing resources. To extend the footprint for first fire engine attendance within ten minutes whilst also maintaining the current performance for supporting fire engine attendance would inevitably require an additional fire engine and crew to be provided at the new Rugby South site.
- 2.4 The Rugby Borough Local Plan states that “*the Rugby South West development will impose additional vehicular traffic on the wider highway network and within the town itself. Transport modelling identifies in particular a specific impact on the gyratory in the town centre*”. Effectively this would further slow response at peak times by fire engines from the current Corporation Street fire station. It is Fire and Rescue’s assessment that the traffic congestion issue is less pertinent to the area surrounding the site of the proposed new fire station than it is to the existing site at Corporation Street.
- 2.5 The site for the proposed new fire station is being offered by the developers of the Rugby South West development as part of a Section 106 (Town and Country Planning Act 1990) planning obligation agreement with the Local Authority. The costs of building the fire station are expected to be met by the developer. The narrative that supported the Draft IRMP Action Plan 2019/20 consultation process explained that the proposed new fire station would enable Fire and Rescue to meet its emergency response standard for the additional incidents that will be expected to occur across the Rugby South West development and its arterial roads. The response standard cannot be met from the Corporation Street fire station (see Background Paper ‘Ten Minute Response Footprints (Rugby)').
- 2.6 During the consultation one respondent suggested an alternative site to the east of the Rugby South West development. An alternative means of funding would need to be identified for building a new fire station in any other location than that included in the Section 106 agreement. Officers have subsequently considered this alternative location. It is Fire and Rescue’s assessment that

there would be no evidenced improvement in response using this location, when compared to the location proposed in the Draft IRMP Action Plan 2019/20 (see Background Paper 'Ten Minute Response Footprints (Rugby)'). Officers are of the opinion that the location proposed to the south west of Rugby provides the best-balanced response model across the county of Warwickshire, taking into account future building developments, the locations of other fire stations and optimal response times.

- 2.7 One respondent challenged whether this was a true consultation, stating that consultation should take place when there is still time to influence the policy outcome. The consultation narrative indicated that although the location proposed in the Draft IRMP Action Plan 2019/20 was the current preference, Fire and Rescue were open to other suggestions (see paragraph 2.5).
- 2.8 There were objections to the location being proposed for a new fire station on Symmetry Park to the south west of Rugby from a small number of local residents. Symmetry Park (itself part of the wider Rugby South West development) was included as a commercial development within the Rugby Borough Council Local Plan. Similar objections from local residents were made during the Local Plan full consultation process in autumn 2016. The Rugby Borough Council Local Plan was subsequently adopted in June 2019. There will be a further consultation process when application is made for planning consent for the new fire station.
- 2.9 Overall the proposal to explore the options for new fire station locations in the Nuneaton and North Warwickshire area was supported by the majority of respondents to the survey and those attending the key stakeholder face to face meetings; however, there were more balanced/nuanced views on whether or not we should actually implement changes to current fire station locations. There was recognition that it is necessary to review our service in terms of fire station locations, resourcing and the impact of a changing risk profile on the local environment and communities; however, there was a consistent theme that resources should be increased rather than spread out to meet changes to the risk profile. Fire and Rescue will continue to develop a strong evidence base and supporting narrative to enable communities to make final informed opinions on potential future fire station locations.
- 2.10 One of the anticipated benefits of the single control work stream with West Midlands Fire Service was that it may have provided for more efficient and effective emergency response across the geographical boundary between the two Fire and Rescue Services. This would have been particularly pertinent to any future review of fire station locations within the Nuneaton and North Warwickshire area. Given the decision to no longer progress the single control work stream, it is recommended that the wording of the Outcome/Benefit section of Action 2.2 'Explore the options for new fire station locations within the Nuneaton and North Warwickshire area' of the Draft IRMP Action Plan 2019/20 is changed to reflect a more inclusive approach that considers greater collaboration with 'neighbouring Fire and Rescue Services'.

- 2.11 Feedback provided through the general survey demonstrates that the actions contained in the Draft IRMP Action Plan 2019/20 were considered either very easy, easy or neither easy nor difficult to understand by 82% of respondents. The majority of respondents heard about the survey via social media. Online engagement was the most popular choice on how Fire and Rescue should engage with its communities.
- 2.12 Feedback received via social media channels replicates that of the online surveys and demonstrates broad support for the actions contained within the Draft IRMP Action Plan 2019/20. However, the evaluation of the social media responses should be treated with some caution as there may be an element of double counting if respondents also completed an online survey. The relatively low number of responses across all three surveys (319) could indicate that the overall themes may not be reflective of the wider community.
- 2.13 Notwithstanding the limited numbers reached through the combined consultation, engagement and communication activities, some quality feedback was received that will be used to inform future IRMP work, especially around action 2.2 'Explore the options for new fire station locations within the Nuneaton and North Warwickshire area'. The consultation analysis reports that are provided for members as background papers highlight all the feedback received from the consultation, engagement and communication process, and are available for members to consider as part of their decision-making process.

3.0 Financial Implications

- 3.1 The financial implications of the Draft IRMP Action Plan 2019/20 are incorporated into Fire and Rescue's ongoing financial and business planning and will be considered and reflected as part of the development of the council's Medium-Term Financial Strategy. One-off funding from general reserves of £602k will be used to create an earmarked reserve for use by the service to support the fire protection activities as set out in HMICFRS report considered by Cabinet on 22 January 2019. This funding will be drawn down by the service over a period of 2-3 years as and when the expenditure is incurred.

4.0 Next Steps

- 4.1 The majority of actions within the Draft IRMP Action Plan 2019/20 can be considered as normal continuous improvement activity, and progress against these is already in train within Fire and Rescue business plans.
- 4.2 Providing an additional fire station within the Rugby area is dependent upon the release of Section 106 funding from the site developers.
- 4.3 The feedback received in regard to action 2.2. 'Explore the options for new fire station locations within the Nuneaton and North Warwickshire area' will be

used to inform the detailed options analysis work that will be undertaken over the coming year. Fire and Rescue will provide more detail around any options that are developed in 2020/21 and will consult with the local community accordingly.

- 4.4 Work will shortly commence on developing the next iteration of the IRMP. A more integrated approach will be taken that will see the IRMP for 2020 onwards being developed within the framework of the Council's Corporate Plan, Medium Term Financial Strategy and transformation programme work streams. The next IRMP will be based on a wider range of data from across WCC and its partners and will make use of the new data analytical techniques being developed by the Business Intelligence team.

Background papers

None

Appendices

- A. Integrated Risk Management Plan (Key Business Plan) 2019/20
- B. WFRS Engagement Log
- C. Draft IRMP Action Plan 2019-20 General Survey Feedback Report
- D. Consultation on New Fire Station in Rugby Report
- E. Consultation on New Fire Station in Rugby Report: Appendix 1 (Verbatim Comments)
- F. Consultation on New Fire Station in Rugby Report: Appendix 2 (Additional Comments)
- G. Ten Minute Response Footprints (Rugby)
- H. Engagement Report on Exploring Options for Nuneaton and North Warwickshire
- I. Marcomms Consultation and Engagement Evaluation Report
- J. Equalities Impact Assessment: New Fire Station to the South Rugby

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The report was circulated to the following members prior to publication:

Local Members: N/A

Other members: Councillors Crump, Chattaway, Boad, O'Rourke, Cockburn, Phillips, Singh Birdi, Shilton, Timms, Fradgley, Roodhouse, Chilvers.

Appendix A - Integrated Risk Management Plan (Key Business Plan) 2019/20

IRMP Objective 1: Identify further opportunities to develop collaborative working with other blue light services to enhance efficiency, effectiveness and public safety.			
No	Action	Description	Outcome/Benefit
1.1	Implement a single Fire Control facility with another Fire and Rescue Service.	Our Action Plan in 2017/18 included the same objective, but full exploration of a number of possible options has required us to continue the action into 2019/20.	<ul style="list-style-type: none"> ● Improved efficiencies through collaboration and delivers a financial saving ● Improved operational resilience. ● Supports the efficiency and collaboration pillar of Home Office fire reform agenda.
1.2	Develop a multi-site training delivery model.	Being progressed within the terms of collaborative agreements with West Midlands Fire Service and other partners at sites at Stratford, Coventry and Kingsbury.	<ul style="list-style-type: none"> ● Improved efficiencies through collaboration. ● Improved operational standards, organisational resilience and safety. ● Supports the efficiency and collaboration pillar of Home Office fire reform agenda.

IRMP Objective 2: Continue to review the number, location and resourcing of our fire stations and fire engines.

No	Action	Description	Outcome/Benefit
2.1	Provide an additional fire station within the Rugby area.	<p>The requirement for a new fire station to the South of Rugby has been incorporated into the Rugby Borough Council Local Plan, and following public consultation is awaiting formal adoption.</p> <p>The proposed site is near the A45/M45 junction.</p> <p>A full explanation of what we wish to do and why will be provided in a specific piece of public consultation activity in spring 2019.</p>	<ul style="list-style-type: none"> • Identification of the optimum fire station locations that best enhance our response to emergencies, considering the impact of future housing and commercial developments. • Improved performance against our emergency response standards.
2.2	Explore the options for new fire station locations within the Nuneaton and North Warwickshire area.	<p>This action is in the very early stages of development, and a full explanation of what we wish to achieve and why will be provided as part of early engagement activity.</p> <p>We will provide more detail around any options we develop in 2020/21, and will consult with the local community accordingly.</p>	<ul style="list-style-type: none"> • Identification of the optimum fire station locations across the Nuneaton, Bedworth and wider North Warwickshire area that best enhance the use of our resources to respond to emergencies, deliver fire prevention activities and consider the impact of future housing and commercial developments. • Greater collaboration with neighbouring Fire and Rescue Services to provide a more efficient and effective level of emergency response across geographical boundaries.

2.3	Reduce whole time staff by 3 posts by changing crewing and rostering arrangements.	This action will modify staffing and working arrangements to provide improved efficiency without impacting on the level of service provided to the public.	<ul style="list-style-type: none"> • Delivery of a financial saving.
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IRMP Objective 3: Maximise the flexibility and utility of our workforce.

No	Action	Description	Outcome/Benefit
3.1	Deliver changes to duty systems, Incident Commander mobilising protocols and organisational management structure to provide the most effective level of service delivery within the available budget.	This action will modify staffing and working arrangements to provide improved efficiency and effectiveness in the level of service provided to the public.	<ul style="list-style-type: none"> • A resource model that provides optimum performance and flexibility within the available budget. • A more flexible and efficient use of resources. • An officer mobilising protocol that optimises the skills and experience of middle managers within the Incident Command structure.

IRMP Objective 4: Develop the use of emerging technology.

No	Action	Description	Outcome/Benefit
4.1	Implement the measures required locally to meet the requirements of the national Emergency Services Mobile Communications Programme (ESMCP)	Part of our continuous improvement activity.	<ul style="list-style-type: none"> • The provision of a replacement communication system that will ensure that the Fire and Rescue Service can communicate with other blue light services and responding agencies using the latest digital technology.
4.2	Develop and deliver the technology required to provide real-time video footage from incidents	Part of our continuous improvement activity.	<ul style="list-style-type: none"> • Live video is transmitted via mobile phone/tablet from the incident ground which can be accessed and viewed remotely to improve emergency incident management. • The use of body worn cameras provides a more efficient and value focused approach to the monitoring of Incident Commanders performance.
4.3	Explore the options for securing a drone capability for use at emergency incidents.	Part of our continuous improvement activity.	<ul style="list-style-type: none"> • A partnership approach is established that secures the use of aerial footage for emergency incident management.
4.4	Introduce an Automatic Vehicle Location System (AVLS)	AVLS is a GPS tracking system which provides the exact location of fire and rescue vehicles and enables our mobilising system to automatically propose the nearest appropriate resource to send to an emergency.	<ul style="list-style-type: none"> • Better use of our resources to respond to emergencies Improved performance against our emergency response standards.

4.5	Further develop our understanding of the implications and impacts of the High Speed 2 railway (HS2).	HS2 is the new high speed railway that will be routed through Warwickshire. Although not planned to be opened until 2026, main civil construction work will commence in 2019. We need to plan for and manage any risks within the County associated with construction sites, traffic and transient population etc.	<ul style="list-style-type: none"> Plans are in place to minimise the impact of construction of HS2 upon the safety of those living, working and travelling through Warwickshire.
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IRMP Objective 5: Use our capacity to improve wider community health and social care outcomes.

No	Action	Description	Outcome/Benefit
5.1	Provide a hospital to home service for vulnerable people.	This action is subject to funding from Public Health and is part of a 3 year strategy to support the Fire and Rescue Service to deliver wider community health and social care outcomes.	<ul style="list-style-type: none"> Transport people safely to their homes to assist with reducing the pressures and impacts on hospitals who would normally retain those patients for longer than required. This will also provide opportunities for WFRS to deliver fire prevention advice and safe and well checks to those people who need it most.

IRMP Objective 6 (New): Deliver continuous improvement activity as identified through the HMICFRS inspection programme

No	Action	Description	Outcome/Benefit
6.1	Implement and close the improvement plan we developed following the inspection by Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) in July 2018.	<p>Our HMICFRS Improvement Plan sets out how we intend to deliver improvements in the areas recommended to us following the inspection. The full action plan is available on our website. Some of the key actions are:</p> <ul style="list-style-type: none"> ● Deliver a more effective and efficient risk based building inspection programme and review our approach and readiness to deliver appropriate enforcement activity. ● Improve our understanding and appreciation of diversity strategy, training and approach. ● Improve our recruitment outreach activity to better target under-represented groups ● Develop our integrated risk management approach to make better use of the general engagement we have with the public. ● Increase the use of evaluation of prevention activity. ● Determine the effectiveness of our safeguarding strategy, policy and approach and identify gaps and 	<ul style="list-style-type: none"> ● An improvement plan is developed and delivered in line with the outcomes and recommendations of the HMICFRS on-site inspection that took place in July 2018. ● The objective of the nationally driven programme is to increase efficiency and effectiveness in Fire and Rescue Services.

options for change using expert help and best practice.

- Ensure we effectively monitor, review and evaluate our collaboration work and approach.
- Ensure that our contracts are managed appropriately by those responsible for them.

Appendix B

Warwickshire Fire and Rescue Service Engagement Log

Please complete an entry for every meeting you have where you discuss WFRS IRMP Action Plan

- **Action 2.1: Provide an additional fire station within the Rugby area, in line with the WFRS Asset Management Plan.**
- **Action 2.2: Explore the options for new fire stations locations within the Nuneaton and North Warwickshire, in line with our Asset Management Plan.**

Dear Colleagues,

The engagement log is a record of meetings in which the IRMP Action Plan is discussed.

The purpose is to evidence that we are engaging as widely as possible.

The aim of all such meetings is to encourage partners and stakeholders to complete the online questionnaire.

Please DO NOT think you need to write comprehensive notes in the engagement log about the content of your meeting.

Any notes should be as brief as possible.

DATE	WFRS OFFICER	MEETING WITH ?	MEETING LOCATION	NOTES
01.04.19	Ade Mallaban	WCC partners	Fire HQ	Overview of IRMP action plan given and WCC partners agreed to provide WFRS with a list of community events in May which we can attend to ensure we reach beyond the 'digital' community
02.04.19	Dave Pemberton Ade Mallaban	WCC Councillors	Nuneaton Fire station	Action 2.2: Cllr Kondakor and Cllr Clare Golby: DP explained that this was very much about seeking ideas and at an early stage - there is no specific detailed plan.: Generally agreed to the concept of keeping the same resources but have a different spread. Make sure you do it with people - not to them. Request to share draft IRMP survey questions.
03.04.19	Dave Pemberton Ade Mallaban	Nuneaton and Bedworth Borough Councillors	Nuneaton Fire station	Action 2.2: Cllr Hancox (NBBC - Bedworth) unable to attend but by e-mail stated his view that Bedworth residents would oppose the closure or relocation of Bedworth fire station. Cllr Kyle Evans (Bedworth Slough) DP explained that this was very much about seeking ideas and at an early stage - there is no specific detailed plan: KE understood overall concept and supported Bermuda Pk location Suggested that we obtained feedback from staff at Nuneaton / Bedworth fire stations.
10.04.19	Dave Pemberton Ade Mallaban	WCC / North Warwickshire Borough / Parish Councillors	Coleshill Fire station	Action 2.2: Attended: Julie Hobster, Dave Reilly, Mark Weatherley, Alan Vaughton, Keith Woodward, Richard Habgood, Steve Sorrell (WFRS) Cllr Reilly provided NW planning overview up to 2033 and beyond. Advised that we should continue to have a long term predictive approach to IRM planning, and should consider the massive HS2 implications in NW. WFRS should consider a potential multi blue light location, to include GP relocation opportunities, at a Coleshill site (allotments). Discussions would need to take place about this no later than 2020.
03.05.19	Dave Pemberton	MP North Warwickshire	Craig Tracey office	Action 2.2: Craig Tracey MP: Range of actions / ideas came from the meeting. Craig invited WFRS Station Commanders to surgeries in Coleshill and Bedworth.
09.05.19	Neil McElvenny Ade Mallaban	CREO Group	Coleshill Fire Station	This is national FRS group that shares best practice in consultation processes.
20.05.19	Neil McElvenny Ade Mallaban	General Public	Rugby Library	Action 2.1: Provided overview of IRMP action plan. Hard copy and on line Survey responses facilitated.
22.05.19	Dave Pemberton	Rugby Borough Councillors	Rugby Fire Station	Action 2.1: Cllr Adrian Warwick - WCC Fosse ward (also the new chair of Resources and Fire OSC)

Appendix B

Warwickshire Fire and Rescue Service Engagement Log

Please complete an entry for every meeting you have where you discuss WFRS IRMP Action Plan

- **Action 2.1: Provide an additional fire station within the Rugby area, in line with the WFRS Asset Management Plan.**
- **Action 2.2: Explore the options for new fire stations locations within the Nuneaton and North Warwickshire, in line with our Asset Management Plan.**

				<p>Cllr Jill Simpson-Vince - WCC Brownsover & Coton Park ward: RBC Coton & Boughton, portfolio holder for growth & investment. Cllr Sally Bragg - RBC Wlston & The Lawfords Cllr Julie Barrow - RBC Bilton Broad support, though some supported the need for additional resources rather than the splitting of existing.</p>
23.05.19	Neil McElvenny Ade Mallaban	General Public	Rugby Town Hall	Action 2.1: Provided overview of IRMP action plan. Hard copy and on line Survey responses facilitated.
24.05.19	Dave Pemberton	MP Nuneaton	Marcus Jones office	Action 2.2: Marcus Jones MP - supported action but would need to be presented with strong evidence base if the existing location of Nuneaton fire station was to be changed.
28.05.19	Ian Walker Ade Mallaban	General Public	Rugby Town Hall	Action 2.1: Provided overview of IRMP action plan. Hard copy and on line Survey responses facilitated.
05.06.19	Dave Pemberton Ade Mallaban	Rep Bodies	Nuneaton Fire Station	Action 2.2 Overview of relevant actions and discussion around fire cover implications. Attendees thought it important to concentrate on maintaining RDS availability at Bedworth and Polesworth to prevent cover moves by WDS pumps and detachments by WDS staff.
07.06.19	Dave Pemberton	MP Rugby	Rugby Fire Station	Action 2.1: Agreed with the concept of relocating fire engines outside of the town centre to maximise attendance times to the Rugby area, so would prefer if the site in the South West was implemented at the same time as a new site in the North.



Appendix C - Warwickshire Fire and Rescue Service

IRMP – Draft Action Plan 2019/20 Feedback Report

Date published July 2019

Report produced by Service Improvement Team - WFRS

BACKGROUND/METHODOLOGY

Residents and stakeholders were invited to provide feedback on our IRMP draft action plan 2019/20.

The feedback activity was carried out between 6th May and 16th June 2019. An online survey was hosted on the Warwickshire County Council consultation and engagement hub (Ask Warwickshire) and a paper copy was made available. This report presents the analysis of data from the completed survey.

KEY MESSAGES

- There were 61 respondents to the survey.
- People were asked how difficult or easy was it to understand the actions listed in the action plan. 25 (41%) of respondents said it was neither easy or difficulty, 24 (39%) said it was easy or very easy, 11 (18%) said it was difficult or very difficult and 1 (2%) did not answer.
- Overall the majority of respondents 43(63%) heard about the survey via social media (fire and rescue and county council platforms), and the county council website.
- On- line engagement was the most popular choice on how we should engage with our communities with 47 (77%) of respondents choosing on -line surveys and 28 (46%) choosing social media. Community events or meetings and open days were chosen by 22 (36%) and 18 (30%) respectively. Other options included paper surveys, visits to established groups, and newspapers.

RESULTS - RESPONDENT ANALYSIS

Respondent Profile

There were 61 responses to the survey. Figure 1 provides details of the profile of respondents. 51% of respondent were male and 38% were female. The majority of respondents were of working age (18-59) (54%) and 39% were in the 60 -74 year age group. 82% of respondents identified their ethnicity as 'white'.

Figure 1 – Respondent Profile

		Count	%
Gender	Female	23	37.70%
	Male	31	50.82%
	Non-binary	1	1.64%
	Prefer not to say	6	9.84%
		Count	%
Age in years	18 – 29	3	4.92%
	30 – 44	13	21.31%
	45 – 59	17	27.87%
	60 – 74	24	39.34%
	75 +	2	3.28%
	Prefer not to say	2	3.28%

		Count	%
Long standing illness or disability	No	47	77.05%
	Not Answered	1	1.64%
	Prefer not to answer	5	8.20%
	Yes	8	13.11%
		Count	%
Ethnicity	Asian or Asian British - Indian	1	1.64%
	Black or Black British - African	1	1.64%
	Gypsy or Traveller	1	1.64%
	Mixed - White and Asian	1	1.64%
	Other Asian Background	1	1.64%
	Prefer not to say	6	9.84%
	White	50	81.97%
	Count	%	
Religion	Buddhist	2	3.28%
	Christian	31	50.82%
	Hindu	1	1.64%
	Muslim	1	1.64%
	No religion	18	29.51%
	Prefer not to say	6	9.84%
	Spiritual	2	3.28%
	Count	%	
Sexuality	Bi / bisexual	2	3.28%
	Gay man	1	1.64%
	Gay woman / lesbian	2	3.28%
	Heterosexual / straight	46	75.41%
	Prefer not to say	10	16.39%
	Count	%	
Gender Identity	Bi / bisexual	2	3.28%
	Gay man	1	1.64%
	Gay woman / lesbian	2	3.28%
	Heterosexual / straight	46	75.41%
	Prefer not to say	10	16.39%

ABOUT RESPONDENTS

Reason for completing the survey

Respondents were asked which category they felt most accurately reflected the capacity in which they were responding to the survey. Figure 2 provides the details of the respondent categories.

The majority of respondents identified themselves as 'general public' 38(62%). A quarter of respondents, 15 (25%) identified themselves as either currently or previously worked for the Fire Service (12/20%) or as a family member of someone who currently or previously worked for the Fire Service (3/5%).

Figure 2 Number of respondents by category

Respondent Category	Number of Respondents	%
General public	38	62.30%
Family member of someone who currently or previously worked for the Fire Service	3	4.92%
Elected representative	7	11.48%
Currently or previously worked for the Fire Service	12	19.67%
Any other (please specify below)	1	1.64%
Grand Total	61	100.00%

Place of residence/work of respondents

The highest percentage of respondents (34%) lived in the North Warwickshire borough, 23% lived in Warwick district, 20% lived in Rugby borough and 13% lived in Stratford upon Avon borough. (Figure 3).

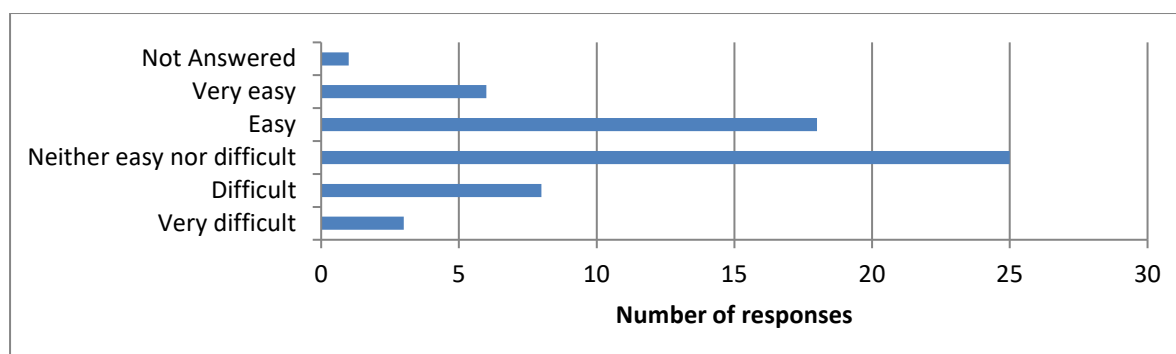
Figure 3 Number of respondents by resident/work location

District or borough where respondents live/work	Number of Respondents	%
Live / work outside Warwickshire	1	1.64%
North Warwickshire Borough	21	34.43%
Nuneaton & Bedworth Borough	4	6.56%
Rugby Borough	12	19.67%
Stratford on Avon District	8	13.11%
Warwick District	14	22.95%
Work Countywide	1	1.64%

HOW DIFFICULT OR EASY WAS IT TO UNDERSTAND THE ACTIONS LISTED?

Respondents were asked how easy or difficult it was to understand the actions listed in the IRMP draft action plan. The graph and table shown in figure 4 provides the details of the responses. 41% of respondents said it was neither easy or difficulty, 39% said it was easy or very easy, 18% said it was difficult or very difficult and 2% did not answer.

Figure 4 – How difficult or easy is it to understand the actions listed in the draft action plan?



How difficult or easy is it to understand the actions listed	Count	%
Difficult	8	13.11%
Easy	18	29.51%
Neither easy nor difficult	25	40.98%
Not Answered	1	1.64%
Very difficult	3	4.92%
Very easy	6	9.84%
Grand Total	61	100.00%

GENERAL FEEDBACK ON THE PLAN

Respondents were asked if they had any general feedback on the plan. There were 35 responses. Figure 5 describes the common themes and gives some illustrative examples of comments received. A full list of comments is available and can be provided on request.

Figure 5 – General Feedback

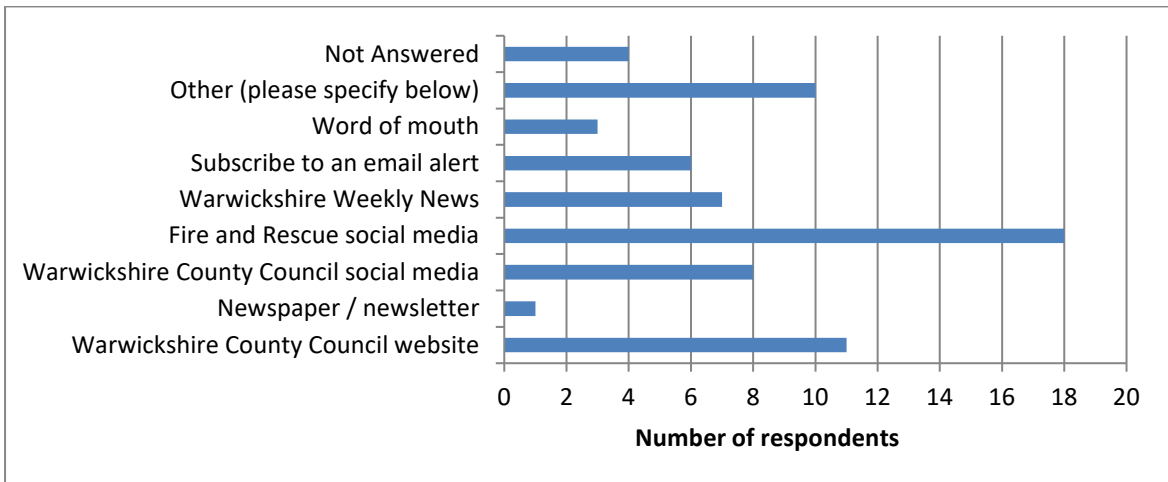
Theme	Description	Examples for illustration
Draft action plan presentation and format	Use language that is easily understood by communities and is jargon free	<i>'The information description is very difficult for communities to understand.'</i> <i>'Once again it uses jargon that the public do not understand. Unless you worked in the service it does not make sense. Plain English please!'</i>
Resourcing	Resourcing in terms of staff reduction	<i>'Shouldn't keep reducing full time staff as will put more pressure on those remaining unless increasing part time staff to more than cover (ie 3 full time should equal 6 part time, not 3 part time)'</i> <i>'Surely action 2.3 will impede public safety. The fire service is at its bare bones already, how does removing firefighters help the public.'</i> <i>We need more firefighters on the front line.'</i>
Core functions	Deliver core functions	<i>'The hospital to home service sounds interesting but is this a fore [sic] service role?'</i> <i>'Stick to emergency response and forget things like hospital transport. Front line is already bare bones, increase front line jobs and use them in the front line.'</i>
Trust/ Praise	Trust in fire service to make correct decisions	<i>'We are happy to rely on your expertise!'</i>

Collaboration	Cross border working with other fire services	<i>'More fire stations rather than one would seem to allow greater coverage and if linked with other services this would help' 'You don't say whether this is a natural progression, or if it an attempt to work within decreasing budgets. Fortunately I have not first hand been required to use the services of Fire and Rescue but that does not mean I am unaware. But I have experienced first hand the confusion caused by the combination of two Police Forces sharing assets and the problem of bordering with a third Police Force, so sharing assets causes me concerns.'</i>
Accessibility/ Infrastructure	Impact on rural areas and of HS2	<i>'More detail is needed on HS2 and the impact it will have on North Warwickshire' 'How does this plan improve the availability of the services and reduce response times for the needs of rural communities'.</i>

HOW DID YOU HEAR ABOUT THE SURVEY

The respondents were asked how they heard about the survey. Social media (fire and rescue and county council platforms) was the way in which the greatest number of respondents had heard about the survey followed by the county council website. The graph and table shown in Figure 6 provides the full details

Figure 6 - How did you hear about the survey?



Option	Total	%
Warwickshire County Council website	11	18.03%
Newspaper / newsletter	1	1.639%
Warwickshire County Council social media	8	13.11%
Fire and Rescue social media	18	29.51%
Warwickshire Weekly News	7	11.48%

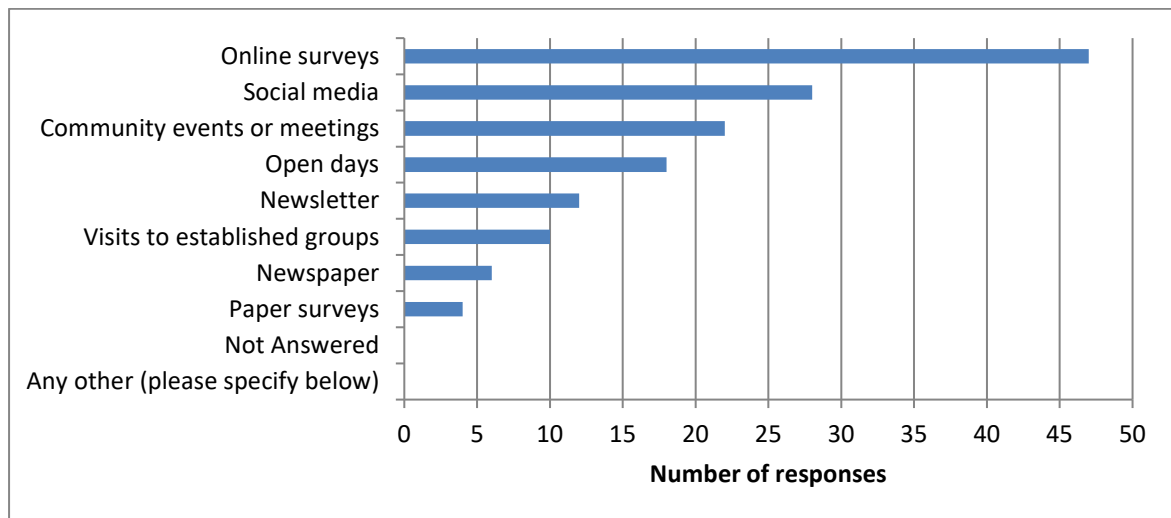
Subscribe to an email alert	6	9.83%
Word of mouth	3	4.92%
Other (please specify below)	10	16.39%
Not Answered	4	6.56%

Respondents were asked if they had heard about the survey elsewhere. There were 14 responses given. 6 respondents had heard via Facebook/twitter (social media), 4 had heard via e-mail circulation, 3 had heard via elected representatives (councillors) and 1 had heard face -to -face. If you take into account these comments, then the percentage of respondents that heard about the survey via our on -line presence increases to 63%.

METHODS OF ENGAGEMENT

The most popular methods for engaging with communities were identified as, on- line surveys, social media, community events and open days. The graph and table shown in figure 7 provides the full details

Figure 7 – How would you like us to engage with you?



Option	Total	%
Online surveys	47	77.05%
Social media	28	45.90%
Community events or meetings	22	36.07%
Open days	18	29.51%
Newsletter	12	19.67%
Visits to established groups	10	16.39%
Newspaper	6	9.836%
Paper surveys	4	6.557%
Any other (please specify below)	0	0%
Not Answered	0	0%

ADDITIONAL COMMENTS ON HOW WE SHOULD ENGAGE WITH COMMUNITIES

Respondents were asked if they had any other comments they would like to share with us on how Fire and Rescue should engage with communities. There were 22 responses. Figure 8 describes the common themes and gives some illustrative examples of comments received. A full list of comments is available and can be provided on request.

Figure 8 – Additional comments on engagement

Theme	Description	Examples for illustration
Alternative methods of engagement	Other engagement methods to consider	<i>'Face to face with an explanation'</i> <i>'More interaction with the Parish Council'</i>
Current engagement	The current engagement is considered positive	<i>'Keep communicating & talking to the people who rely on the service to keep them safe'</i> <i>'I think that community engagement is a real strength of Warwickshire Fire and Rescue.'</i>
	The current engagement is considered non-existent or insufficient	<i>'Does not seem to exist as far as the general public are concerned. The service only responds when contacted'</i>
Other issues not directly relating to engagement	Respondents commented on issues such as, rural accessibility, funding and the survey as a whole	<i>'Again my concern relates to the response times and availability of all services for rural communities particularly those on the outskirts of the region eg the rural villages of Avon Dassett, Farnborough and Tyson'</i> <i>'Time and time again firefighters are praised for the work that they do, yet management always survive any culling of positions and its always the guys at the sharp end that suffer'.</i> <i>'This survey is a waste of time, the majority of it is about the person completing it and not much at all about the risk management plan. It just seems to be ticking the diversity boxes'.</i>



WARWICKSHIRE FIRE & RESCUE SERVICE

CONSULTATION ON NEW FIRE STATION IN RUGBY 2019

Author: Rosie Smith

Date published: June 2019

Report produced by the Insight Service, Commissioning Support Unit

BACKGROUND / METHODOLOGY

The consultation follows the proposal to build a new fire station to the south of Rugby town centre located on Symmetry Park, north of the A45/M45 roundabout. The existing Corporation Street fire station has two appliances and crews. The proposal would involve re-locating one of the two fire appliances and crew from Corporation Street to the proposed new location.

The consultation on a new fire station in the south of Rugby was carried out between 6th May 2019 and 16th June 2019. An online survey was hosted on Citizen Space and was also made available in paper format. The survey was part of a wider consultation exercise with residents and key stakeholders. This report presents an analysis of data from completed survey responses. Verbatim responses to open text questions which sought respondents' views on the fire service proposals are presented in Appendix 1.

KEY MESSAGES

- Meeting the fire service emergency response standard was considered 'important' by almost all (97%) respondents. Respondents indicated they felt quick or faster response times were crucial in dealing with incidents. However, it was also noted by respondents that time was not the only factor to consider and that appropriate resources (specifically the number of crew and appliances) required to meet the needs of the incident were also important.
- Overall, the majority of respondents (135/82.8%) indicated they supported Warwickshire Fire & Rescue's plans to provide a new fire station to the south of Rugby. Reasons cited for supporting the fire service proposals included recognition that the borough was expanding in terms of household and population size, traffic congestion in the current town centre location and the provision of an improved service to the south of Rugby Borough.
- Whilst there was broad support for a new fire station in the south of Rugby Borough *per se*, there was considerably less enthusiasm for the splitting of resources between the new and existing fire station in Corporation Street. Expansion of the borough was cited by respondents as indicating a need to add to resources rather than re-distribute them.
- Additionally, concerns were expressed that the centre and north of Rugby may be adversely affected by the shift in resources.



- The specific location of the proposed new fire station was questioned by some respondents. Reasons included traffic congestion in the area around the new site, its proximity to a conservation area and the impact on immediate neighbours (mostly noise related).

RESULTS –RESPONDENT ANALYSIS

Respondent Profile

There were 165 responses to the survey. Figure 1 provides details of the profile of respondents. There was an equal split of gender. The majority of respondents were of working age (18-59) and identified their ethnicity as 'White'.

Figure 1 Respondent Profile

		Count	%
Gender	Male	72	43.6%
	Female	74	44.8%
	Prefer not to say	10	6.1%
	Not answered	8	4.8%
	Prefer to self-describe	1	0.6%
Age in years	Under 18	1	0.6%
	18-29	16	9.7%
	30-44	49	29.7%
	45-59	52	31.5%
	60-74	24	14.5%
	75+	9	5.5%
	Prefer not to say	7	4.2%
	Not answered	7	4.2%
Long standing illness or disability	Yes	25	15.2%
	No	117	70.9%
	Prefer not to say	13	7.9%
	Not answered	10	6.1%
Ethnicity	White	136	82.4%
	Gypsy or Irish Traveller	0	0.0%
	Mixed - White and Black Caribbean	0	0.0%
	Mixed - White and Black African	0	0.0%
	Mixed - White and Asian	0	0.0%
	Mixed - Any other mixed background	0	0.0%
	Arab	0	0.0%
	Asian or Asian British - Pakistani	2	1.2%
	Asian or Asian British - Bangladeshi	4	2.4%
	Asian or Asian British - Chinese	1	0.6%
	Asian or Asian British - Indian	0	0.0%
	Asian or Asian British Any other background	0	0.0%
	Black or Black British - African	1	0.6%



	Black or Black British - Caribbean	1	0.6%
	Black or Black British - Any other background	1	0.6%
	Any other Ethnic group. Please specify	1	0.6%
	Prefer not to say	10	6.1%
	Not answered	8	4.8%
Religion	Buddhist	0	0.0%
	Christian	71	43.0%
	Jewish	0	0.0%
	Muslim	4	2.4%
	Hindu	2	1.2%
	Sikh	0	0.0%
	Spiritual	1	0.6%
	Other - please specify	1	0.6%
	No religion	61	37.0%
	Prefer not to say	17	10.3%
	Not answered	8	4.8%
Sexuality	Heterosexual or straight	133	80.6%
	Gay or lesbian	1	0.6%
	Bisexual	2	1.2%
	Other	1	0.6%
	Prefer not to say	18	10.9%
	Not answered	10	6.1%

ABOUT RESPONDENTS

Reason for completing the survey

Respondents were asked at the outset of the survey which category they felt most accurately reflected in what capacity they were responding to the survey. Figure 2 illustrates the breakdown of respondents by the categories from which they could choose.

Figure 2 Number of respondents by category

Respondent Category	No. of Respondents	%
General public	138	83.6%
Currently or previously worked for the Fire Service	9	5.5%
Any other	7	4.2%
Elected representative	6	3.6%
Local business	3	1.8%
Family member of someone who currently or previously worked for the Fire Service	2	1.2%
Total	165	100%



The majority of respondents identified themselves as ‘General public’ (84%) with far fewer respondents identifying with other categories.

Place of residence/work of respondents

The majority of respondents (93%) indicated that they either lived or worked in Rugby Borough. Figure 3 presents a breakdown of the resident/work location of respondents.

Figure 3 Number of respondents by resident/work location

District/borough where respondents lives/works	No. of Respondents	%
Rugby Borough	154	93%
Warwick District	3	2%
North Warwickshire Borough	2	1%
Nuneaton & Bedworth Borough	2	1%
Stratford-on-Avon District	1	1%
Live/work outside of Warwickshire	3	2%

Respondents who selected Rugby Borough in the survey were also asked which area of the Borough they lived. The majority of respondents lived in the south of the borough. Figure 4 illustrates which areas were selected by respondents.

Figure 4 Which area of Rugby do you live?

Area of Rugby	No. of Respondents	%
Bilton & Town Centre (New Bilton, Overslade)	56	36.4%
Rugby Rural South (Binley Woods, Ryton-on-Dunsmore, Stretton-on-Dunsmore, Dunchurch)	31	20.1%
Hillmorton (Hillmorton, Paddock)	27	17.5%
Newbold & Brownsover (Newbold, Brownsover, Benn, Town Centre North, Cattlemarket and Coton Park)	25	16.2%
Rugby Rural North (Wolvey, Wolston, Bramcote, Harborough Magna, Brinklow, Church Lawford, Long Lawford)	15	9.7%
Total	154	100%



MEETING THE FIRE SERVICE EMERGENCY RESPONSE

Warwickshire Fire and Rescue service has an emergency response standard to provide an initial responding fire engine to life risk incidents across the county within 10 minutes on 75% of occasions. Respondents were asked how important this standard was to them. The standard was considered 'important' by 97% (160) of all respondents. Three respondents had 'no opinion' while just 2 out of the 165 respondents felt it was 'not important'. Respondents were also asked if they had further comments relating to the importance of the emergency response standard. Comments grouped by theme are detailed in Figure 5.

About a third of respondents provided comments following this question. Comments commonly referred to a desire to see the fire service respond to incidents as quickly as possible or indeed more quickly than the standard in some cases. Additionally, a number of respondents sought to comment on the standard in the context of local resource provision. It was noted by a number of respondents that while an appliance may get to an incident, its capacity to safely respond may be limited and require a second appliance to fully deal with the incident. In short, while the time factor was considered important, sufficient resources to deal with whatever the situation presented were also mentioned as a factor to consider. The latter sentiment was expressed by several respondents who currently or have worked for the fire service but not exclusively so and respondents who identified themselves as the 'General public' also sought to highlight this matter.

Figure 5 How important is it to you that the fire service meets its emergency response standard?

Theme	Description	Example for illustration
Responding quickly to incidents	Comments related to the general importance of the fire service responding to incidents as quickly as possible or indeed faster than the standard requirement.	<p><i>"Important to put fires out and attend on time"</i></p> <p><i>"Fire Crews need to get to an incident as fast as possible"</i></p> <p><i>"People's lives are at risk if this target isn't met"</i></p>
Resource Provision	Meeting the standard needed to be seen in the context of the availability of local resources (fire crews and additional appliances). Some concerns were expressed about the splitting of resources between the existing and new fire station and that while an appliance may get to an incident, its capacity to respond depended on sufficient crew levels and/or a second appliance being available.	<p><i>"It is also important to have the correct number of people/fire engines to deal with incidents"</i></p> <p><i>"Just getting a fire engine to life risk incidents isn't going to be enough if there are not enough firefighters on the engine"</i></p> <p><i>"Say you need 2 engines for an electrical house fire....In your plan, one arrives in target time but the second engine arrives 10 minutes later.</i> <i>How is that 'in target' if you need TWO for the job? It is just massaging</i></p>

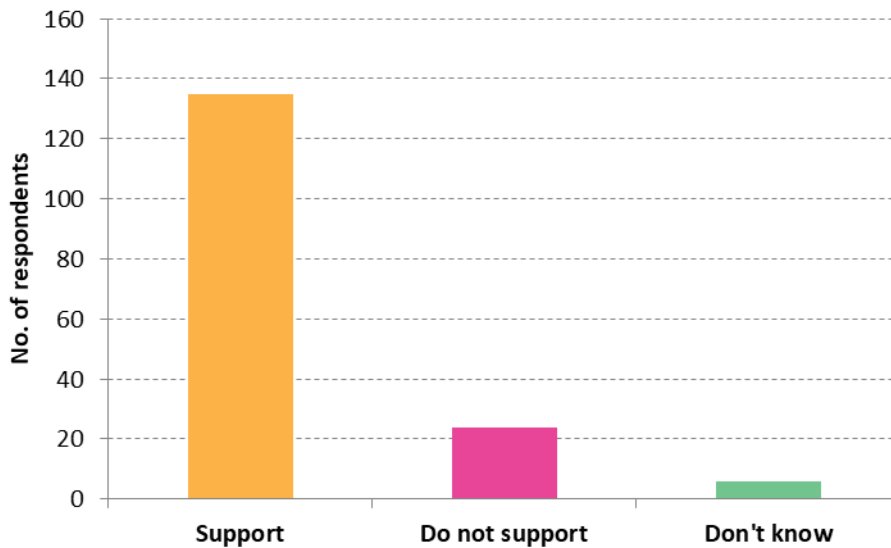


		<i>figures and not fixing the problem at all."</i>
Disagreement with standard	A small number of comments disagreed with the standard as outlined.	<i>"It is essential the fire service is able to reach for emergencies effectively and promptly. 75% is too low"</i> <i>"I think it should be quick but don't agree with standards"</i>

LEVEL OF SUPPORT FOR THE PROPOSED NEW FIRE STATION

Overall, the majority of respondents (135/82.8%) indicated they supported Warwickshire Fire & Rescue’s plans to provide a new fire station to the south of Rugby. In contrast, 14.5% (24) of respondents did not support the proposals while 3.6% (6) respondents indicated they didn’t know.

Figure 6 Support for the Warwickshire Fire & Rescue plan to move a fire engine and crew to a new station

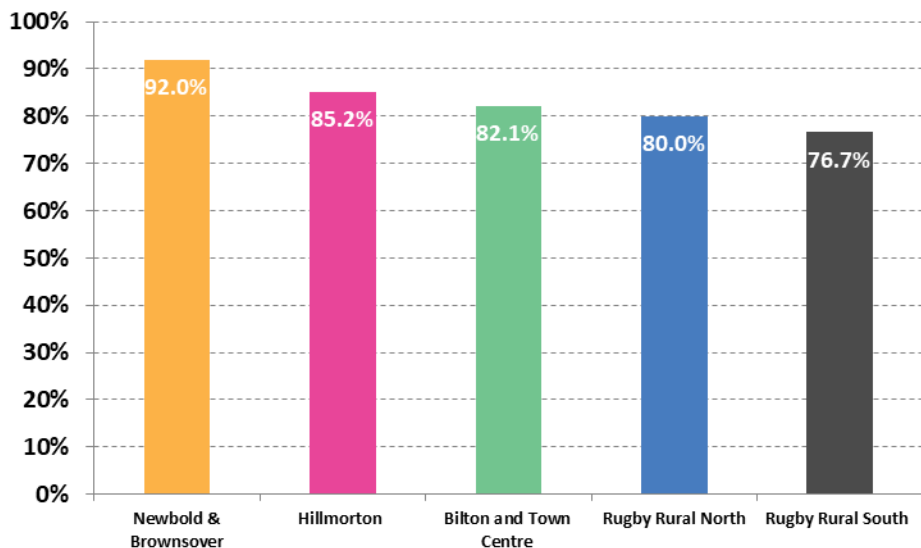


Support levels were, however, different when respondent groups were considered. When the ‘General Public’ category was considered, support for the proposal was 84.8%. Support among all other categories combined (current or previously worked for the fire service/elected representative/family member of someone who currently or previously worked for the fire service/local business/any other) was lower (66.6%/18). Support among those who had currently or previously worked for the Fire Service or had a family member work for them was lower with 6 out of 11 respondents not in support of the proposals. However, the number of respondents in categories other than ‘general public’ was quite low as Figure 2 highlights.



There were few differences in levels of support by the area in Rugby in which people lived although support was noticeably lower in the Rugby Rural South location when compared with other areas. Figure 7 outlines differences in support levels by area of residence.

Figure 7 Percentage support for the Fire Service proposals by area of Rugby Borough residence



Responses to open the text question on support for Fire Service proposals

Open text responses to this question have been organised into themes detailed in Figure 8. Comments included those in broad support of the proposals, particularly in the light of an expanding population, existing traffic congestion where the current fire station is located and potentially an improved service to the south of the borough. However, concerns about the proposals were also raised and these focused primarily on the perception that resources were being re-distributed rather than added to, that the centre and north of Rugby may receive a diminished service following the changes to service provision and difficulties meeting the needs of incidents requiring two appliances.

Figure 8 Themes from the open text question on support for the Fire Service proposals

Theme	Description	Example for illustration
General broad agreement for the scheme	<p>Comments reiterated general support for the proposals. Reasons for the support included;</p> <ul style="list-style-type: none"> Expanding development/population in Rugby Borough especially in the south Traffic and access issues relating to the current site in Corporation Street Provision of better access to services for communities in the south of the Borough 	<p><i>“with the additional housing and possible commercial development in the south of Rugby I feel that a fire station is necessary to reduce the response time if required”</i></p> <p><i>“I feel developments like this are definitely needed due to the increasing number of houses in the area to ensure any emergencies etc.</i></p>



		<p>are dealt with efficiently”</p> <p>“The Town centre has a lot of traffic and may block the fire engines”</p> <p>“I believe it will provide an additional and more efficient service to emergency situations to the South side of Rugby and the rural communities”</p>
<p>Resource Provision - Re-distribution of existing resources (crew and appliance)</p>	<p>A feature of both supporters and non-supporters of the scheme was a concern about splitting the existing service at Corporation Street from two to one crew and engine. Key concerns were;</p> <ul style="list-style-type: none"> • Expansion of the borough suggests the need for more resources not re-distributing existing services • Specific concern that the proposal would impact adversely on north and central parts of the borough • Appliance may get to scene within time standard but may not be able to deploy until arrival of second appliance • Concern expressed about location of fire service boat 	<p>“If the population is growing like you state then there is clearly a need for a new station, however splitting a station in half just to meet your attendance times is clearly wrong.”</p> <p>“I’m worried that splitting teams leave them weaker and without expertise as a group. One engine in each station isn’t enough and leaves it vulnerable to not being able to function if something were to happen to it. I would expect two engines per station.”</p> <p>“It sounds to me like you propose to spread existing resources more thinly, Rugby is expanding rapidly, the need for an extra station should suggest an increase in fire engines and crew not a reorganisation of the present resource”</p> <p>“So one appliance will meet the target response time but will not be able to deploy into a fire until the second appliance arrives, which will take longer”</p>
<p>Location of proposed new station in the south of Rugby Borough not seen as appropriate</p>	<p>A number of respondents felt the proposed site was not appropriate. Reasons included:</p> <ul style="list-style-type: none"> • Traffic congestion in the local area • Proximity to conservation area • Impact (primarily noise) on local community 	<p>“Every time there is an accident on the M45, the whole lot near there gets gridlocked and queues for hours.”</p> <p>“The currently proposed location would result in many of the Rugby call outs having to travel via the Dunchurch Cross roads, a junction in which queuing traffic is becoming an ever increasing problem.”</p> <p>“We get noise from the M45, A45,, There will be extra noise from the Fire Engines Sirens, and if both Police & Ambulance will get based there, , To much noise . & Pollution”</p> <p>“There are lots of wildlife around here and it’s a couple of hundred metres from a conservation area.”</p>



Consultation process	<p>A small number of comments were made regarding the consultation process. These included;</p> <ul style="list-style-type: none"> • Not feeling as though the local community were adequately informed about the consultation • Critical reference to the Facebook page poll as part of the wider consultation 	<p><i>“10 days since the consultation opened and only after complaints, do you finally email the Parish Clerk of Thurlaston to advise them”</i></p>
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While the headline level of support among respondents could be considered high at 82.8%, analysis of the subsequent open text question indicates that respondents often sought to clarify or place a caveat around their agreement. In short, the proposal of a new fire station was generally popular but respondents had reservations about the re-deployment of a crew and appliance from the existing site to the new one, preferring instead to see an additional crew and engine for the new site too.

POSITIVE AND NEGATIVE IMPACTS OF THE PROPOSED NEW FIRE STATION

Respondents were also asked if they thought there were any positive or negative impacts that the Fire and Rescue service should consider if an additional fire station was cited in the south Rugby area. Mostly, the impacts which were identified by respondents reiterated or expanded upon issues identified in the question regarding support for the new fire station and set out in Figure 8. Potential positive and negative impacts as identified by respondents are grouped and presented in Figures 9 and 10.

Figure 9 – Potential positive impacts identified by respondents

Theme	Description	Example for illustration
Improved response times and coverage in the south of Rugby	<p>An umbrella theme which referred to improved response times and coverage as a result of the station’s new location including access to the local road network and closer proximity to housing development in the south of the borough.</p>	<p><i>“Faster response times to south west area,”</i></p> <p><i>“In an emergency they will be able to respond quicker to those houses and incidents that are not close to the town centre.”</i></p> <p><i>“Easy access from station to main roads”</i></p>
Job and community benefits	<p>A number of comments referred to potential job opportunities related to the new station as well as wider benefits to the community by having a fire station</p>	<p><i>“More jobs would open to the local community”</i></p> <p><i>“The new station could also create new employment opportunities for people, which again can only be considered as a positive impact.”</i></p>



Figure 10 – Potential negative impacts identified by respondents

Theme/negative impact	Description	Example for illustration
<p>Concern about the dilution of service and impact elsewhere in the county</p>	<p>A key theme which emerged from the data included a general concern with the splitting of the current service and its potential consequences for service quality in some parts of the county. Key points:</p> <ul style="list-style-type: none"> • Service not able to meet potential demand of expansion in the borough • Reduced response time/coverage in central and north Rugby locations 	<p><i>“Splitting the engines does not solve the problem just creates an extra delay factor”</i></p> <p><i>“Splitting of resources- no increase in the number of engines although there will be an increase in the number of potential fires-ideally the number of engines and crews would also be increased”</i></p> <p><i>“I feel spreading crews arounds is trying to achieve more with less. The crew and engines should reflect the growth around Rugby and should be increased”</i></p> <p><i>“Concern is the potential detriment to central Rugby”</i></p> <p><i>“Reducing cover to town centre and north of town. Seriously reducing ability to cover motorways, M1 and M6”</i></p>
<p>Impact on fire crew decision making</p>	<p>Concerns expressed relating to fire crew decision making at incidents that require a second appliance</p>	<p><i>“Crews working outside of safe systems through moral pressures to take defensive action in the early stages to prevent loss of life or property, whilst awaiting supporting appliance”</i></p> <p><i>“Less ability to deal with escalating incidents quickly due to less resources attending..... decision making by the initial attending crew may be affected by the pressure to do something unsafe.”</i></p>
<p>Impact on neighbours</p>	<p>Potential negative impacts were identified for those living close to the proposed fire station location. This particularly related to noise nuisance.</p>	<p><i>“Noise of sirens near houses”</i></p> <p><i>“Noise should be restricted until out of a rural area”</i></p> <p><i>“Potentially noise... if you lived right next to the station”.</i></p>
<p>Impact on local wildlife and conservation area</p>	<p>A number of comments made reference to the potential impact on local wildlife and that the area in the vicinity of the proposed new fire station is a conservation area</p>	<p><i>“You need to consider the impact on the environment. You need to consider what it looks like”</i></p> <p><i>“The proposed location is right next to a conservation area. Fire station I think should be nearer to the new road so easier access to all”</i></p>



Fire Service personnel and day to day running of service	<p>Some comments related to the potential direct impact on fire service personnel and on-the-ground practicalities including:</p> <ul style="list-style-type: none"> • loss of jobs, expertise and watch culture • Mental health as service stretched • Potential need to duplicate activities (e.g. briefings) or time will needed to travel between stations for events • Less able to facilitate station visits/community engagement 	<p><i>“Impact on crew mental health and resilience of being too stretched in trying to attend operational incidents”</i></p> <p><i>“Possible redundancy and loss of expertise from Corporation st”</i></p>
Existing traffic issues at proposed site of fire station	<p>Comments reiterated traffic concerns mentioned in response to a previous question around support for the proposed fire station. These focused on concerns about existing traffic congestion in the vicinity of the proposed new fire station, hampering access to incidents at busy times.</p>	<p><i>“traffic on A45 and Dunchurch is a nightmare”</i></p> <p><i>“The fire station would be better placed more rurally perhaps, to avoid being tied up in heavy town traffic and the difficulties with an appliance then meeting its targets of response times”</i></p> <p><i>“All very well having a 2nd station but not much help if appliances are likely to be sitting in stationary traffic en route to attend!”</i></p>

ADDITIONAL COMMENTS FROM RESPONDENTS

Finally, respondents were asked if they had any further comments. These are detailed in Figure 11. They included comments which expressed general support for the proposal and/or the Fire Service and the work they do. Further comments echoed earlier concerns about the re-distribution of resources (fire appliance and crew) from the current site to new location rather than the provision of additional crew and appliances.

Figure 11 Any further comments

Theme	Description	Example for illustration
General support for proposal and Fire Service	<p>Comments related to general support for the proposals and/or support for the work done by the fire service in general</p>	<p><i>“I think this is a good idea”</i></p> <p><i>“I hope this gets the go ahead”</i></p> <p><i>“Good luck with providing us with a better service on an already tight budget. Thank you to the brave men and women whom attend all the situations they face on a daily basis to protect us”</i></p>
Resource provision	<p>Comments reiterated concerns about splitting</p>	<p><i>“additional crew rather than taking</i></p>



	resources at the central location and/or referred to a desire to see an additional crew and appliance at the new station.	<p><i>a crew from the current station so that Rugby is served by 3 crews overall"</i></p> <p><i>"Increasing building numbers may sound good but ultimately based on your evidence that Rugby is growing then you have in effect identified that more crew and appliances could potentially be needed"</i></p> <p><i>"Please give some serious thought to providing an additional (third) appliance to the new fire station, so that the current two appliances are able to remain at the present station. I really fail to see how any improvements can be obtained, through only building a new station, but not also providing an additional appliance and crews"</i></p>
Consultation process	<p>A number of comments referred to the consultation process itself. In particular:</p> <ul style="list-style-type: none"> • Ensuring the wider community were engaged in the consultation/survey • That immediate neighbours of the scheme were contacted directly • Critical comment regarding poll about the scheme on Facebook page • Request for elected members to be involved in further discussions 	<p><i>"Please make an effort to contact local residents directly"</i></p> <p><i>"Make sure you consult with people who live next to it e.g. Coventry Road."</i></p> <p><i>"Many people will not receive the information about this consultation,....are the fire service making sure that this survey is reaching out to young and older people, disability groups, BME etc".</i></p>
Traffic	A small number of comments referred again to issues with traffic congestion in the area	<i>".....many of the main roads in Rugby are totally inadequate in size for the amount of traffic they are expected to carry, then the Fire Service and the other emergency services do not have a chance of making their way through the traffic and achieving good response time"</i>

Overall, the proposed new fire station in the south of Rugby borough was strongly supported by respondents to the survey. However, that support was often clearly set in the context of concern about the adequacy of resources available at both the new and existing fire stations to respond to the needs of incidents in the future.



WARWICKSHIRE FIRE & RESCUE SERVICE

CONSULTATION ON NEW FIRE STATION IN RUGBY

2019



Appendix 1

Produced by the Insight Service

June 2019

The following is a list of verbatim comments provided by respondents to the open questions on the Fire Service consultation survey carried out in May 2019. It is sometimes necessary to remove comments to avoid identification of individuals. However, all comments were used in the analysis and generation of themes presented in the main report.

<p>To what extent do you support the Service’s plan to move a fire engine and crew to the new station? Open text - Please tell us why</p>
<p><i>10 days since the consultation opened and only after complaints, do you finally email the Parish Clerk of Thurlaston to advise them ; the area in which you plan to build. I can't support something that doesn't seem to care about the area in which you plan to build. Thurlaston should have been the first to know, not the last. Still a shame you are solely relying on a newspaper no one buys and a Parish Clerk to send the message for you, rather than contacting the neighbours to this proposed station directly</i></p>
<p><i>Agree with new fire station BUT NOT move an engine. Needs to be an ADDITIONAL engine.</i></p> <p><i>Say you need 2 engines for an electrical house fire (told by fire service called to next door). In your plan, one arrives in target time but the second engine arrives 10 minutes later. How is that 'in target' if you need TWO for the job? It is just massaging figures and not fixing the problem at all.</i></p> <p><i>Need NEW station with BOTH stations FULLY manned and full engines.</i></p>
<p><i>Firstly I am 100% in total agreement to the need for a new station, because of the continued building of new housing developments, and the massively growing population within Rugby, but I believe that the new station should have on completion, a third appliance and crew, and when possible a second appliance and crew at the new station. I really don't see the point of building a new station, but not also increasing appliances and man power. I previously was a firefighter for a number of years, and am aware that on a great many occasions, it is necessary for two appliances to be immediately mobilized to certain incidents, and for that reason, there could then be occasions when with having divided the current stations resources, your response targets may well be severely compromised, if a second appliance is then having to travel from the other station. Surely Rugby is of a size now, whereby not only is there the need for another station, but also for the appliances and man power to be increased, and unless both additional requirements are addressed, then there will be little if anything to be gained, from only building another station.</i></p>
<p><i>I believe that firefighter safety is being put at risk by splitting the appliances across the town. From past experience i would rather see 2 appliances arrive together albeit a couple of minutes later, and utilise safe systems of work. Having a single pump station requires OCL to be increased to 5 in order maintain some semblance of effective response in the early stages. I would refer you to house fire in 2018, ****detail removed. On this occasion supporting appliances came from Southam and Leamington, but the initial response proved ineffective with a crew of 4 resulting in the RC attending and taking over control of the incident.</i></p>
<p><i>I think that the proposed location is in the wrong place you should have kept Brinklow station open which would serve the local villages which is why you are proposing the current location, building the fire station where you propose on the border with Northamptonshire will be used a lot for cross border help which will take resources away from a already overstretched Warwickshire fire service.</i></p>
<p><i>I think we should have a new fire Engine and crew not move anything from town</i></p>
<p><i>If risk and incidents are going to increase, as you state, then surely the new fire station should have an additional crew, rather than stretching the current crews. This appears to be designed to purely meet attendance times and stop the clock. Getting 1 fire engine there in 10 minutes doesn't mean a crew of 4 will actually be able to tackle the incident - they may still need to wait for back up from the crew in town. The move would seriously reduce ability to deal with incidents on the M1 and M6 and other incidents in north of town.</i></p>
<p><i>If the population is growing like you state then there is clearly a need for a new station, however splitting a station in halve just to meet your attendance times is clearly wrong. A new station correct crewing levels for the area is clearly the way to go, not the avenue your looking at stretching a already over stretched fire service. ****comment removed to protect anonymity</i></p>
<p><i>I'm worried that splitting teams leave them weaker and without expertise as a group. One engine in each station isn't enough and leaves it vulnerable to not being able to function if something were to happen to it. I would expect two engines per station.</i></p>



<p>*****comment removed to protect anonymityno one could be bothered to even let us know about this consultation. Luckily it was shared by a friend who had been told about the consultation who lives in Brownsover!!! Fancy only consulting on people who it means little to!</p> <p>If I think I'm too far away from everywhere, then it means the station would be too. It takes 15 mins for me to drive to the areas you have randomly decided to consult with, which means that's the minimum time it will take you too. You may wish to know that everytime there is an accident on the M45, the whole lot near there gets gridlocked and queues for hours. If I can't get out of my own drive, you won't get a fire engine out.</p> <p>*****comment removed to protect anonymity...</p> <p>I just find the location baffling. It's near nothing. Even if they build the warehouses and houses here, still miles from anywhere but there and traffic chaos on A45 and at Dunchurch Square. There are lots of wildlife around here and it's a couple of hundred metres from a conservation area. It's cruel to the environment. A fire station would make me safer, but that's about it. Completely against it, and even more so now I know you opted to ignore those who actually live where you propose this station!</p>
<p>It leaves Rugby Central and areas not close to the new station with fewer resources that are within the very local proximity. Rugby is a growing town - is this enough resources?</p>
<p>It sounds to me like you propose to spread existing resources more thinly, rugby is expanding rapidly, the need for an extra station should suggest an increase in fire engines and crew not a reorganisation of the present resources</p>
<p>So on Facebook, you did a ridiculous poll. You ask people who have joined a fire and rescue page if they support an additional fire station. Well of course they will support, they like fire stations hence they joined the group, and yes an additional one is good. You put a link, but didn't actually mention specifically where it would be, the distance from other locations. If someone asked me if I supported an additional station I'd say yes too, but when you then take into account where, it's a no. Right on the outskirts. Lorries are apparently going to be coming out of there 12 lorries per second. It's going to be gridlock. It's right next to a conservation area, an old people's home too, so I am expecting therefore you are expecting to get through all the traffic on that road with using a siren. I do not support purely due to the badly planned location. It's like someone's got land so you are using it, rather than finding a suitable location. Exactly the same ridiculous idea as the local plan.</p>
<p>the highway plans aren't well founded such that there will be traffic chaos in the area. Would be better to build it near TW Tyres.</p>
<p>The justification to spend £3.6 million on a new firestation because of 61 additional incidents per year is not an effective use of public money. The response standard is likely to be achieved on 75% of occasions. For P1 incidents you will need both appliances and probably more to attend.</p>
<p>The Location has not been thought through.....there is only 1 access road into Rugby from this location, and it passes through the traffic lights in Dunchurch, with insufficient room for the fire engine to pass between two lines of traffic coming / going through the lights (which are a high traffic area at work times with long queuing). There is going to be a high risk of cars trying to move out of the way possibly having to mount the pavement and / or get too close to parked cars.</p> <p>If you are intending to have good access to the south via Ashlawn road, then this will not work, it appears the actual traffic patterns surrounding your position may not have been studied.</p>
<p>The new fire station is even further away from the eastern border with Coventry, further reducing fire cover to the villages between Rugby and the A46 border with Coventry. We are currently unable to meet our response times to this area and this will reduce current attendance from 2 fire appliances that take over 10 minutes to 1 fire appliance that takes over 10 minutes but will no longer have support for an even longer period of time</p>
<p>There is a need for an additional appliance not to displace one from Rugby. So one appliance will meet the target response time but will not be able to deploy into a fire until the second appliance arrives, which will take longer. As crews increasingly ride with 4 people there aren't enough crew to deploy into say a house fire until another appliance arrives.</p>
<p>Ok you meet your response time target but then the crews are put in the difficult position of not being able to deploy BA crew safely so either putting them at risk or the risk of criticism for not deploying - not helpful for the crew's mental health and resilience.</p>
<p>As usual this looks like an improvement for the 'paper pushers and bean counters' but puts frontline crews in a difficult and stressful situation.</p>
<p>This plan does not take into account the 12,400 houses which are going to be allowed to be built in the SW of Rugby, in addition to those mentioned. An overall plan which provides for the fire service to meet its emergency response standard for the whole of the Rugby area is essential. just relocating one fire engine to a new fire station near the M45, will not solve the overall problem. At the same time a new fire station covering the north of the Borough and the M6 Motorway should be built, and the present Rugby fire station should be shut. Consideration should seriously be given to increasing the number of fire engines to three to provide good cover for the area.</p>
<p>We get noise from the M45,A45, , There will be extra noise from the Fire Engines Sirens, and if both Police & Ambulance will get based there, , To much noise . & Polution</p>
<p>With all the development work being done as part of Haulton development I believe the provision of an extra Rugby fire station would be better located by Haulton.</p>
<p>Also the currently proposed location would result many of the Rugby call outs having to travel via the Dunchurch Cross roads, a junction in which queuing traffic is becoming an ever increasing problem.</p>
<p>Wrong location as too far out and traffic in big directions is slow</p>



Concerns over getting to long lawford Like to see town centre site kept due to concerns over getting back into town
Not enough detail has been provided about the move and how the fire engine will be crewed. Will the firefighters be on a retained duty crewing system?
Personally I'd have expected an additional engine and crew, not just a redistribution of them.
Whilst I agree that two fire stations should be in Rugby given the huge amount of new houses being built, I don't agree that 1 of the current fire engines should be relocated from Corporation Street as there is substantial development in the Northern part of Rugby. I think an additional fire engine should be provided to the Southern part of Rugby, instead of relocating a current engine.
Agree with statement the demographics of the area are changing massively so changed priorities
All seems to be a very sensible and well thought out suggestion. Thurlaston
An obvious requirement
AREA SHOULD BE WELL COVERED WITH FIRE ENGINES
As long as the impact of extra development at Houlton and the Coton Meadows sites together with the increased traffic through Rugby Town Centre have been taken into account.
As stated the volume of new estates and poor road infrastructure would effect response times.
As the town is expanding at an alarming rate there needs to be an increase in all emergency services including the hospital.
I support the extra fire station as well as the need for an extra engine and crew. Whether the extra crew for the engine is full time or retained.
As town expands in size, more houses, more families, everyone needs safe cover from threat or fire and accidents
Because of how long it takes with the increasing traffic to get out to that side of Rugby
Because rugby is growing so fast think we need more fire crews
Clear need and benefits to response
Congestion at Dunchurch crossroads and other link roads delay fire response
Convenience given traffic
Due to expansion of town seems logical.
Somes concerns over attending fires in North due to the same issues.
Due to the expansion of Rugby
Everybody needs a fire engine. The fire service is good
Faster service in an increasingly busy and populated part of time.
Fully support this
Geographic spread ... reduces risk if roads are congested in the town centre..
Given expansion and how rugby's growing
Good idea
Good idea
Good idea as long as you are keeping the fire engine in the town
Good idea given traffic volume
Good thing to see more through on giving a better service to the public
Good to get fire engines quicker to respond to fire and rescue
Good to improve cover
Good to see we are being consulted and make me feel safe
*****comment removed to protect anonymity, we were so grateful for the speed and professionalism of our local fire fighters! However, now that Rugby is growing very quickly and extending over a vast area, the current fire station and appliances were not designed to cover such a huge area, so potentially this puts residents at risk!
I agree with the aims of forward planning against forecast traffic challenges in getting between the north and south of Rugby from the current station location
I agree with the plan to have a new fire station in Rugby, as it will provide more jobs in the area and guarantee better response times. However, I think that in order to get more recruits, that the fire service do not *move* a crew and appliance to the new station, but that a new appliance and crew are stationed there.



<i>I believe it will provide an additional and more efficient service to emergency situations to the South side of Rugby and the rural communities.</i>
<i>I believe that a fire station on that side of rugby will allow fire services to get to those areas quicker and will also offer support and help to nearby towns and even to the current fire station in town</i>
<i>I feel developments like this are definitely needed due to the increasing number of houses in the area to ensure any emergencies etc are dealt with efficiently</i>
<i>I live in Cawston and the area isn't on your list of areas. The area of Cawston is expanding so with the additional housing and possible commercial development in the south of Rugby I feel that a fire station is necessary to reduce the response time if required</i>
<i>I live in Wolston - closer to us</i>
<i>I support recognising the need to meet growing demand but have concerns regarding the impact on response times for the villages north of Rugby. I appreciate in the future a North Station would address this but am concerned about short - medium term impact</i>
<i>I think it will reduce response time to the south of Rugby. It concerns me that the response time could be high if there is only a station on corporation street. The traffic in Rugby is already horrendous and is only set to worsen.</i>
<i>I think it would be a good idea as you say the town is growing and it would be better to have more opportunity to get a fire from another station in the borough if that is necessary</i>
<i>I'm supportive of the moves to get a better response time</i>
<i>If it saves peoples lives - all for it Time to get to people is important</i>
<i>Improve the fire engine cover</i>
<i>Improve the fire engine response</i>
<i>It is definitely needed with all the new housing developments being built on that side of rugby</i>
<i>It is important to increase the fire service with the increase of the population</i>
<i>It makes complete sense to have two fire stations when Rugby is expanding at the rate it is. Safety for life is paramount and I would hope that the engines and crew will be at least doubled??</i>
<i>It will allow easier access for appliances to reach the population in the South</i>
<i>It will be more practical to move a station to get to the emergencies quicker</i>
<i>It will help you meet your attendance times</i>
<i>It's important to invest in and expand the Fire & Rescue service inline with the expanding development of Rugby in order to maintain safe response times.</i>
<i>Its a shame that the new site won't have 'new' engines , rather than splitting the existing services, but I can see the logic in siting units on both sides of Rugby. So lets hope more finding appears for more units and we eventually have three stations, North, South and Town Centre</i>
<i>Live in Dunchurch</i>
<i>Long way to go through rugby currently</i>
<i>Makes sense given housing expansion.</i>
<i>More houses=more infrastructure needed.</i>
<i>My Brother in Law works in the fire service and I have always believed in the exceptional work carried out by all public services.</i>
<i>Having another fire station within the ever expending town can only be a good thing in my opinion!</i>
<i>***** Comment removed</i>
<i>With the significant housing developments happening and planned, we would be VERY concerned about the capacity of the current provision; especially in relation to an emergency at one of ther schools.</i>
<i>Provides better coverage to areas of Rugby Borough which are expanding, always felt that the closure of the Fire Station at Brinklow was a big mistake, not convinced that the centralisation in Corporation St would not cope with future expansion of the Borough.</i>
<i>Quick response please</i>
<i>Quicker response times</i>
<i>Rugby has over doubled in properties and population in recent years and it is not viable to expect 1 fire station with a small crew to attend all situations within a reasonable time frame, safely and efficiently.</i>
<i>Rugby Town in growing at a very fast rate and a lot of services are either missing or unable to deal with increased population.</i>
<i>Saving lives in an emergency is important</i>
<i>Support good idea</i>
<i>Support spreading the cover but would it be better to have an additional fire engine and crew rather than split the current cover into 2 locations?</i>
<i>Support the direction to keep the fire station and develop a further fire station</i>



<i>The fire station is in central Rugby and it seems that response times to area may be compromised if vehicles have to negotiate traffic in the town in order to get to this area. There more and more developments in this area which the fire station will have to serve.</i>
<i>The fire station location is important however I agree that we should a valuate the needs of the wider community to respond to fires and other incidents as quickly as possible.</i>
<i>The increasing size of the town</i>
<i>The proposals detailed are pragmatic and give due diligent consideration to current and prospective risk.</i>
<i>The proposed location for the new station will reduce the time it takes an appliance from Rugby to reach the rural communities surrounding the town</i>
<i>The Town centre has a lot of traffic and may block the fire engines</i>
<i>The town is growing at a vast rate and it'll be very important to have another station at the other side of town</i>
<i>The villages of Thurlaston and Dunchurch would be better served with a new station.</i>
<i>There is currently only one fire station Rugby which is located in the town centre if there are emergencies on the out skirts of Rugby such as Dunchurch , Thurlaston or the M45 response times would be impeded by traffic and congestion in the town centre which could lead to the loss of life and/or property which could have been prevented with a more suitably placed second fire station.</i>
<i>There is a need to provide coverage across the borough...the existing station is ideally situated for the m6&a5 also the railway lines. An additional station would and could cover the ever expanding business and home's.</i>
<i>This will cover a wider area, more quickly and save life's</i>
<i>To be able to cover wider ranges of the county quicker can only be more beneficial to us all</i>
<i>Top hero's</i>
<i>Very much support, as Rugby grows, more areas to be covered</i>
<i>We need more services in Rugby. We tire of Rugby being overlooked constantly by county wide services (and Coventry and Rugby services), including the fire service</i>
<i>We need to support the plans due to the building work and the town centre is getting Congested this may result in a fire engine not making the 10 minute time slot. I would like it to be quicker than 10 minutes...</i>
<i>With more houses being built we need more fire engines to respond from different parts of the town</i>
<i>With the amount of new houses going up in the area this is a necessity, so that response times can be quick and effective.</i>
<i>With the continued growth and development of Communities and the associated impact on infrastructure it seems reasonable to distribute Emergency Response vehicles to support a more effective initial attendance</i>
<i>With the planned expansion its only sensible. If you could tell the NHS that too, that'd be great!!</i>
<i>With the traffic congestion and new homes being built it makes sense to have a second fire station</i>
<i>Yes this help protect people</i>

How important to you is it that the fire service meets its emergency response standard? (To provide an initial responding fire engine to life risk incidents across the county within 10 minutes on 75% of occasions) - If you wish you can tell us more about your answer
<i>Agree with new fire station BUT NOT move an engine. Needs to be an ADDITIONAL engine.</i>
<i>Say you need 2 engines for an electrical house fire (told by fire service called to next door). In your plan, one arrives in target time but the second engine arrives 10 minutes later. How is that 'in target' if you need TWO for the job? It is just massaging figures and not fixing the problem at all.</i>
<i>Need NEW station with BOTH stations FULLY manned and full engines.</i>
<i>All incidents should be reachable and dealable with efficiently to provide the best chance of success. Therefore, being able to respond quickly is a key aspect of the fire service in my opinion.</i>
<i>An initial responding fire engine to P1 incidents will be limited in what it can do. A more realistic measure is the attendance standard of the second fire engine. I beleive the national and local policy includes 2 Fire engines for all life risk incidents.</i>
<i>Are you going to increase establishments of the firefighters to maintain the crewing levels. I would like to see a sustainable feature for the service...</i>
<i>Better than a police response would like to be quicker if at all possible</i>
<i>But that does not mean I want to live right on top of them.</i>
<i>Discussed aerial appliance and why there's not one at rugby</i>
<i>Essential</i>



<i>Even if they don't get there within 10 mins as it is the standard it gives them a goal time to work towards</i>
<i>Extremely important. The borough is expanding fast and a wider area of cover is necessary. We hear a lot about public services but not the fire brigade. Grenfell has shown how important they are and the Rugby Cement Office building is suitably located to show how imperative that Rugby has a 5 star brigade presence</i>
<i>Fire Crews need to get to an incident as fast as possible</i>
<i>Get there as quickly as possible to save life</i>
<i>Have to meet the response to stop people losing their lives</i>
<i>How can this possibly not be important to anyone, when it is absolutely critical that if lives and property are to be saved, you have simply got to have the resources in both appliances and manpower, in which to have the best possible chance of achieving these targets.</i>
<i>I don't agree with stats, and I come from a safety background. However if you think you are going to get to places in 10 mins, then good luck! Already referred to time it will take before I read the question</i>
<i>I think it should be quick but don't agree with standards</i>
<i>I would Like the fire station to respond quicker if at all possible.</i>
<i>If the proposal was to increase fire cover it would be acceptable and hard to argue against, however providing fire cover in a new area by reducing cover in an existing area is not an improvement. A central fire station is not always the best option but in the case of Rugby it is fairly central to all areas of the borough</i>
<i>Important for all</i>
<i>Important to put fires out and attend on time</i>
<i>It is also important to have the correct number of people/fire engines to deal with incident. Moving the current crew appears to just be a clock stopping exercise.</i>
<i>It is essential the fire service is able to reach for emergencies effectively and promptly. 75% is too low.</i>
<i>It is extremely important</i>
<i>Just getting a fire engine to life risk incidents isn't going to be enough if there are not enough firefighters on the engine.</i>
<i>Life depends on you arriving promptly</i>
<i>Lives are often at risk when there's a fire and the quicker the fire services gets to the incident the quicker lives can be saved!</i>
<i>Not only all the new estates but also Dunchurch and Draycote water.</i>
<i>**** comment deleteda small fire in our attic. If the fire appliances hadn't arrived within the short response time, our house could have been more damaged.</i>
<i>Peoples lives are at risk if this target isn't met</i>
<i>Quicker response time would be better</i>
<i>Quicker response times improve the chance of saving lives</i>
<i>Quickest response time possible</i>
<i>Quickly if possible</i>
<i>Save lives</i>
<i>Seconds makes difference between life and death/serious injury in case of fire/rta's</i>
<i>Sooner the better</i>
<i>Speed of response = potentially lives saved.</i>
<i>The fire service is stretched too much in our area need more fire people very important service</i>
<i>The fire station situated in Corporation Street has a long way to travel to get to emergencies and the new site suggested would be good for outlying areas</i>
<i>The HMI has manipulated grid references for long enough, don't tell me that the way it works, Surrey my county has been destroyed, what next voleenters. To man pumps</i>
<i>The service needs to acknowledge that the decision to close Brinklow and downgrade Bedworth, increased Rugby turnout area beyond reasonable limits. Currently a property fire in Binley woods Coventry is picked up by Rugby, when previously Brinklow and Bedworth would have attended. Moving stations will reduce times in some areas not covered but increase them in others. The size of expansion of the town would benefit from a 3rd truck at the existing location (on Call), to support the existing 2 whole-time.</i>
<i>This statistic is reasonable providing that the valuable fire crews are given the appropriate man power and equipment to do so, targets are great but in the real world are rarely representative of all facts.</i>
<i>To stop people burning</i>
<i>Very important</i>
<i>Very important to meet the response time as best that you can</i>
<i>Vital</i>
<i>Vitally important. People need to feel safe and secure. That's what we pay our taxes for</i>



<i>We run a care home with many elderly venerable people who need a quick response time to save lives.</i>
<i>When something happens you need to reach it as soon as possible especially when life ins involved</i>
<i>Which fire engine was stationed in Rugby fire station, when both of the Rugby fire engines were called to the fire **** comment removed ...recently?</i> <i>If there was no fire engine there, what was the emergency response time likely to be for the Rugby area? Where would the fire engine have to come from in that case?</i>
<i>With any emergency, every second counts. With children - even more so! Self explanatory I would think.</i>
<i>Would like it to be quicker</i>
<i>Yes quicker if possible please</i>
<i>You must have targets to know if you meet what the public wants from you</i>

Are there any impacts which you think Warwickshire Fire and Rescue Service should consider when developing and providing an additional fire station within the Rugby area? - Positive impacts
<i>A fire station is just a big garage to park a fire engine in. Is a permant station require, does it need to be crewed 24 hours a day. Would a smaller satellite response location be more cost effective The 5500 new homes will all have hard wired smoke detectors, the increased traffic will not significantly increase KSI RTCs.</i>
<i>The propos to put and additional fire station and 24hr crew improve fire cover to the Southam Retained Crew and area. It will also help to support Northants fire cover into Daventry.</i>
<i>Access routes on travelling to new station</i>
<i>Additional resources not redeployment, so in effect replacing the Brinklow pump.</i>
<i>Agree with new fire station BUT NOT move an engine.</i> <i>Needs to be an ADDITIONAL engine.</i> <i>Say you need 2 engines for an electrical house fire (told by fire service called to next door). In your plan, one arrives in target time but the second engine arrives 10 minutes later.</i> <i>How is that 'in target' if you need TWO for the job? It is just massaging figures and not fixing the problem at all.</i> <i>Need NEW station with BOTH stations FULLY manned and full engines.</i>
<i>As mentioned in 3 above, only if two new fire stations are built will the north and the south of Rugby have a better quality of fire emergency response times than it does now.</i>
<i>Be viable - so people know you are there. Drive Fire Engine around the estate every now and then</i>
<i>Best location for it</i>
<i>Better for the Town to build a Fire Station</i> <i>I trust the Fire Service</i>
<i>Better response time and knowing you are there . Road collision RTC s</i>
<i>By setting up the station this seems to open the way to the long term plan of increasing service provision in line with housing growth</i>
<i>Can avoid traffic snarls</i>
<i>Consider where new houses and building may be developed on the outskirts of the town/borough.</i> <i>Potential issues with increased traffic on roads in Rugby as more people are purchasing cars and more people cycling on roads. With outskirts of rugby being rural, need to consider tractors and milk tankers which can impact on flow of traffic.</i>
<i>Coverage due to development</i>
EASY ACCESS FROM THE STATIONS TO MAIN ROADS
<i>Every second counts</i>
<i>Faster response times</i>
<i>Faster response times</i>
<i>Faster response times to south west area,</i> <i>Modern fire station financed by 106 monies</i>
<i>Faster response times</i> <i>Any addition to the emergency services is an addition to the quality of life to everyone in the town</i> <i>I would feel happier, safer and proud of Rugby to have an improving emergency service</i>
<i>Faster service</i>
<i>Full borough coverage.</i>
<i>Future planned residential development in South west area</i>



<i>Good coverage for more rural areas</i>
<i>Good for everyone</i>
<i>Good idea</i>
<i>Good idea to get fire engines there quicker</i>
<i>Good idea to help fire engines get there quicker</i>
<i>Good to hear the fire service are improving the fire engines cover... I would like to see the same with the emergency medical facilities here in Rugby</i>
<i>Good to know the fire engine will improve in responding time</i>
<i>Good to see better response fire engines</i>
<i>Great to hear you are giving a the community a voice and it a good plan</i>
<i>Greater community involvement. Raised public expectations and confidence in the ability of the fire service to respond to emergencies.</i>
<i>Greater response for Road accidents in the area and fires</i>
<i>I feel it is a positive thing to have an additional fire station</i>
<i>Due to the infrastructure more houses need to have the proper support like fire stations</i>
<i>I think prodomantly it would be noise and traffic congestion, both need to be factored in and not in the middle of a beauty spot.</i>
<i>Improved response times in South</i>
<i>In an emergency they will be able to respond quicker to those houses and incidents that are not close to the town centre. Many lives could be saved with this new fire station going up.</i>
<i>In reading all the material and proposal its not as clear as it could be what your proposals are to ensure that the rapid and effective deployment of the Rescue Boat is maintained with two stations ie you really need to clarify:-</i>
<i>1) Which station location will be where the boat will be based.</i>
<i>2) How will this mobilisation be staffed ? (including initial turnout when base Pump is on station and when not) and can this "special" response be staffed from either station?</i>
<i>What happens if both Rugby stations deploy primary pumps?</i>
<i>Increased response time + increased capacity = more lived saved. Simple!</i>
<i>It needs to be located with a good network of roads to be able to provide quick response times</i>
<i>It provides the opportunity to ensure attendance times are being met</i>
<i>Jobs</i>
<i>Fire Safety</i>
<i>Life saving is important</i>
<i>Modern facilities for training.</i>
<i>More cost effective building.</i>
<i>Speed of response.</i>
<i>Future growth of the town will mean more population outside the town centre... more traffic accidents potentially... more house fires... new industrial parks with potential fire hazards.</i>
<i>More coverage over such a wide area since rugby is expanding so rapidly</i>
<i>More jobs would open to the local community</i>
<i>The local community would now have a place which could be significant</i>
<i>Nearer to centre of population with faster response time because of not having to negotiate town centre traffic.</i>
<i>Nobody minds where the fire service builds its station</i>
<i>Not that I can thin of</i>
<i>Obviously we would all live in a safer community with more professional's on hand to respond in our times of need.</i>
<i>Positive to get response</i>
<i>Providing some better cover to south of town.</i>
<i>Proving Bette cover good routes to all area of the town and outline areas of Rugby</i>
<i>Public awareness</i>
<i>Response times - safety</i>
<i>Quick response times for rural areas of Rugby</i>
<i>Job Creation</i>
<i>Community Support</i>
<i>Quicker fire engine to south of Rugby</i>
<i>Quicker response time</i>
<i>More appliances in rugby</i>



<p>Quicker response time. Needs to be closer to the crossing over the A45 by the premier in or a gap in the central reservation so they can get across the A45 quickly rather than going around the roundabout</p>
<p>Quicker response to areas near the new fire station</p>
<p>Quicker responses</p>
<p>Quicker to respond to fires near the station More jobs?</p>
<p>Rapid response to the South and an increased visibility to the public not living in the town centre</p>
<p>Really needed - a good idea Also A 3rd station in the North should be looked at too</p>
<p>Reasonable overlap of coverage between stations.</p>
<p>Reduced times to motorway incidents</p>
<p>Respond to fire as possible</p>
<p>Response time drastically improved which ultimately will save more lives and property.</p>
<p>Response time improvement when serving rural communities around Rugby.</p>
<p>Greater operational flexibility if an additional appliance is required at a large incident in Ryton, Long Itchington, Southam etc - or on the A45/M45.</p>
<p>Response time will be met better Can cover more ground more quickly</p>
<p>Response times improved</p>
<p>Response times Environmental concerns Costs</p>
<p>Response Split attendance</p>
<p>Rugby is extending so more areas to cover</p>
<p>Saving lives</p>
<p>That the large areas of housing and businesses that are proposed have access to a quick response if they ever need the service.</p>
<p>The idea of a new station is great as long as you recruit firefighters.</p>
<p>The positive impacts should be to the benefit of all residents in the Rugby area. Everyone needs to be and feel safe in the event of a fire, think Grenfell Tower!</p>
<p>There can only be positive impacts when building the new station, and greatly increasing the potential to achieve and hopefully even improve the current targets. Undoubtedly because of the size that Rugby has currently increased to, and with plans already underway to continue increasing the amount of new housing developments, industrial units, and the population, it has got to now be questionable as to if the fire service is really able to fully meet the requirements of the residents of Rugby. Unless another station, AND appliance and crews are forth coming, then it will clearly not be able to, and lives and property will undoubtedly be lost, that may well have not needed to be lost, had enough resources be made available to the growing population of Rugby. The new station could also create new employment opportunities for people, which again can only be considered as a positive impact.</p>
<p>This is a badly worded question. The proposed answer boxes do not make sense. What positive impacts should you consider? Well, that you need to get to people; well you won't</p>
<p>This will result in a quicker time to South Rugby Area</p>
<p>Try to involve local people.</p>
<p>Use the station to develop community spirit</p>
<p>Very interesting can you not keep both fire engines in the town as well. I do agree with cover the area in the south of Rugby the town is expanding</p>
<p>Very positive move</p>
<p>villages will get quicker response with back up from rugby and vice versa</p>
<p>Will the reduction in the engines at Rugby station on Corporation Street be OK</p>
<p>With an expanding town and network routes having more fire stations within the Rugby area will be a huge benefit!</p>
<p>Yes it very positive and make you feel safe</p>
<p>Yes very good and positive move to maintain cover on the rugby area</p>



Are there any impacts which you think Warwickshire Fire and Rescue Service should consider when developing and providing an additional fire station within the Rugby area?
- Negative impacts
<i>Again response times</i>
<i>Be aware of neighbors</i>
<i>Calamities - serious incidents on the M6 May reduce attendance to the motorways Ability to meet these demands isn't diluted</i>
<i>Cant see any negative impacts</i>
<i>Concern is the potential detriment to central Rugby</i>
<i>Concern re: reduced response time North of Rugby</i>
<i>concerned over ability to reach town centre so would like one appliance kept centrally</i>
<i>Cost of supporting two or more stations (Outweighed by the benefits)</i>
<i>Cost to the fire service budget</i>
<i>Crews working outside of safe systems through moral pressures to take defensive action in the early stages to prevent loss of life or property, whilst awaiting supporting appliance. Forced change of shift patterns to accommodate move. Loosing watch culture, in direct contrast to findings of AOS inquiry that clearly highlighted the benefits of crews having knowledge of one another strengths and weaknesses. Drills either being diluted or joined up by one appliance travelling to the other location, impacting on turn out times that your trying to reduce. Also diesel costs, productivity time sat in traffic, emissions, and general management of set up. Cost of additional vehicles and equipment for drills. Development firefighters loosing knowledge base of 50% of current mentors. Management structure... Is a watch commander going to based at each station. Watches already stripped of RC for 50% of time now being further reduced to only 25%. (Directly goes against findings of peer reviews and HMI). Station visits/hosting is currently allowing high level of engagement particularly with large groups of children and diverse community groups. With limited resources to host and greater chance of being left abandoned/postponed in the event of a turn out. Lectures/briefings from management teams and union officials duplicated. Admin function either lost or additional admin recruited at cost.</i>
<i>Effect on homeowners in near vicinity which might have to hear blues & twos every time engine is sent out.</i>
<i>Haulton!</i>
<i>Higher density housing in the town and a reduction in fire crews available.</i>
<i>I do not believe there to be any negative impacts, when building another fire station within Rugby, and greatly increasing and potentially improving current response targets, and the opportunity to save more lives and property.</i>
<i>I feel spreading crews arounds is trying to achieve more with less . The crew and engines should reflect the growth around rugby and should be increased not just split</i>
<i>I may have overlooked this but I did not see the risk modelling for the risk of increased journey time for a second engine to the north of rugby; particularly the rail lines, industrial areas and m6 motorway</i>
<i>If there is a very large fire in areas near the existing station - will one fire engine be enough? What happens if there id an emergency and the one fire engine is already dealing with something else?</i>
<i>Impact on crew mental health and resilience of being too stretched in trying to attend operational incidents.</i>
<i>Increase in road traffic volumes slows response times down.</i>
<i>Increased costs which have to be met possibly through the loss of firefighters responding!</i>
<i>It needs to be somewhere that has clear access to the area you are planning to support without impeding current traffic flow or risk causing traffic jams and or accidents.</i>
<i>Keep fire station away from houses so don't disturb people at night</i>
<i>Less police managing speeding, so more potential for car crashes which results with increased demand for fire services.</i>
<i>More crews and firefighters please</i>
<i>Negative impacts you should consider; its next to a conservation area, there is an old people's home and Menieres sufferers in the area as stated in the local plan responses whereby noise would be a negative affect on their health, it's nowhere near anyway but Dunchurch and Thurlaston; traffic on a45 and Dunchurch is a nightmare.</i>
<i>No</i>
<i>Noise of sirens near houses.</i>
<i>None</i>
<i>None</i>
<i>None</i>
<i>None</i>



None
None
None
None
None
none ,response from additional station and back up from rugby (corporation street
Not able to think of any
Not necessarily negative however working on the assumption that a life risk incident would attract a response of more than one Fire appliance it would be useful to understand the approach to be adopted in order to achieve the same level of response standard for simultaneous incidents within, for example, the Rugby area whilst still achieving the same standard for other areas of Warwickshire, particularly when facing continual pressures to cut budgets. Whether responding from one location or two locations this still leaves 2 'close' resources covering an ever increasing population/risk profile
Not too near to houses
Possibility of a fire in the North Rugby area - take longer for the second fire engine to arrive
Possible redundancy and loss of expertise from Corporation st. One engine per station is not enough for a town of 109,000 people.
Possibly some noise pollution but the benefits outweigh the problems
Potentially noise... if you lived right next to the station... But personally I'd be happy to suffer a little noise if it meant lives were being saved.
Reduced cover for a large swathe of the eastern area of the district. Less ability to deal with escalating incidents quickly due to less resources attending. Risk of increased fire deaths. Risk of increased deaths from Road traffic collisions. Risk of increased damage to property Risk of injury/ death of Firefighters due to lack of resources. Decision making by the initial attending crew may be affected by the pressure to do something unsafe. Incidents located junction 1 to 2 M6 north bound will only have 1 fire appliance in attendance for an unacceptable amount of time, creating an increased risk to personnel. Adhering to WFRS's own motorway policies, the initial crew will be unable to perform any rescues or extinguish any fires on a live carriageway until the arrival of supporting appliances
Reducing cover to town centre and north of town. Seriously reducing ability to cover motorways, M1 and M6. Reducing ability to reach outlying villages- eg, Brinklow and those areas.
Road infrastructure and traffic volumes
Rugby town is the second largest town in Warwickshire - if an appliance is removed from the existing station, it is reasonable to assume that response times within the town may be affected
Should have access to ALL areas of Rugby Should not be close to a conservation area Should contact local residents Noise should be restricted until out of a rural area
Splitting a two pump station up is total madness. Your doing it just to maintain your times your an embarrassment. It's time senior management stuck there heads up above the wall and said something. Splitting crews may be not the best way ...
Splitting of resources- no increase in the number of engines although there will be an increase in the number of potential fires- ideally the number of engines and crews would also be increased.
Splitting the engines does not solve the problem just creates an extra delay factor
Splitting the existing trucks, rather than providing new units. Fingers crossed there is only one fire or emergency at a time
The additional fire station in the SW of Rugby will only improve the emergency response time for the south of Rugby. Is that fire engine to be used as a second appliance to back up say the Southam fire engine when the need arises? Is the proposed relocation only to provide easier access to other other areas of the County where fire cover is at its limit? If the fire engine from the proposed fire station needs to attend to the east to a fire, until the so called Dunchurch Relief Road is built, if ever, it will be held up at the traffic light junction in the middle of Dunchurch.
The current road systems and road infra structure has clearly not been thought through to consider all the additional traffic from new developments. All very well having a 2nd station but not much help if appliances are likely to be sitting in stationary traffic en rote to attend!
The fire cover into North Rugby and onto the M6 and M1 will be degraded.
The fire station would be better placed more rurally perhaps, to avoid being tied up in heavy town traffic and the difficulties with an appliance then meeting its targets of response times. This would also mean a better access to main routes throughout the borough.



<i>The neighbours views maybe!!! Have I laboured the lack of consultation with people who live next to it enough yet?! You need to consider the impact on the environment. You need to consider what it looks like (you'll find one of the main modifications of the local plan is that anything there needs to be in keeping with the rural area...so are you making the station out of grass like Gloucester services?). But if you insist on ignoring the locals, removing the wildlife we've got, travelling for periods of time and building it anyway, then at least make sure it has places for the locals to have work experience or fire cadets...and parking so people don't dump their cars outside my house.</i>
<i>The proposed location is right next to a conservation area. Fire station I think should be nearer to the new road so easier access to all</i>
<i>The Rescue boat clarity is I see the only potential negative Impact</i>
<i>The service need to maintain a resilience within each fire station</i>
<i>Traffic? Access to other services</i>
<i>Yes - it should impact the current station e.g. resources being diverted to the new one</i>
<i>You need more staff and better pay - with that infrastructure in place first</i>

Do you have any further comments? - Further comments
<i>Any improvement to the time for fire engines...</i>
<i>Appreciate the hard work that the fire service does</i>
<i>As previously stated, additional crew rather than taking a crew from the current station so that rugby is served by 3 crews overall, or have a full engine at both stations with a smaller response vehicle at the rugby as an additional asset at rugby central</i>
<i>Aside from these new plans, I think that the plan for the Southam Fire Training Centre should be announced as to whether it will continue or not.</i>
<i>CONTINUE TO PROVIDE THEIR EXCELLENT SERVICE FOR FIRE PREVENTION</i>
<i>Don't want to see any cuts in the service provision or the absolute limit of providing the service</i>
<i>Establishment as a whole service is important as I have already stated</i>
<i>Excellent idea.</i>
<i>Good luck with providing us with a better service on an already tight budget. Thank you to the brave men and women whom attend all the situations they face on a daily basis to protect us.</i>
<i>Good to be consulted</i>
<i>Happy Service you had from work respect and in my experience also been very good at get the job done very professionally</i>
<i>How is this even a consultation? How are there not recognised numbers of engines per head population and mile of trunk road network, and recognised distances involved that make this a simple calculation</i>
<i>I am deeply concerned that this survey/consultation will not be reflective of the rugby community. Many people will not receive the information about this consultation, so I recommend you involve community groups and key charities that operate in the area. Are the fire service making sure that this survey is reaching out to young and older people, disability groups, BME groups etc. Have the Warwickshire equality and inclusion charity been informed?</i>
<i>I am happy if you get there in 10 mins. I think the fire service is good</i>
<i>I do not agree with you asking questions to the public e.g. on social media by wording questions to gain the answer you want. It's farcical to say you are consulting but then to do a poll without telling them the detail to gain an obvious yes, then to ask them to complete the survey which links to this and not the information about it. Disgusting back handed way of getting what you want. Complete lack of trust now</i>
<i>I hope this gets the go ahead</i>
<i>I live in Thurlaston but have not been informed of this consultation. I only know because an email has been sent to me from a neighbour who saw it on Facebook. Should those of us near to this proposed fire station not have been directly informed of the consultation? I feel the views of those next to it mean nothing now we have not been told.</i>
<i>I think our firefighters do an amazing job to help save our lives and believe that we, as the general public of rugby should get behind them and support them in the second fire station; it could save many more lives!</i>
<i>I think this is a good idea</i>
<i>I would like the fire engine to be quicker</i>
<i>I would welcome a formal discussion regarding this issue as a Borough Councillor as would fellow Labour County Councillors and the PPC.</i>
<i>I'm happy to be involved and the fire service is discussing there plans</i>
<i>If you are building a new road to avoid the dunchurch traffic lights / crossroad then this would be a workable solution which could also take away the unwanted traffic already flowing through the village</i>



<i>Increasing building numbers may sound good but ultimately based on your evidence that rugby is growing then you have in effect identified that more crew and appliances could potentially be needed.</i>
<i>Initially the idea of an additional station in Rugby looks good until you assess the impact of simply relocating one appliance. How will you Service M6 RTCs from Dunchurch, when two appliances are needed? How will you deploy crew into a house fire if only one pump arrives?</i>
<i>It would be beneficial to have 2 engines at each station, but due to the financial complexities I unfortunately cannot see this ever happening. Such a shame when human lives are at risk</i>
<i>***comment removed</i>
<i>Just do it!</i>
<i>Make sure you consult with people who live next to it e.g. Coventry Road. Also, your survey fails to mention the very area you are planning to build on...parts are Dunchurch, but that end of Coventry Road is actually Thurlaston. So not only do you not consult with us, but you can't even be bothered to list our area on your survey.</i>
<i>Need NEW station with BOTH stations FULLY manned and full engines.</i>
<i>Need two fire engines in each location</i>
<i>No</i>
<i>No</i>
<i>No obviously this suggestion has been well thought out I just hope that sense will prevail with people who do Not want any change at all</i>
<i>No.</i>
<i>None</i>
<i>none</i>
<i>Not within the scope of this survey.</i>
<i>Our fire service deserves first class facilities . They put their lives on the line for us every day. Location is key to response times, so given the dynamic growth in the town it is only reasonable to review the ideal location to service Rugby's population.</i>
<i>Please give some serious thought to providing an additional (third) appliance to the new fire station, so that the current two appliances are able to remain at the present station. I really fail to see how any improvements can be obtained, through only building a new station, but not also providing an additional appliance and crews, and Rugby must surely be of a large enough population now, to warrant taking this action, if the fire service is to have any hope whatsoever of fully meeting the needs of the residents and businesses.</i>
<i>Please make an effort to contact local residents directly. I may have heard about it, but no guarantee my other neighbours have. It's a poor show to not contact residents in the immediate vicinity during a consultation. The same happened with the local plan. Why the council insist on keeping Thurlaston in the dark about thing being built next to them, I'll never know</i>
<i>Shutting Brinklow fire station was a huge mistake. We live in a rural area and rugby fire crew have a huge area to cover which is why they often don't meet their 10 minute target time</i>
<i>The county council elected members have to accept that the funding available for fire and rescue has dropped to an unacceptable and unsustainable level. The mantra of doing more with less reached its limit several years ago. If no additional funding is available, there has to be an honest and frank discussion in regard to reducing the amount of fire cover that can be provided with the current funding available. The policy of asking it's employees to work unlawful duty systems, reducing the level of firefighters to the bone, pressuring employees to change duty systems to unpredictable and 'family unfriendly' systems is not the answer. The fire authority also needs to honestly look at the millions of pounds in funding that is removed from the fire and rescue budget that goes to pay for council services. Highly inflated costs for services such as HR, building / property maintenance, PR, ICT and other services. If this funding (that is provided by central government for fire and rescue) was used for that purpose alone, additional fire appliances and personnel could be provided- increasing availability and fire cover for the whole county.</i>
<i>The presence of two stations in the Town area of Rugby may present the ideal opportunity to offer peak time resilience with staggering shift times (allocated to one or other station or on alternating pattern). May also present the opportunity to look at anticipated contingency cover for special appliance deployment from a pool of wholetime / retained operators . If weather / environmental hazard warnings are increased to "red alert" deploy contingency cover from specialist reserve list of staff. Alternatively use rostered reserve from "hub" or cluster bases to support pump crews left short by specialist deployment.</i>
<i>There is little or no justification for this proposal. **** comment removed and I would receive better initial response from this proposal. However, the standard of fire cover was not a consideration when I decided to move here. Spending 3.6 million pounds to improve response to 6 potential additional P1 incidents is unlikely to be considered appropriate from any perspective. Altenative options should be considered.</i>
<i>This is just spreading existing resources more thinly. It is not providing more cover. You state there will be more incidents, due to the town expansion, therefore should be extra firefighters, not just the same number spread further apart.</i>



<p><i>Unless and until Warwickshire County Council and Rugby Borough Council wake up to the fact that many of the main roads in Rugby are totally inadequate in size for the amount of traffic they are expected to carry, then the Fire Service and the other emergency services do not have a chance of making their way through the traffic and achieving good response times.</i></p> <p><i>As an example, in Dunchurch this afternoon the Southam Road from the traffic lights was blocked. The Councils, with their complete lack of forethought, have allowed parking on both sides of the road. The width left between the parked vehicles is only just adequate for two car to pass. If there are lorries or big vans they have to wait, blocking the road, until the traffic in the opposite direction stops and they can then squeeze their way through.</i></p>
<p><i>We need more fire service personel At the rate rugby is expanding it is needed!!!</i></p>
<p><i>Welcome that closer to me in event of fire</i></p>
<p><i>Whilst fire engines are being shared I hope there will be additional vehicles required for incidents such as RTAs.</i></p>
<p><i>Would urge the service to reconsider and favour the current model for reasons of initial actions of 2 appliance attendance being more conducive to firefighter safety.... or increase the OCL to 5 as a minimum.</i></p>
<p><i>You do a good job</i></p>





Warwickshire Fire and Rescue Service

CONSULTATION ON NEW FIRE STATION IN RUGBY - ADDITIONAL COMMENTS

Appendix 2

Date published July 2019

Report produced by the Service Improvement Team WFRS

CONSULTATION ADDITIONAL COMMENTS

The table below reflects the additional comments that have been made by residents and key stakeholders over and above the comments captured in the online surveys. It is sometimes necessary to remove comments to avoid identification of individuals. However, all comments were used in the analysis and generation of themes presented in the main report.

The majority of the comments were made during face to face meetings or via emails.

CONSULTATION COMMENTS

Method	Comments
Face to face	All broadly in support and they requested the link to the survey, which will be sent out to them.
Face to face	Agree with the concept of relocating fire engines outside of the town centre to maximise attendance times to the Rugby area, so would prefer if the site in the South West was implemented at the same time as a new site in the North.
Email	<p><i>Consultation on an additional fire station – but no additional fire engine – for the Rugby area</i></p> <p><i>Introduction</i></p> <p><i>Warwickshire County Council are “consulting” on their proposal to move one of the fire engines based in the Rugby area to a new fire station to be created in Symmetry Park, which it is proposed will be part of the SW Rugby Sustainable Urban Extension. The reason given for the move is that the development of the South West Rugby area will see additional traffic further slowing the response of the county’s fire engines and resulting in a failure to meet emergency response standards. (Sadly the former Chief Fire Officer did not explain these adverse consequences of the South West Rugby Sustainable Urban Extension to the government’s Inspector when he was conducted his Examination in Public of the new Rugby Local Plan).</i></p> <p><i>Is this a consultation?</i></p> <p><i>In 2014 the Supreme Court, in Moseley v Haringey, upheld the Sedley principles established in R v Brent LBC ex parte Gunning (1985) that consultation should take place when there is still time to influence the policy outcome.</i></p> <p><i>Unsurprisingly this legal requirement is also government policy. HMG’s Code of Practice on Consultation (2008) states “Formal consultation should take place at a stage when there is scope to influence the policy outcome”.</i></p> <p><i>Warwickshire County Council has supported the development of SW Rugby despite the adverse consequences for traffic congestion and delayed response times. It stands to make a significant profit from the sale of its own land holdings in the area. Its consequent failure to meet emergency response standards means that it has to develop new methods of responding to incidents in the Rugby.</i></p> <p><i>In fact Warwickshire County Council already has a policy on this matter and this policy can be found on page 119 of the Rugby Local Plan (2019) which states the county’s commitment to provide an onsite fire and rescue presence no later than 31 March 2021. Given this commitment it is not at all clear what the policy outcome, which could be influenced, could be.</i></p>

What are the alternatives?

The Moseley v Haringey case already cited gives a strong steer to alerting the public to rejected policy options as part of the process of consultation.

The county council's consultation does not refer to any other solutions to meeting emergency response standards in the Rugby area.

Again the purpose of the consultation is not clear. If the only way to meet emergency response times is to develop an additional fire station in Symmetry Park why "consult"?

Why Symmetry Park?

If developed Symmetry Park will be on the extreme South West edge of Rugby's urban area.

Symmetry Park would not be a good location for serving the town generally.

Symmetry Park is not a good location for serving the South of town. Fire engines attending incidents in Hillmorton in the South East of town will have significantly further to travel than they currently do. Indeed if Rugby's second fire engine was then moved to the North of town it is difficult to see how emergency response times for the Hillmorton area could be maintained. Has this been modelled?

Whilst the Rugby Local Plan allocates the ground on which Symmetry Park is proposed for a sustainable urban extension there is no planning permission for Symmetry Park. A planning application for a larger development of warehouses than is allocated in the Local Plan has been made. This planning application has drawn objections from both the county council and Highways England. It has not been determined. It is not certain that it will be approved. Meanwhile housing development in SW Rugby continues apace and will surely result in the increased traffic congestion that the county council predicts.

In their consultation the county council concede that their current proposal will not be able to honour their Infrastructure Development Plan commitments to provide an onsite fire and rescue presence in SW Rugby no later than 31 March 2021.

What other sites have been considered and rejected?

The county council is silent on the other options it considered before plumping for Symmetry Park.

Would sites elsewhere in SW Rugby sustainable urban extension not provide better response times for the Rugby urban area?

Would not a site in the eastern arm of the sustainable urban extension not only cut response times in SW Rugby, when compared to the alternative of the Corporation Street site, but also cut response times in SE Rugby (Hillmorton) when compared to both the alternatives of a site in Symmetry Park and the current Corporation Street site?

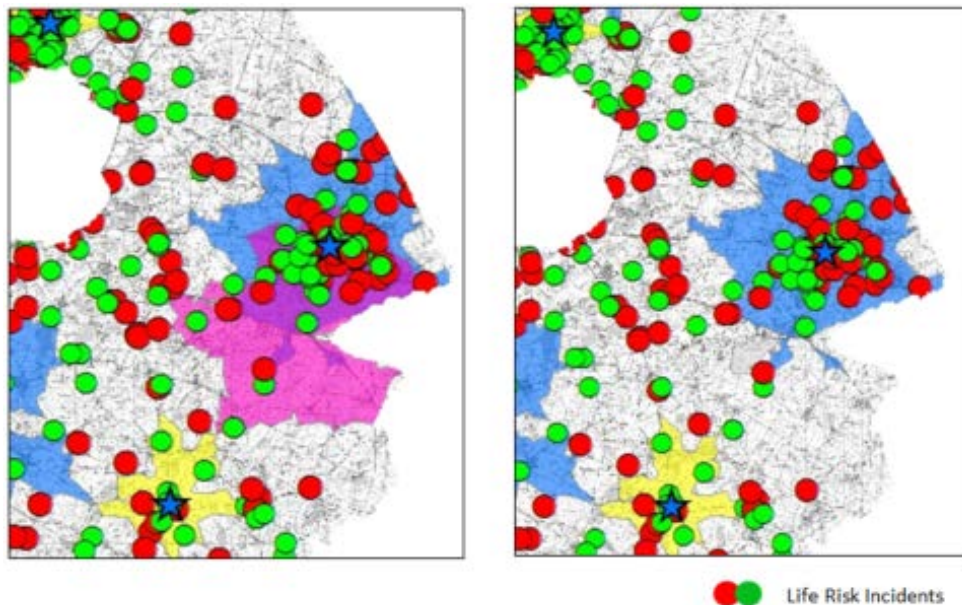
Given there is already outline planning permission for the development of the eastern arm, albeit without provision for a fire station, and that the county council as Highways Authority have agreed that this is an acceptable location for additional traffic, should this site not be considered? Necessary site works such as completing an archaeological investigation have been completed for the eastern arm whereas the full scale of the archaeological investigation for Symmetry Park has yet to be agreed far less concluded. Was the eastern arm considered? If it was considered why was it rejected? The advanced stage of planning for the eastern arm suggests that a site could be provided within phase 2 of the Rugby Local Plan and thus honour the county's Infrastructure Development Plan commitments.

*Is there not a strong case that an additional fire station site in the eastern arm of the SW Rugby sustainable urban extension would **both** provide better response times overall in southern Rugby (than either the Corporation Street site alone or the Corporation Street site and a Symmetry Park site) **and** also be likely to be available earlier than a Symmetry Park site?*

Appendix G - Ten Minute Response Footprints (Rugby)

It is proposed that Fire and Rescue have a new response base that is located so that the ten minute response standard can be achieved for the additional incidents that will occur across the new Rugby South West development and its arterial roads. The impact of the new development is so significant that it is necessary to relocate some staff and equipment so that this effective response can be maintained. Relocating assets to Rugby South will maintain safety of the public by providing a more consistent response to emergency incidents. The diagrams show the response footprint of the new site:

Response Footprints, 10 Minutes:



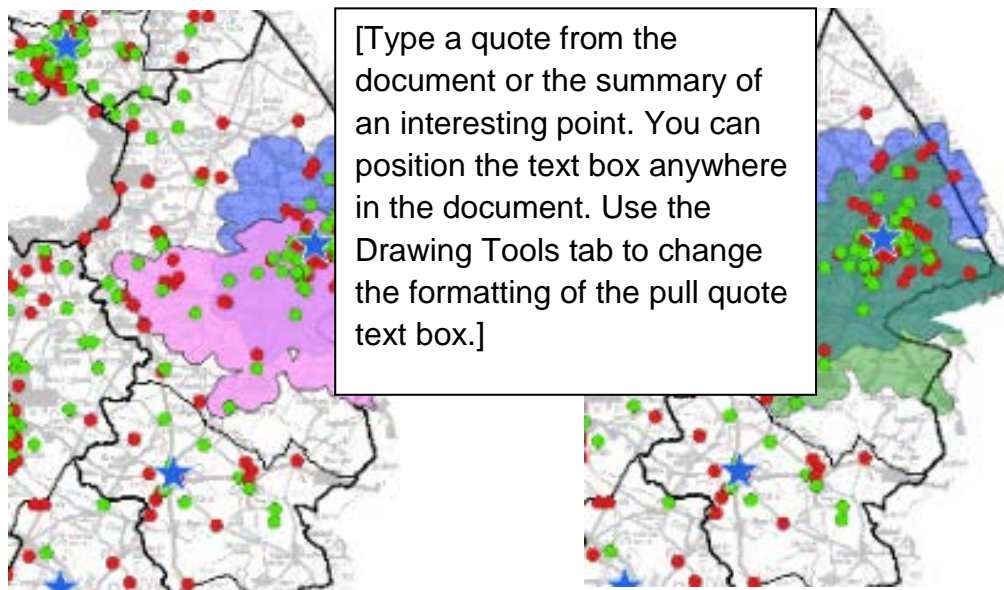
The 10 minute response time coverage is represented by the shaded areas (isochrones) on the maps. The blue and yellow isochrones represent the current 10 minute response time coverage. The purple isochrone shows the wider 10 minute response time coverage provided by the new location, which will improve both local and county wide risk cover.

As well as the extended response footprint of the new site, the map shows it's correlation with the occurrence of life risk incidents (P1 & P2 incidents). Incident data used is from 2011 to 2013, therefore, as previously noted, additional incidents would be expected to occur in the new development area covered by the Rugby South footprint.

Feedback during the Consultation Process:

During the six week consultation process (that commenced on 6 May 2019), one respondent suggested an alternative site for the fire station to the east of the Rugby South West development. The charts below show the resultant modelling to allow comparison between the proposed Rugby South location and the alternative location on the eastern arm of the Rugby South West development.

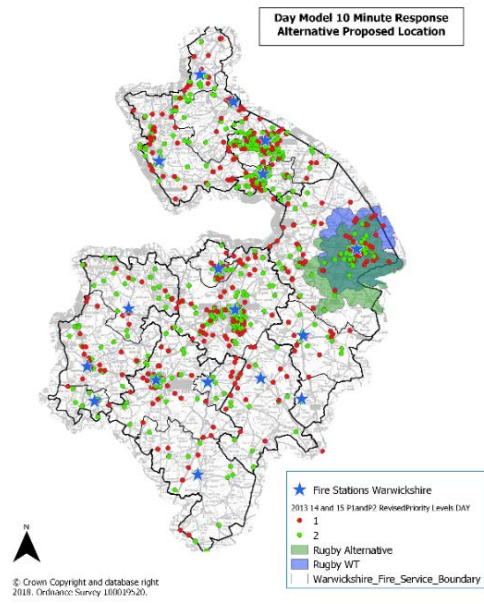
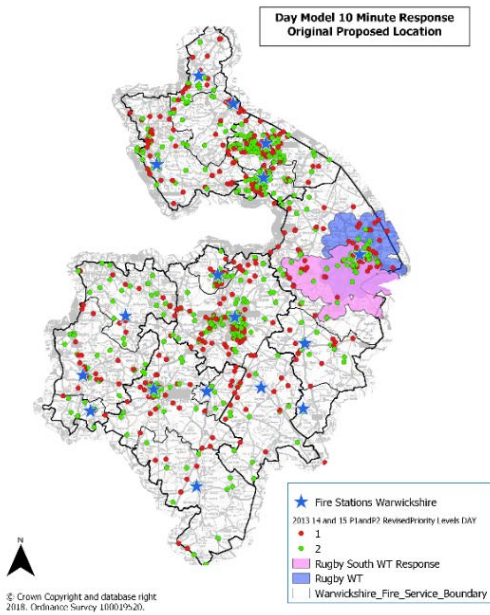
Response Footprints, 10 Minutes:



The blue isochrones represent the current 10 minute response time coverage. The purple isochrone shows the wider 10 minute response time coverage provided by the proposed Rugby South, and the green isochrone shows the 10 minute response time of the alternative suggested site.

It can be seen that the combined footprint of the current site and the proposed Rugby South offers a better response for the first fire engine than the use of the suggested alternative, particularly having a greater reach into the area to the west of Rugby, improving both local and county wide risk cover.

Therefore, considering an alternative location, such as on the suggested eastern arm of the Rugby South West development, does not provide an improvement in response, when compared to the Rugby South location proposed in the Draft IRMP Action Plan 2019/20.





Appendix H

Warwickshire Fire and Rescue Service

Engagement feedback on exploring options for Nuneaton and North Warwickshire fire station locations.

Date published July 2019

Report produced by Service Improvement Team - WFRS

BACKGROUND/METHODOLOGY

The engagement activity followed the proposal in the IRMP draft action plan 2019/20 (action 2.2), to explore the options for new fire station locations within the Nuneaton and North Warwickshire area to:

- Identify the optimum fire station locations that best enhance the use of resources to respond to emergencies;
- Deliver fire prevention activity;
- Consider the impact of future housing and commercial developments;
- Build greater collaboration with neighbouring fire services to provide a more efficient and effective level of emergency response across geographical boundaries.

The engagement activity was carried out between 6th May and 16th June 2019. An online survey was hosted on the Warwickshire County Council consultation and engagement hub (Ask Warwickshire) and a paper copy was made available. The survey was part of a wider engagement exercise with residents and key stakeholders. This report presents the analysis of data from the completed survey.

KEY MESSAGES

- There were 93 responses to the survey. The majority of respondents 51 (55%) agreed with the reasons for exploring the options for fire station locations in Nuneaton and North Warwickshire, while 10 (11%) disagreed. It is important to note however that over a third of the survey respondents either didn't answer (31/33%) or had no opinion (1/1%). However an examination of the 26 responses to explain the reason for their answers provides more nuanced feedback on whether there should be any changes to current fire station locations.
- Respondents considered that the 3 most important things that WFRS should consider when exploring options for fire station locations are:
 - Response times
 - Access to a good road network
 - Being responded to by a Warwickshire Crew (not a crew from over the county border)
- Nearly all of the respondents (93.55%) felt it was important that the fire service meets its emergency response standard.

KEY THEMES

The following themes were identified when analysing the comments made in response to the individual questions in the survey:

- **Funding and Resourcing**
As the county continues to expand in terms of residential, commercial and infrastructure developments, there was general support for the reasons for exploring fire station locations. Several comments suggested that there should provision for increasing the number of fire stations rather than relocating the current resource. However concerns were raised about the funding implications.

Further comments suggested that consideration should be given to increasing current resourcing in terms of staff, equipment and crewing arrangements and Retained Duty System (RDS) recruitment and retention.

- **Coverage and Accessibility**

It is important to maintain coverage and improve response times and have good accessibility to road networks etc. However potential negative impacts were expressed about traffic congestion and the disturbance to the immediate neighbourhood.

One comment stated that full analysis of incident types, commercial v residential etc. should be undertaken when planning fire station locations.

- **Maintaining Current Locations**

Several general comments questioned why there was a need to move from the current locations and why it was not possible to maintain and build upon the current stations. Concerns were also raised about the impacts on community safety, cohesion or the potential disconnect from local communities if stations were located out of town.

- **Collaboration and Shared Premises**

A number of comments suggested that consideration should be given to collaboration and shared premises with other blue light services; however some concern was raised about neighbouring services being too busy to assist.

RESULTS - RESPONDENT ANALYSIS

Respondent Profile

There were 93 responses to the survey. Figure 1 provides details of the profile of respondents. 45% of respondents were female and 36% were male. The majority of respondents were of working age (18-59) (70%) and identified their ethnicity as 'white' (77%).

Figure 1 – Respondent Profile

		Count	%
Gender	Female	42	45.2%
	Male	33	35.5%
	Not Answered	2	2.2%
	Prefer not to say	15	16.1%
	Prefer to self-describe	1	1.1%
Age in years	18 – 29	7	7.5%
	30 – 44	23	24.7%
	45 – 59	35	37.6%
	60 – 74	13	14.0%
	75 +	1	1.1%
	Not Answered	1	1.1%
	Prefer not to say	12	12.9%
	Under 18	1	1.1%
Long standing illness or disability	No	65	69.9%

	Not Answered	2	2.2%
	Prefer not to answer	13	14.0%
	Yes	13	14.0%
Ethnicity	Arab	1	1.08%
	Asian or Asian British - Indian	2	2.15%
	Black or Black British - Caribbean	2	2.15%
	Chinese	1	1.08%
	Mixed - White and Asian	1	1.08%
	Not Answered	1	1.08%
	Prefer not to say	13	13.98%
	White	72	77.42%
Religion	Any other religion or belief	4	4.30%
	Buddhist	1	1.08%
	Christian	48	51.61%
	Hindu	1	1.08%
	Muslim	1	1.08%
	No religion	23	24.73%
	Not Answered	1	1.08%
	Prefer not to say	13	13.98%
	Sikh	1	1.08%
Sexuality	Bi / bisexual	2	2.15%
	Gay man	1	1.08%
	Gay woman / lesbian	1	1.08%
	Heterosexual / straight	64	68.82%
	Not Answered	2	2.15%
	Other	1	1.08%
	Prefer not to say	22	23.66%
Gender Identity	No	1	1.08%
	Not Answered	4	4.30%
	Prefer not to say	14	15.05%
	Yes	74	79.57%

ABOUT RESPONDENTS

Reason for completing the survey

Respondents were asked which category they felt most accurately reflected the capacity they were responding to the survey. Figure 2 provides the details of the respondent categories.

The majority of respondents identified themselves as 'general public'. Nearly a quarter of respondents identified themselves as either currently or previously worked for the Fire Service or as a family member of someone who currently or previously worked for the Fire Service .

Figure 2 Number of respondents by category

Respondent Category	Number of Respondents	%
General public	64	68.82%
Currently or previously worked for the Fire Service	15	16.13%
Family member of someone who currently or previously worked for the Fire Service	6	6.45%
Any other (please specify below)	4	4.30%
Local business	2	2.15%
Elected representative	2	2.15%
Total	93	100.00%

Place of residence/work of respondents

The majority of respondents (87%) indicated that they either lived or worked in Nuneaton and Bedworth or North Warwickshire Boroughs. (Figure 3)

Figure 3 Number of respondents by residential/work location

District/borough where respondents live/work	Number of Respondents	%
Nuneaton & Bedworth Borough	50	53.76%
North Warwickshire Borough	31	33.33%
Live / work outside Warwickshire	3	3.23%
Work Countywide	3	3.23%
Rugby Borough	3	3.23%
Warwick District	2	2.15%
Stratford on Avon District	1	1.08%
Grand Total	93	100.00%

Respondents who selected Nuneaton and Bedworth or North Warwickshire Boroughs were also asked which area of those boroughs they lived. The majority of respondents from North Warwickshire lived in the Coleshill and Arley area and the majority of respondents from Nuneaton and Bedworth lived in Bedworth Central and Bulkington (Figure 4).

Figure 4 – Which area of North Warwickshire/Nuneaton and Bedworth do you live?

Area of North Warwickshire	Number of respondents	%
Coleshill & Arley (Coleshill, Fillongley and Arley)	18	58.06%
Polesworth (Polesworth, Dordon, Baddesley Ensor, Warton, Newton Regis, Austrey)	7	22.58%
Atherstone and Hartshill (Atherstone, Mancetter, Hartshill, Oldbury, Caldecote)	5	16.13%
Kingsbury (Kingsbury, Hurley, Wood End)	1	3.23%
Total	31	100.00%

Area of Nuneaton and Bedworth	Number of respondents	%
Bedworth Central & Bulkington (Town Centre, Exhall, Bulkington)	26	52.00%
Bedworth West (Bedworth Heath, Goodyers End, Keresley Newlands, Ash Green, Neal's Green)	5	10.00%
Not Answered	1	2.00%
Nuneaton Central (Town Centre, Attleborough, Bermuda, Hill Top, Chilvers Coton)	7	14.00%
Nuneaton Common & West (Galley Common, Camp Hill, Stockingford, Whittleford)	4	8.00%
Weddington, Horeston Grange and Whitestone (Weddington, Horeston Grange, St. Nicolas, Whitestone)	7	14.00%
Total	50	100.00%

FEEDBACK ON EXPLORING OPTIONS FOR FIRE STATION LOCATIONS.

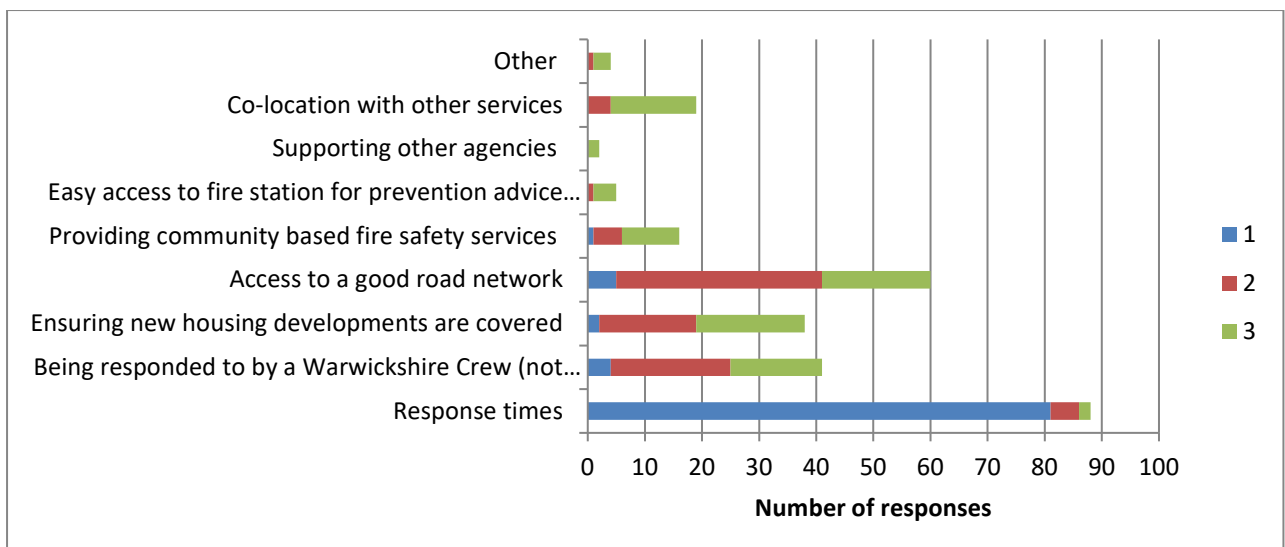
The following sections describe common themes and give some illustrative examples of comments received. A full list of comments is available and can be provided on request.

IMPORTANT CONSIDERATIONS WHEN EXPLORING OPTIONS FOR FIRE STATION LOCATIONS.

Respondents were asked to choose the top three things that should be considered when exploring options for fire station locations. A list of options was provided along with an 'other' option (Figure 5). The top three issues identified were

- Response times
- Access to a good road network
- Being responded to by a Warwickshire Crew (not a crew from over the county border)

Figure 5 – Number of responses to each of the options.



8 respondents provided comments on other considerations following this question. The general themes identified are shown in Figure 6

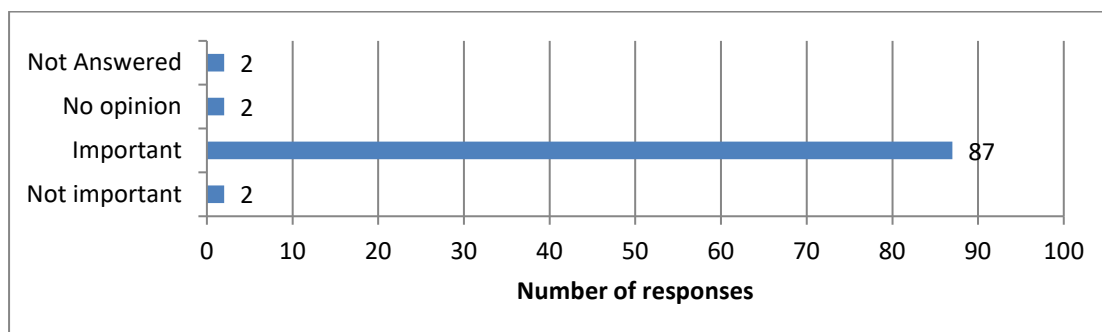
Figure 6 – Other considerations

Theme	Description	Examples for illustration
Response times	Responding as quickly as possible to incidents	<i>'Resources that are able to respond the most effectively from which ever service or area. 3 trucks at the Bermuda site as has been looked at for the last 20 years would give access to all major road networks except A5 which can be covered by Atherstone. It will improve response time in Bedworth while still able to maintain a good time into Nuneaton' 'time to get to an emergency in time' 'Ensuring response is appropriate to risk at the most value added level whilst achieving cost benefits ie subsidiarity in response'.</i>
Visibility	The visual presence of fire fighters in the community	<i>'Seeing local Firemen in the community'</i>
Central locations	The location of stations in relation to town centres	<i>'Being centrally located in the town centre' 'Always be at the centre of the town just like a bike hub'.</i>
Overall considerations	Importance of all options to providing a sustainable service.	<i>'All are important to ensure a good sustainable service'.</i>

MEETING THE FIRE SERVICE RESPONSE STANDARD

The current emergency response standard is to provide the first fire engine to attend life risk emergencies across the County within 10 minutes on 75% of occasions. The standard was considered important by 94% (87) of all respondents (Figure 7). Two respondents (2%) felt it was not important two respondents (2%) had no opinion and two respondents (2%) did not answer.

Figure 7- How important to you is the Fire Service Emergency Response standard?



Respondents were invited to say more about their response to this question; 24 (26%) respondents provided comments. The majority of these respondents (19/79%) felt that the standard is important however they would like the fire service to respond as quickly as possible to an emergency and consider reducing the 10 minute target or attending incidents within 10 minutes on all occasions. All themes are shown in figure 8.

Figure 8 – Importance of meeting the emergency response standard

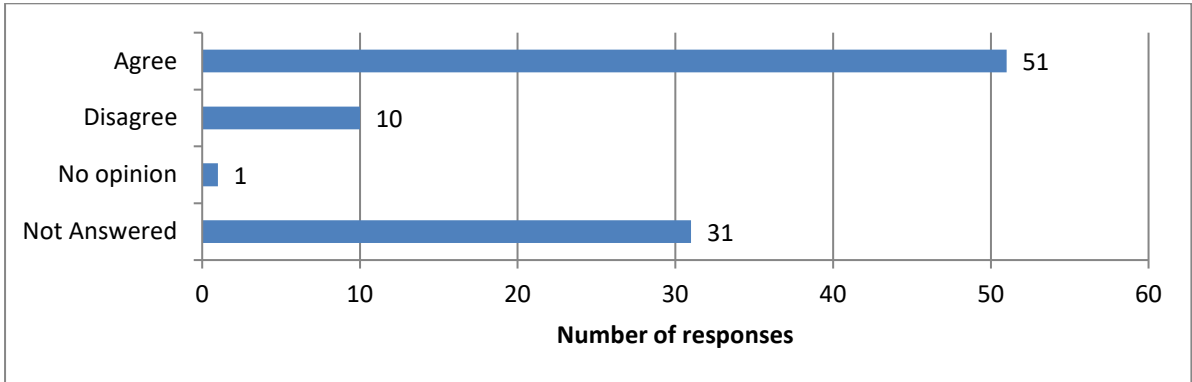
Theme	Description	Examples for illustration
Response times	Responding as quickly as possible to incidents. Reducing the 10 minute target. Attend incidents within 10 minutes on all occasions	<p><i>‘This should be a 5 min standard why should we accept less than people over the boarder [sic] in the West Midlands’</i></p> <p><i>‘Agree important but feel should be aiming for 100%’</i></p> <p><i>‘10 min on 75% of time is already not achieved, the service should be aiming for 10 min 100% of the time.’</i></p>
Coverage	Maintaining multiple sites to ensure standard is met	<i>‘I believe it’s important, but to achieve this in North Warwickshire would require multiple sites’</i>
Effective response on arrival	Ensure that the target is used to ensure an effective response on arrival at an incident	<p><i>‘Very important but to be an effective response and not just a method of stopping the clock as we have seen in other services’</i></p> <p><i>‘As long as they are able to do the job when they arrive and are not just arriving to stop the clock whilst waiting for additional crews to arrive’</i></p>

		<i>to safely deal with the incident.'</i>
Growth Development	Maintain emergency response as the area develops and grows	<i>'It's important that the current target be maintained or improved on even if more houses etc are added to the area. More council funding needs to be available when providing new homes to ensure all support services Police, gps etc are maintained.'</i>

REASONS FOR EXPLORING FIRE STATION LOCATIONS

The majority of respondents (51/55%) agreed with the reasons given for exploring the options for fire station locations in Nuneaton and North Warwickshire, 10 (11%) disagreed, however in total a third of respondents 31(33%) did not answer and one respondent (1%) had no opinion. (Figure 9)

Figure 9 - Level of support for reasons for exploring options for fire station locations



Respondents were invited to provide a reason for their response; 26 (28%) respondents provided comments. In most cases, respondents agreed with the reasons for the review, but added comments that suggested this does not mean they agree that stations should be moved (Figure 10)

Figure 10 - Level of support for reasons for exploring options for fire station locations (Comments made)

Theme	Description	Examples for illustration
Funding	Funding in terms of the cost v benefits of relocating stations	<i>'It would appear to be sensible to review existing locations based on the reasons provided. However the reasons do not mention the budgetary pressures that councils have been under due to austerity measures. This must also be a driver in the review therefore I think it is misleading not to mention this as one of the reasons when consulting us public. At the very least it is a limiting factor ie because</i>

		<i>of number of locations you are thinking about. It would also be useful to know where you currently are with hitting the 10 minute target in all locations.'</i>
Resourcing	Resourcing in terms of needing additional resources rather than moving current resources and crewing arrangements i.e. full time v retained.	<i>'I agree that there needs to be more fire stations, but using additional fire engines, not re-locating current ones'.</i>
Resource flexibility	Impact on response times, relocating stations as towns expand and locating stations based on level of risk	<i>'Effectively placing resources makes perfect sense yet 10 minutes to attend incidents is far too long for fire survivability, why should we have fire stations, should we not have resources that move with the risk, we are proposing to build another facility at significant cost, this is an unacceptable financial outlay, resources should have the flexibility that meet the community needs within the financial constraints placed on the service.'</i>
Maintain status quo	Keep and build on current locations	<i>'Not aware of any issue with current locations' 'More attention to existing stations eg number of staff and equipment. Not single pump stations dotted around the area.'</i>
Collaboration	Impact of neighbouring fire services being busy and unable to assist	<i>'I think response times are important as everybody deserves to have the fire service attend asap if they require them. But if you have to rely on neighbouring brigades for cover along the county border, then you run the risk of having no cover in those areas at all at times if the neighbouring brigades are busy'</i>
Accessibility	Impact of traffic congestion	<i>'The traffic around Bedworth town centre is quite difficult to negotiate during an 'emergency' Because location and response, ease of access to areas is important and increases your ability to rescue'</i>
Urban growth	Impact of new developments	<i>'As the population changes and the needs of communities change it makes complete sense to review the current provision, and make the necessary changes to meet the service standards' 'Nuneaton fire station is based roughly in the centre of the town. It currently has access to most directions and external circumferences of the town from this central location, and given</i>

		<i>that housing developments are currently being identified across the town, in all directions, it makes no sense at all to re-centre the fire station’.</i>
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POSITIVE AND NEGATIVE IMPACTS WE SHOULD CONSIDER WHEN EXPLORING OPTIONS

Respondents were asked if they thought there were any potential positive or negative impacts that we should consider when exploring options for fire station locations. This question was completed by 57 (61%) respondents. There were 52 responses for positive impacts and 47 responses for negative impacts. Themes emerging from the responses given for positive impacts are shown in Figure 11 and for negative impacts in Figure 12.

Positive Impacts

Figure 11 - Positive impact themes identified

Theme	Description	Examples for illustration
Coverage and Accessibility	Better and wider coverage, including accessibility to the road network, whilst retaining/improving response times	<i>‘More wide span cover Quick access to large housing areas and industrial areas Location, easy access to road links’ ‘If coverage is increased then this is positive’</i>
Staff Resources	Impact on RDS recruitment and retention. Consider more whole time crews	<i>‘Reduction of retained staff to more whole time staff would be positive’ ‘Recruiting from retained would also give a more experienced workforce’ ‘Easy access to firefighters (retained) to get to the stations’</i>
Local Communities	Impact of supporting local communities and community safety	<i>‘A modern fire station(s) that supports fire crews to serve the local communities fully can only be a good thing.’ ‘Fire Stations for local community - feel safer’</i>
Resourcing	Provide additional fire stations	<i>‘Increasing the number of fire stations within the Warwickshire area to ensure response times are met in addition to their supportive duties to the community would be welcomed’.</i>
Maintain status quo	Keep specific current stations	<i>‘Keep it in Coleshill has done excellent service with TWO engines running as we have a busy dual carriageways linking to motorways and new building hence population growing. ‘</i>

		Polesworth and Bedworth also mentioned in individual comments
Collaboration	Collaboration with other fire services and blue light services	<i>'Closer working and responding with West Midlands and may be a merger with them due to the poor standard of service that Warwickshire offers and making effective cost savings for all tax payers '</i>
Urban growth	Impact of new developments and transport infrastructure	<i>'Right that you're considering new housing developments. Also need to consider the impacts of HS2 construction which will cause a lot of "rat running" displaced traffic on unsuitable roads so increase in accidents. Whether the housing developers are paying for road safety improvements - most aren't so existing road network unsafe for extra volume of cars.'</i>

Negative Impacts

Figure 12 - Negative impact themes identified

Key theme	Description	Examples for illustration
Rural Communities	Impact on rural areas if the stations are located some distance away	<i>'Concerned that in rural areas where roads are narrow and single lane access in some places, residents requiring a fire engine in an emergency situation could have to wait some time if fire stations were located miles away.'</i>
Funding	Funding potential relocations and future funding implications	<i>'Budget reductions! How will the service fund the station relocations'</i>
Urban growth and Infrastructure	Population growth means more stations rather than relocation of current resource	<i>'As the town grows is one fire station enough?'</i>
Staff Resources	Impact on current crewing arrangements in terms of full time v RDS and their ability to travel to stations within the time limit	<i>'Increase in population and building developments but no increase in appliances. Atherstone, Polesworth and surroundings has more and more houses being built yet still only 2x Atherstone and 1x Polesworth. Both relying on Day Crewed/Retained staff which adds to response times. Maybe consider making new stations with facility for Full Time rotas.'</i>

Accessibility	Accessibility for fire staff	<i>'To move the station would mean some part-time firefighters maybe having to give up the profession (if they couldn't get to any new location within 5 mins), thereby losing valuable experience, as well as potential difficulties in accessing major roads quickly!'</i>
Collaboration	Collaboration with other fire services and blue light services	<i>'Relying on other services to respond to incidents on your area is dangerous. If you can join up and have a collaborative service with the other fire services that surround us then that would be a better way of ensuring the community stays safe.'</i>
Maintain status quo	Retain specific stations	<i>'f [sic]based in Coleshill and then moved worse decision to growing population in area.'</i> <i>'No negatives, Coleshill fire station is essential to our, not so small town'</i>
Local environment and infrastructure	Traffic congestion and disruption to neighbourhoods (noise and pollution) Access to road network	<i>'traffic congestion on current road network. Disturbance to the immediate neighbourhood. M6 - 4 lane running - accidents could increase. Access to roads, traffic and road works which causes delays'</i>
Local Communities	Impact on local communities if fire stations located out of town	<i>'1)Moving a station further away from its employees 2)The high cost involved that could be used for other means 3)Not treating this exercise as a 'merger' to reduce number of stations/firefighters at the risk of safety 4) Disconnect from the community if stations are moved out of town centres'</i>
	Impact of any closures on jobs services to the local community and the loss of local knowledge and community support	<i>'Potential closure of fire stations this would have an adverse impact on jobs and service to the local community.'</i>

Communications	Communications need to handle carefully to avoid the misconception that relocations being seen as closures.	<i>'public misconception of moving bases will be seen as closures this has to be handled very sensitively'.</i>
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OTHER ISSUES OR FACTORS WE SHOULD CONSIDER WHEN EXPLORING OPTIONS FOR FIRE STATION LOCATIONS

Respondents were asked if there were any other issues or factors we should consider when exploring fire station locations. There were 34 (37%) responses and the themes listed in Figure 13 were identified.

Figure 13 – Other issues or factors

Theme	Description	Examples for illustration
Collaboration	Collaboration with other fire services and blue light services	<i>'Bringing resources and ideas from all blue light services including neighbouring services. You should also effectively utilise all fire appliances and resources from whichever service. Think about utilising resources from other agencies ie transport, HR, fire control.'</i>
Urban growth	New housing development growth requires additional services	<i>'The massive new housing developments in Warton Polesworth and Nuneaton.'</i>
Infrastructure	Future proof against infrastructure plans and industrial growth .i.e. HS2	<i>'Take in to account. Hams hall and industrial estate growth as well as the impact of HS2 with years of disruption this could affect roads and cause more accidents'</i>
Complete a full analysis of requirements	Full analysis of types of incidents, age of property, residential v commercial premises when planning where fire stations are located	<p><i>Analysis of the types of incidents/calls/types of site affected may help inform decisions on potential location of new stations. E.g. presumably household fires are the most prevalent? What about fires in commercial/industrial properties? Would they require a quicker response time due to the potential materials on site, number of people working on site etc? '</i></p> <p><i>'Perhaps the age of properties also need to be taken into account. Presumably new builds might be more resilient than older properties (improvements to Building Regs etc.)? In an ideal world, yes all properties should be accessible within 10 minutes - but if that is not possible, would older properties require a quicker</i></p>

		<i>response time because of their construction materials? Would new builds be more resilient/better placed if responses within 10 minutes are not possible?'</i>
Maintain status quo	Keep specific current stations	<i>'facts are it's working where it is with two. We have suffered already with no police presence since station went, would hate to think how bad things can get (and it will) if Coleshill fire station was to move away. It has helped saves life's [sic], residents will fight to keep the TWO engines running in our community'...</i> <i>'just keep Coleshill fire station as it is'</i>
Resourcing	Resourcing staff and equipment and current crewing arrangements, including more full-time watches.	<i>'Staff numbers and equipment' .</i> <i>'Change of rota to Full Time watches at all stations. Move stations to outer edges of towns rather than central gridlocked area (Nuneaton/Atherstone/Polesworth). Closer working relationships with West Mids/Leics/Staffs for borderless attendances'.</i>
Communities	Impact on rural areas accessibility	<i>'More rural locations ie Polesworth retained fire fighters would struggle to get to a call out in Austrey within 10 minutes. The roads are windy & would put pressure on crew driver to get there in time which could put other road users at risk.'</i>
Facilities	Advanced training centre	<i>'Enough room for an advanced training centre for new recruits would be crucial'.</i>
Local Communities	Consider RDS impact if moved from local communities and the impact of one big hub v smaller stations.	<i>'Ensuring that a retained crew is available from Bedworth fire station, in its current location or possible future location. Furthermore the protection of retained firefighter jobs, who lie at the heart of the Bedworth community. '</i> <i>'Building one big hub does not make service's better having smaller local stations help unite the community'</i>
Accessibility	Impact of traffic congestion	<i>'Fire location for on call crews need to accessible Bedworth is gridlock every day at peak times'</i>
Funding	Funding implications	<i>'Do the costs of relocating outweigh any benefits or does it create an unnecessary cost to offer a reduced, less effective service, which could cost lives (potential savings -v- saving lives)?! If it's not broke, don't fix it!!'</i>

ADDITIONAL COMMENTS WE SHOULD CONSIDER WHEN EXPLORING OPTIONS FOR FIRE STATION LOCATIONS

Respondents were asked if they had any further comments they would like to share with us. There were 24 (26%) responses and the following themes were identified.

Figure 14 – Additional comments

Theme	Description	Examples for illustration
Collaboration	Collaboration and shared premises with other blue light services	<i>'Thank you for all you do but please look at different and modern ways to serve the community's of Warwickshire we can not afford to continually build stations for single services. Also fire stations & ambulances should run out of the same premises like they do in America. Reducing costs for bases etc '</i>
Accessibility	Accessibility to road network	<i>'With motorway's becoming more busy crews to be in good access and 24/7 cover in Nuneaton and Bedworth and extra crews for cover if a major fire to happen'</i>
Urban growth	Impact of new developments and infrastructure	<i>'Our emergency services are this countries great asset and we need to ensure they meet an ever increasing demand due to volume of traffic on all roads, new housing estates,etc'.</i>
Trust/ Praise	Trust in fire service to make correct decisions	<i>'We rely on your service and trust you, therefore I believe your knowledge and expertise should carry more weight than anyone else's views.'</i> <i>'Just to continue with the excellent work that Coleshill station and crew do for our town, keeping us safe'</i>
Resourcing	Correct crewing in terms of contracts (fulltime v retained)	<i>'I fully support our local fire station & they are a big part of our community but I feel they are under resourced & if planning goes ahead to develop our housing in the village by the amount that is proposed then I feel we should have a full time crew & not just 'on call'</i> <i>'Make Polesworth station full time?'</i>
Maintain status quo	Retain specific stations	<i>'Please retain a fire station in Bedworth. With the amount of houses being built in the Nuneaton and Bedworth areas. The need for 2 stations is more important than spending the money building a brand new one'</i>

		<i>'Retain Coleshill Fire Station'</i>
Coverage	Impact on current coverage	<i>'Bedworth has previously "lost coverage" when the station was changed. The change should not not penalise Bedworth further.'</i>
Funding	Funding implications	<i>'I will repeat what I said to the previous question - if it's not broke, don't fix it! Cost savings -v- saving lives (& jobs)!'</i>
Resources	Consider the most effective appliances	<p><i>'There is a need to consider smaller appliances given the greater volume of traffic on the roads in the Nuneaton /Bedworth area. West Midlands have now employed a fleet of small appliances. Bedworth has a small appliance which does not seem to be mobilised that often. It seems to be driven around the area covering arson prevention more than anything else.'</i></p> <p><i>'I hear on the grapevine that the small Iveco appliances are considered by the firefighters to be a failure. It sounds as though little consideration was given as to how they could be intergrated [sic] into the existing fleet.'</i></p>

Overall several of the themes identified were evident across all question responses. The majority of respondents supported the review of fire station locations; however there were more nuanced views on actually implementing any changes to current fire station locations. There was recognition that as the county expands it is necessary to review our service in terms of locations, resourcing and the impact on the local environment and communities, however further, more detailed information on the future plan for the service was required to enable communities to make final informed opinions on future fire station locations.

Appendix I - Integrated Risk Management Plan - Consultation and Engagement

Marcomms Evaluation: June 2019



Communications Objectives	To raise awareness and increase take up for our IRMP Consultation with specific focus on the Rugby consultation and Nuneaton and North Warwickshire engagement activity.
Audience	Residents, key stakeholders, MP's, businesses, local members
Key Success	<ul style="list-style-type: none"> • Increase in the amount of surveys filled in • Improve resident and stakeholder engagement

Inputs		Outputs	
Media / external Comms	<ul style="list-style-type: none"> • Draft news release – WFRS urge residents to have their say • Draft news release – Come along and have your say • Support with Q&A's • Briefing comms team • Intranet • Draft Marcomms Strategy • Draft news release - Have you had your say 	Media	<p>News release – Come along and have your say, Rugby Consultation – (113 unique page views) Issued 17 June 2019</p> <p>News release - Have you had your say – (155 unique page views) issued 10 June 2019</p> <p>News release – WFRS urge residents to have their say – (135 unique page views) issued 6 May 2019</p>
Digital	<ul style="list-style-type: none"> • Planning and scheduling content • Create content for web page link • Draft regular posts for social media • Update Q&A's for web page 	Digital	<p>Facebook – 16 Posts issued</p> <ul style="list-style-type: none"> • Reach: 29,710 • Engagement: 1,541 • Shares: 51 • Comments: 5

			<p>Twitter – 18 posts issued</p> <ul style="list-style-type: none"> • Impressions: 31,111 • Engagement: 496 • Clicks on links: 207 • Retweets: 27 • Likes: 43
Internal Marcomms	<ul style="list-style-type: none"> • Drafting relevant content for internal publications • Ensure that all editors are aware of content and that the story is being covered. • Provide relevant images 	Internal Marcomms	<p>Content was issued in the following publications;</p> <ul style="list-style-type: none"> • IPeople - 160 • Fire Matters - 145 • Communities Briefing – 176 views • Resources Briefing – 233 views • Re-Member • W4W – 316 views • Intranet – 65 people reached • Warwickshire Weekly Newsletter – goes out to 4,641

Comments on social media

Comments	Facebook	Responses	Facebook
	Is the station on corporation street staying? It is it being knocked down then crews relocating to this new station?		Hi the consultation is around having two fire stations. The one on Corporation Street and an additional station in South West Rugby.
	Any ideas for the duty system for the new station??		The details of duty systems will form part of the consultation.
	Is the consultation available online? I missed the event but would be interested in having a say. Thanks!		Hi no problem, here's a link to the Rugby consultation - https://ask.warwickshire.gov.uk/.../additional-fire.../
	Is this expansion or cuts?		Hi, thank you for your comment. To confirm, this is consultation and early engagement to decide where best to locate our resources to ensure that we continue to provide the best service that we can to the residents of Warwickshire.

Social media survey: Facebook

The image shows two side-by-side screenshots of a Facebook post from Warwickshire Fire and Rescue Service. The post is a poll titled "Warwickshire Fire and Rescue Service created a poll." The poll text reads: "As part of our Integrated Risk Management Plan we are looking to provide an additional fire station in Rugby. The consultation closes on the 16 June 2019. To have your say visit - <https://ask.warwickshire.gov.uk/fire-and-rescue/additional-fire-station-rugby/> ... To what extent do you support the Service's plan to move a fire engine and crew to the n... See more".

The left screenshot shows the poll results: 10% Do not support and 90% Support. The poll has ended, and it shows 71 votes and 7 shares by Rae Edwards and 3 others.

The right screenshot shows the poll results: 84% Agree and 16% Disagree. The poll has ended, and it shows 76 votes by National Fire Hydrant Testing and 3 others.

Both screenshots show the top navigation bar with "Home", "Services", "Reviews", "Shop", "Offers", and "Ph". The bottom navigation bar includes a "CREATE POST" button and standard mobile OS navigation icons.

Social media survey: Twitter

Warwickshire FRS @WarksFire... · 4d

As part of our Integrated Risk Management Plan we are looking to provide an additional fire station in Rugby. The consultation closes 16 June 2019 - ask.warwickshire.gov.uk/fire-and-rescu...

To what extent do you support the Service's plan to move a fire engine and crew to the new station?

Do not support	12%
Support	76%
Don't know	12%

17 votes · Final results

Warwickshire FRS @WarksFire... · 1d

We are exploring options for new fire station locations within the Nuneaton and North Warwickshire area. Based on the information outlined in the link below, do you agree or disagree with our reasons for reviewing the station locations? ask.warwickshire.gov.uk/fire-and-rescu... B

Agree	72%
Disagree	24%
Don't know	4%

25 votes · Final results

Warwickshire FRS @WarksFire... · 4d

The crew from Henley were called to an RTC in the early hours of the morning on the M42 J3 to 3A. On arrival one... on its roof in lane 3 of the carriageway. Luckily the casualty was out of the...

Warwickshire FRS @WarksFire... · 1d

It's carers week 2019! If you provide regular help for someone who can't cope without you, you are a carer. You don't need to do it alone.

Radio Interviews:

BBC Coventry and Warwickshire - radio interview - 20 May 2019

BBC Coventry and Warwickshire - radio interview - 14 May 2019

APPENDIX J

EQUALITY IMPACT ASSESSMENT (EIA)

Rugby South Fire Station

Service/policy/strategy/practice/plan being assessed	Rugby South Fire Station – New Build Within the current Draft IRMP Action Plan 2019-20, objective 2.1 is specific in that we have a need to look ahead to the impact that future housing and commercial developments will have on the capability and location of our resources; namely our fire stations. In particular we have identified the need for a new fire station to the south of Rugby.
Business Unit/Service Area	Fire & Rescue
Is this a new or existing service/policy/strategy/practice/plan? <i>If an existing service/policy/strategy/practice/plan please state date of last assessment</i>	New
EIA Review team – list of members	Ade Mallaban, Rosemarie Holme
Do any other Business Units/Service Areas need to be included?	No
Date of assessment	April 2019 – Reviewed August 2019
Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees?	No

If **yes** please let your Assistant Director and the Customer Relations Team know as soon as possible

Details of service/policy/strategy/practice/plan

Scoping and Defining	
(1) What are the aims, objectives and outcomes of the service/policy/strategy/practice/plan?	The development in the South West Rugby area will see significant employment provision, as well as 5400 new homes, built in the coming years. This development will not only increase the population in the area that requires WFRS prevention and protection services, but will widen the populated geographical area in which we are expected to provide an emergency response within current performance requirements. WFRS has an agreed performance standard to provide a response to life risk incidents (such as building fires and road traffic collisions) within ten minutes.
(2) Who are the customers?	People who live or work in the Rugby area or throughout Warwickshire. WFRS Staff.
(3) How has equality been considered in the development or review so far?	Equality has been considered in the EIA carried out for the IRMP in November 2016. During the evidence gathering process we have considered: <ul style="list-style-type: none"> ● Demographic predictions from the Insight Team (including Warwickshire Challenges 2019)

	<ul style="list-style-type: none"> ● WFRS Risk Profile 2016 ● Service demand information ● Census data ● Other Fire and Rescue Services' Risk Management Plans ● Local and national performance information ● Warwickshire County Council's One Organisational Plan ● WFRS Outturn Report, National Risk Assessment ● The National Framework and CFOA Operational Assurance <p>As part of the consultation process, we are ensuring that all groups with protected characteristics are able to contribute their views via various methods. These include on-line surveys, paper copies if requested, email, telephone, using our network of WCC partners, charities, community development teams and the Community Engagement officer.</p>
(4) What is the reason for the change/development?	A changing risk profile of the Rugby area, and the large scale new developments taking place, means that we have to consider how and where our resources are deployed to deal with emergency incidents and community prevention activities.
(5) How does it fit with Warwickshire County Council's wider objectives?	<p>The One Organisational Plan 2020 outlines WCCs core purpose to make Warwickshire the best it can be. This is supported by two outcomes:</p> <ul style="list-style-type: none"> ● Warwickshire's communities and individuals are supported to be safe, healthy and independent ● Warwickshire's economy is vibrant and supported by the right jobs, training, skills and infrastructure

<p>(6) Why might it be important to consider equality and the protected characteristics?</p>	<p>As a universal service that ensures the safety of all communities across Warwickshire, it is imperative to identify the impact of how our services are delivered to individuals with protected characteristics who may use them. By identifying and mitigating any negative impacts and maximising the positive ones, it helps us to achieve WCC's Equality and Diversity Objective; 'WCC provides fair and accessible services to the citizens of Warwickshire'.</p> <p>WFRS works closely with other partners (eg health professionals) to increase the social value of our services, and as a direct result of these partnerships, and our consideration of equality, we adapt our services to meet the needs of vulnerable groups. This is illustrated by the Hospital to Home service that has recently been introduced.</p>
<p>Information Gathering</p>	
<p>(7) What sources of data have you used?</p> <p><i>You must keep a record of any data you have currently used as supporting evidence</i></p>	<ul style="list-style-type: none"> ● Demographic data from the Insight Team (Warwickshire Challenges 2019) ● WFRS Risk Profile 2016 ● Service demand information (used to support the IRMP consultation survey) ● Census data ● Local and national performance information ● WFRS Outturn Report ● JSNA place-based needs assessments
<p>(8) What does the data you have tell you about your customers and about protected equality groups?</p>	<p>It informs us of current and future demographic changes for all groups, including those with protected characteristics. This assists us when considering both current and future resource planning, in terms of staff and future locations.</p>

<p>(9) What do you need to know more about?</p>	<p>Nothing identified currently.</p> <p>We are seeking the views of the community on the impacts of our plans by a formal consultation process, therefore ensuring: 'Warwickshire residents are informed, are involved in the decision and are able to make their view heard' (<i>WCC's vision for consultation and engagement</i>)</p>
<p>(10) How could you find this out and who could help you?</p>	<p>As part of the consultation process, we are ensuring that all groups with protected characteristics are able to contribute their views via various methods. These include on-line surveys, paper copies if requested, email, telephone, using our network of WCC partners, charities, community development teams and the Community Engagement officer.</p>
<p>Engagement and Consultation</p>	
<p>(11) Who have you consulted with from protected equality groups?</p>	<p>All groups are involved in the formal consultation exercise.</p> <p>We will ensure the views of residents captured is representative of the demographic of Rugby by collecting equality monitoring data as part of the process and comparing it to local demographic data available.</p>
<p>(12) Who else could you consult with?</p>	<p>Key business partners, including local representatives, businesses and other public sector services.</p>
<p>(13) Who can help you to do this?</p>	<p>We have completed a stakeholder plan and will be working through the network of partners to ensure that we continue to reach all groups.</p>

Monitor and Evaluate

(14) How will you monitor and evaluate the service/policy/strategy/practice/plan?

At the end of the consultation period, an analysis report will be presented to Cabinet in September 2019, and will be used as evidence in the ongoing planning and build of the Fire Station.

Please note: Further information and advice about the corporate consultation process can be found [here](#).

(15) Analysis of impact and potential actions:

Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: <ul style="list-style-type: none"> ● Eliminate discrimination/mitigate negative impact ● Advance equality of opportunity ● Foster good relations
		Positive impacts identified (actual and potential)	Negative impacts identified (actual and potential)	

<p>Age</p>	<p>From our data analysis, there are no specific identified impacts for this group</p>		<p>Staff impacts: The transfer of staff to the new fire station location may impact some within this group.</p>	<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p> <p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request.</p> <p>August 2019 A review of the data gathered as part of the consultation concluded that there are no specific identified impacts for this group. Equalities monitoring data was gathered and will be used to inform our future IRMP strategy and methods of engagement/consultation.</p> <p>WFRS will continue to monitor and consider any disproportionate impacts on staff within this group.</p>
<p>Disability</p>	<p>From our data analysis, there are no specific identified impacts for this group</p>		<p>Staff impacts: The transfer of staff to the new fire station location may impact some</p>	<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as</p>

			<p>within this group.</p>	<p>part of the online survey.</p> <p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request</p> <p>August 2019 A review of the data gathered as part of the consultation concluded that there are no specific identified impacts for this group. Equalities monitoring data was gathered and will be used to inform our future IRMP strategy and methods of engagement/consultation.</p> <p>WFRS will continue to monitor and consider any disproportionate impacts on staff within this group.</p>
<p>Sex</p>	<p>From our data analysis, there are no specific identified impacts for this group</p>		<p>Staff impacts: The transfer of staff to the new fire station location may impact some within this group.</p>	<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p> <p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and</p>

				<p>engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request</p> <p>August 2019 A review of the data gathered as part of the consultation concluded that there are no specific identified impacts for this group. Equalities monitoring data was gathered and will be used to inform our future IRMP strategy and methods of engagement/consultation.</p> <p>WFRS will continue to monitor and consider any disproportionate impacts on staff within this group.</p>
Race	From our data analysis, there are no specific identified impacts for this group		Staff impacts: The transfer of staff to the new fire station location may impact some within this group.	<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p> <p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request</p>

				<p>August 2019</p> <p>A review of the data gathered as part of the consultation concluded that there are no specific identified impacts for this group.</p> <p>Equalities monitoring data was gathered and will be used to inform our future IRMP strategy and methods of engagement/consultation.</p> <p>WFRS will continue to monitor and consider any disproportionate impacts on staff within this group.</p>
<p>Religion or belief</p>	<p>From our data analysis, there are no specific identified impacts for this group</p>			<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p> <p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request.</p> <p>August 2019</p> <p>A review of the data gathered as part of the consultation concluded that there are no specific identified impacts for this group.</p>

				<p>Equalities monitoring data was gathered and will be used to inform our future IRMP strategy and methods of engagement/consultation.</p> <p>WFRS will continue to monitor and consider any disproportionate impacts on staff within this group.</p>
Gender Reassignment	From our data analysis, there are no specific identified impacts for this group			<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p> <p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request.</p> <p>August 2019 A review of the data gathered as part of the consultation concluded that there are no specific identified impacts for this group. Equalities monitoring data was gathered and will be used to inform our future IRMP strategy and methods of engagement/consultation.</p>

<p>Pregnancy and Maternity</p>	<p>From our data analysis, there are no specific identified impacts for this group</p>		<p>Staff impacts: The transfer of staff to the new fire station location may impact some within this group.</p>	<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p> <p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request.</p> <p>August 2019 A review of the data gathered as part of the consultation concluded that there are no specific identified impacts for this group. Equalities monitoring data was gathered and will be used to inform our future IRMP strategy and methods of engagement/consultation.</p> <p>WFRS will continue to monitor and consider any disproportionate impacts on staff within this group.</p>
<p>Sexual orientation</p>	<p>From our data analysis, there are no specific identified impacts for this group</p>			<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p>

				<p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p> <p>Paper copies and alternative formats of the survey are available by request.</p> <p>August 2019 A review of the data gathered as part of the consultation concluded that there are no specific identified impacts for this group. Equalities monitoring data was gathered and will be used to inform our future IRMP strategy and methods of engagement/consultation.</p>
Marriage and Civil Partnership	From our data analysis, there are no specific identified impacts for this group			<p>Further information and actions may become evident after the review of formal consultation feedback. We are specifically asking the question about positive and negative impacts as part of the online survey.</p> <p>In designing the survey questions, we have adopted the principle of plain english and have consulted widely with the WCC consultation and engagement strategic lead, EIA strategic lead and our communication business partner.</p>

				<p>Paper copies and alternative formats of the survey are available by request.</p> <p>August 2019 A review of the data gathered as part of the consultation concluded that there are no specific identified impacts for this group. Equalities monitoring data was gathered and will be used to inform our future IRMP strategy and methods of engagement/consultation.</p>
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(16) Outcomes of Equality Impact Assessment			
Action	Timescale	Responsibility	Outcome
Seek the views of the community on the impacts of our plan by a formal consultation process.	6 May 2019 – 16 June 2019	Service Improvement Team	Consultation process, including the production of the report completed
Present Consultation Analysis report to Cabinet	Sept 2019	Service Improvement Team	
Utilise evidence gathered as part of the Consultation in the ongoing planning and build of the Fire Station	June 2019 – Dec 2022	Service Improvement Team	
Review the impact and potential actions on protected groups (listed in Q15)	June 2019	Service Improvement Team	WFRS has reviewed the data from the consultation report and

			<p>there are no specific identified impacts on the protected groups listed on Q15.</p> <p>The transfer of staff to the new fire station location may impact some within the groups listed in Q15. WFRS will continue to monitor and consider any disproportionate impacts on staff within those groups</p>
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Date of Next Review	A review was conducted in August 2019 and a further review will be undertaken after the Cabinet meeting in September 2019
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Name and signature of Officer completing the EIA	Ade Mallaban 12/08/19
Name and signature of Assistant Director	CFO Kieran Amos 12/08/19

Name and signature of Directorate Equalities Champion	DCFO Barnaby Briggs 12/08/19
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