



Equality Analysis of Workforce and Employment Data as of 31st March 2017

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STRATEGY & PERFORMANCE DIRECTORATE

Document Control

Amendment History

Version / Issue No.	Date	Author:	Remarks / Reason for Change
1.0	19/07/2017	J Fielding, W Kenyon	
1.1	21/07/2017	J Fielding, W Kenyon	Amendment to Flexible working
1.2	04/08/2017	J Fielding, W Kenyon	Amendments as per SEG
1.3	22/08/2017	J Fielding, W Kenyon	Amendments to Support Staff profiling & Gender Pay Gap

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Distribution List

Name	Position	I / R
Diversity Action Group		
Strategic Management Group		
Public sharing for Equality Website and Portal		

Related Documents

Ref No.	Title	Author	Version & Date
1.0	Equality Analysis of Workforce and Employment Data as of 31st March 2016	R Hanson, W Kenyon	1.0 07/06/2016

Ownership

Has it been agreed with the client that this is a publicly owned document? Yes ~~No~~

If Yes please state URL: TBC Awaiting authorisation from Strategic Equality Group

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1. Agreement

For the purpose of this report, the following agreement was made between the client and the Strategy and Performance Directorate. This work was requested by Wendy Kenyon, Diversity and Consultation Manager.

The Manager¹ has approved this report/ piece of work can be undertaken by the Strategy and Performance Directorate.

If the scope of the work changes, authorisation must be again obtained and would be noted within the version control document sheet.

Note: The final report, which will always be in PDF format, will be finalised in September 2017 for publishing on the Merseyside Fire & Rescue Authority Website and Portal to meet the Public Sector Equality Duty requirements.

2. Summary

The purpose of this report is to provide equality analysis of workforce data held by Merseyside Fire & Rescue Authority (MFRA) to meet the requirements of the Equality Act 2010, Public Sector Equality Duty. The report will subsequently be published on the Merseyside Fire & Rescue Authority portal and Website to demonstrate our compliance with the specific duties set out in **Appendix A**.

3. Introduction

The introduction of the Public Sector Equality Duties in 2011 requires Public bodies to publish equality information pertaining to the makeup of its workforce on an annual basis. **Appendix A**, sets out the equality duty in more detail.

Merseyside Fire and Rescue Authority (MFRA) met the duty in January 2012 and this document now refreshes that data with additional information, that is now available through the progression of its Equality and Diversity Action Plans 2013-17 and 2017-20.

The following equality analysis covers Age, Gender, Disability, Ethnicity, Sexual Orientation and Religion / Belief where available) for the following:

- Staff in post
- Leavers and New Starters
- Discipline and Grievance cases
- Career Breaks and Flexible Working Requests
- Gender Pay Gap(new requirement for 2017)

¹ Deb Appleton

Note: Where information exists to benchmark, this has been done against the report provided during June 2016 by the National Joint Council – Circular NJC/6/16 “Inclusive Fire Service – Cultural & Behavioural Survey – Final Report”².

MFRA has a number of Equality Objectives that we have adopted to help us achieve our PSED; these can be found at appendix F and are referenced throughout this document.

4. Methodology

Figures for 2016/17 and 2015/16 are taken from the data used to support the Communities and Local Government Associations returns, taken from the MyView system used at MFRA.

Data for 2014/15 is taken from a legacy system; therefore, there is a possibility that some data trends may be inconsistent between the years. The data provided by People and Organisational Department was anonymised and analysed using Microsoft Excel 2013. Data is correct as of **31/03/2017**.

Only valid data has been analysed, any gaps in the data have been identified using the “Not Stated” classification. When “Not Stated” data is removed from the overall count, a valid percentage has been calculated.

Due to data being extracted from different systems - with slightly differing configurations, the descriptors between sections (particularly age bands) can differ.

Gender pay gap data is based on the following method:
All members of staff who were full time employment as at 31/3/2017 **except** the following have been included in calculations:

- Secondary contracts for out of hours cover e.g. tender drivers, workshops, and marine unit.
- Individual payments for the incidents that staff have attended whilst retained. On call - retained payments are included. Contracts are an area that needs to be considered more widely by the sector as to the way in which those calculation re dealt with for the purposes of Gender pay gap reporting. ACAS and LGA guidance have not covered rules of application around working hours - due to recent working time regulation case law.
- Staff who were paid less than their full time salary that month have been excluded in line with government guidelines (e.g. unpaid leave, career break, maternity or sickness reductions in pay)

² It should be noted that this benchmarking is for Operational Staffing only, an alternative benchmark is available using Home Office data for 2015/16 (2016/17 data has not been published at the time of writing this report) is available in Appendix C.

Salary sacrifice³ has been included in the pay calculations, we feel to remove it would make the figures appear disproportionate for either gender.

No performance related bonuses are paid to staff, therefore three of the Gender pay gap reporting requirements are not reportable (mean, median and proportion for bonus payments).

5. Results

5.1 Analysis of the Workforce from - 2014 to 2017

The chart below provides an overview of the last 3 years data in relation to the numbers of staff in post.

Chart 1: Staffing figures at MFRA from 2014 to 17

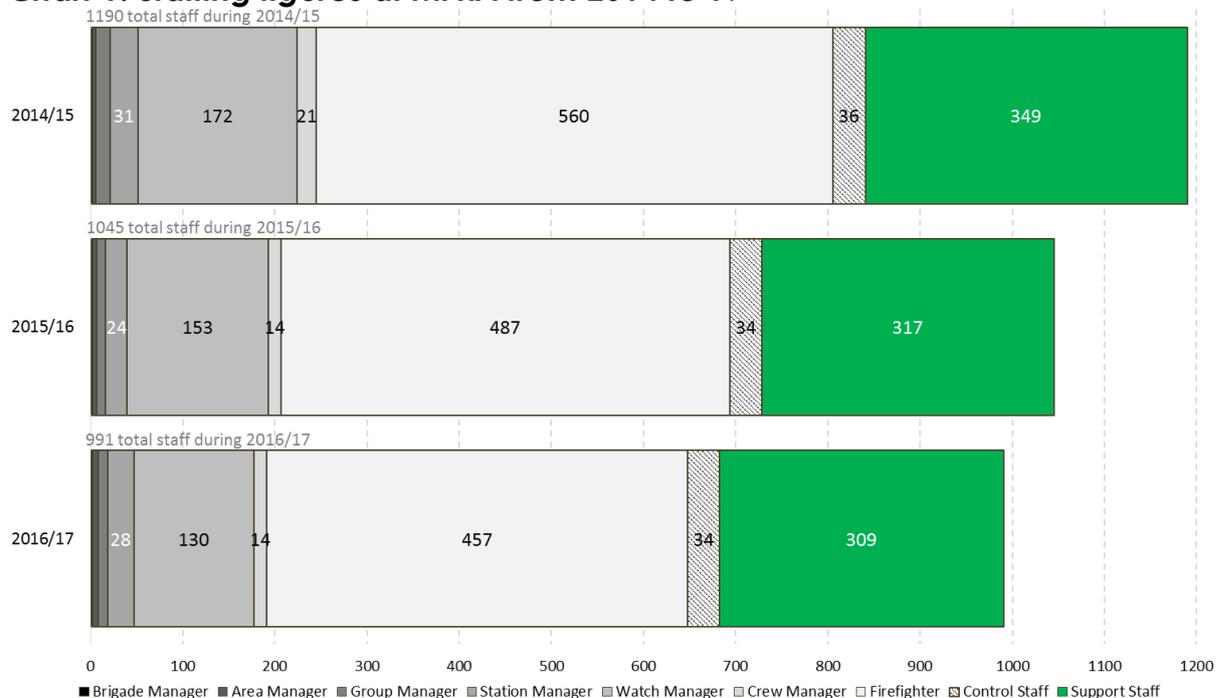


Chart 1 identifies that between 2014/15 and 2016/17, the total count of staff has fallen from 1190 to 991, a reduction of 199 or 16.7%.

The majority of staff types have seen reductions with:

- Watch Managers falling from 172 during 2014/15 to 130 during 2016/17, a reduction of 42 or -24.4%.
- Fire-fighters falling from 560 during 2014/15 to 457 during 2016/17, a reduction of 103 or -18.4%.

- Support Staff falling from 349 during 2014/15 to 309 during 2016/17, a reduction of 40 or -11.5%.

The reductions, particularly in reference to operational personnel (grey colour) are representative of the rates of retirement taking place.

The reduction in support staff has been proportionally less than that of operational staff as a whole, but it must be noted that had the above time range been longer, then this reduction would have much greater.

The majority of reductions have been through natural attrition and reduction in posts in line with our Integrated Risk Management Plan to reduce overall staffing to meet the reductions in budgets

Chart 2 Proportional Retrospective of Staffing at MFRA

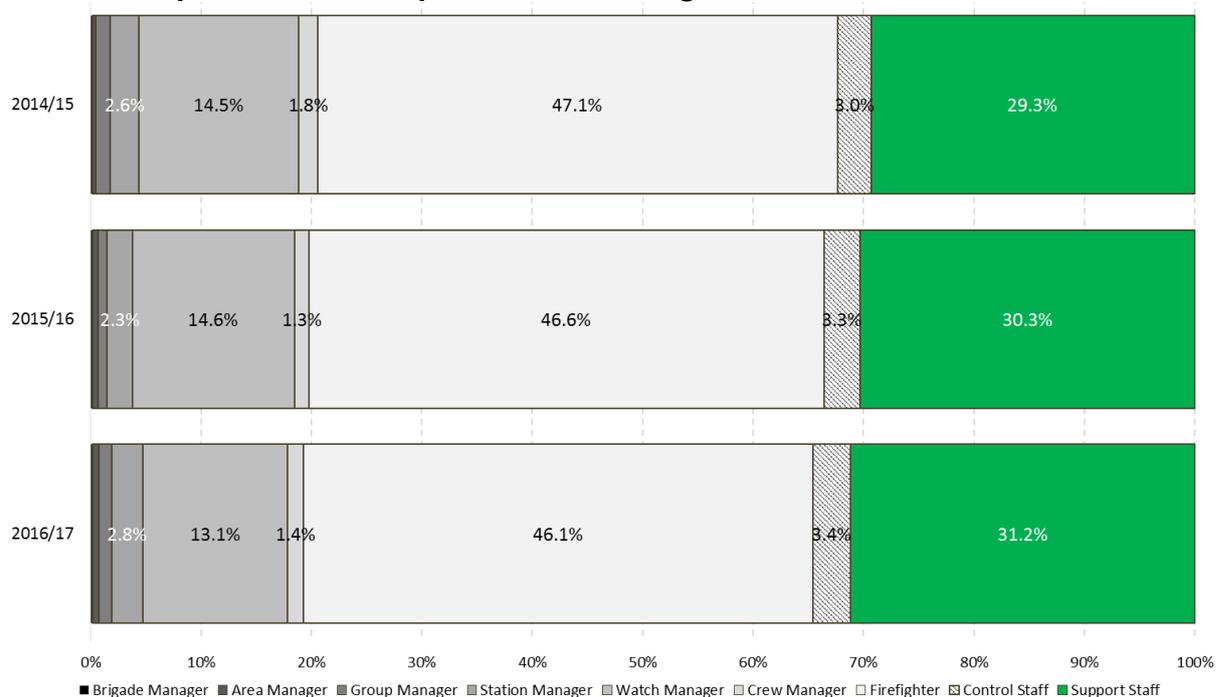


Chart 2 describes the overall breakdown of the staff at MFRA as a proportion of the total for each year.

The chart identifies that regardless of the reductions in staffing numbers, the proportions for each staffing type has remained relatively consistent.

In summary, the following staffing areas have been impacted:

- Watch Managers falling from 14.5% during 2014/15 to 13.1% during 2016/17.
- Fire-fighters falling slightly from 47.1% during 2014/15 to 46.1% during 2016/17.
- Control Staff increasing slightly from 3.0% during 2014/15 to 3.4% during 2016/17.

- Support Staff increasing slightly from 29.3% during 2014/15 to 31.2% during 2016/17.

Over the 3 year period analysed the proportion of operational personnel as a whole has fallen from 67.7% to 65.4%.

Analysis of Protected Groups between 2014 and 2017 .⁴

Table 1: Retrospective Analysis of Protected Groups – All Staff

Position	Criteria	2014/15	2015/16	2016/17	Difference	% Change
Total Staff	Total	1190	1045	991	-199	-16.7%
	Male	939	813	754	-185	-19.7%
	Female	251	232	237	-14	-5.6%
	Age >= 46	673	616	588	-85	-12.6%
	Disability	57	51	11	-46	-80.7%
	BME	42	41	43	1	2.4%
LGBT	6	9	15.	9	150.0%	

Table 1 identifies that the count of males between 2014/15 and 2016/17 has fallen by 185 or -19.7%. Whilst the Female figures shown less of a reduction at 5%, the trend is showing a positive increase from 2015/16 to 2016/17⁵, which is a direct result of our Equality Objective 1 to increase the diversity of our workforce and volunteers at all levels across the organisation.

It should be noted that there has been a change in HR data collection between 2014/15 and 2016/7 which has seen MFRA move to a self-service system for HR records. This has resulted in a reduction approximately 70% of staff providing their equality monitoring information for Disability, Ethnicity, Religion and Sexual Orientation. This has had the biggest impact on the disability results above.

Concerning Black, Minority Ethnic (BME) and Lesbian, Gay, Bisexual, Transgender (LGBT) the counts and proportions have grown slightly over the 3-year period.

Section 5.9 provides data and analysis in relation to staff leavers from the organisation.

⁴ Further breakdowns by Role are found in Appendix B

⁵ It is possible that there are more: LGBT and Disabled members of staff at MFRA. This is due to staff not updating their personal details on the HR Database. A further breakdown is available in appendix D.

5.2 Workforce Profile

Table 2: All Staff by Position

Role	Position	Total	Gender		
			Male	Female	% Female
Operational Staff	Brigade Manager	2	2	0	0.0%
	Area Manager	6	6	0	0.0%
	Group Manager	11	11	0	0.0%
	Station Manager	28	27	1	3.6%
	Watch Manager	130	127	3	2.3%
	Crew Manager	14	14	0	0.0%
	Firefighter	457	416	41	9.0%
	<i>Operational Staff Sub Total</i>	648	603	45	6.9%
Control Staff	Group Manager	0	0	0	0.0%
	Station Manager	0	0	0	0.0%
	Watch Manager	9	0	9	100.0%
	Crew Manager	6	0	6	100.0%
	Firefighter	19	3	16	84.2%
	<i>Control Staff Sub Total</i>	34	3	31	91.2%
Support Staff	Grades 12+	34	20	14	41.2%
	Grades 6-11	185	96	89	48.1%
	Grades 1-5	83	30	53	63.9%
	Apprentices	7	2	5	71.4%
	<i>Support Staff Sub Total</i>	309	148	161	52.1%
Grand Total		991	754	237	23.9%

Please note:

For the 6 Area Managers, 2 of these roles involve staff seconded to roles outside the organisation and for the 11 Group Managers, 2 of these roles involve staff seconded to roles outside the Organisation.

Table 2 provides a breakdown of the of the 991 total workforce population:

- There are 648 operational/uniformed posts, representing 65.4% of the total workforce population.
- 309 staff are in support posts, representing 31.2% of the total workforce population.
- 34 are Control staff, representing 3.4% of the total workforce population.

When reviewing the gender equality data by position the following observations are made:

- Overall females make up 23.9% (237) of the total staffing at MFRA, a slight increase on the 22.2% seen during 2015/16.
- Operational staff have a gender split of 93.1% (603) males to 6.9% females (45), which is marginally higher than the UK FRS female FF average of 5⁶%. Though the count of female Operational Staff has stayed the same between 2015/16 and 2016/17, the proportion of female staff has increased by 1%, due to changes in staffing structure throughout the organisation.

⁶ Source: Fire and rescue authorities: operational statistics bulletin for England 2015 to 2016 – Home Office

- Control staff have a gender split of 8.8% (3) male to 91.2% (31) female, which is a slight increase in male staffing when compared to the previous year. Due to the traditional nature of Control work, this is generally in line with sector averages, as Control is normally a female dominated occupation.
- Support staff have an approximate 50% split between male (148) and female (161) staff. There are more females in the lower paid roles – including staff working grades 1-5 (63.9%, 53 out of 83) and apprentices (71.4%, 5 out of 7). Within moderately paid staffing (grades 6-11) there is a slight difference in the male to female balance, with 48.1% (89 from 185) being female.

Equality Objective 1 is designed to Increase the diversity of our workforce and volunteers at all levels across the organisation and this will focus on providing positive action in supporting BME and Female staff to apply for development and promotion as they are currently underrepresented in operational roles in WM and above roles.

Benchmarking: MFRA against NJC Report

The National Joint Council for Fire and Rescue Services has recently carried out a survey across fire services nationally to understand the diversity of the workforce. Where we have data to benchmark, we have included a table to analyse the differences between MFRA and other fire & rescue authorities.

Table 3: Benchmark of gender by operational rank

Position	MF&RS		NJC Report (all FRA's excluding MFRA)	
	Male	Female	Male	Female
Area Manager	100.0%	0.0%	97.4%	2.6%
Group Manager	100.0%	0.0%	96.1%	3.9%
Station Manager	96.4%	3.6%	97.5%	2.5%
Watch Manager	97.7%	2.3%	96.2%	3.8%
Crew Manager	100.0%	0.0%	96.3%	3.7%
Firefighter	91.0%	9.0%	94.4%	5.6%
<i>Operational Staff Sub Total</i>	<i>93.1%</i>	<i>6.9%</i>	<i>95.2%</i>	<i>4.8%</i>

When the proportions of male to female for both MFRA and the NJC report are compared the following findings are apparent:

- Overall MFRA has a slightly higher proportion of female operational staff than in other fire and rescue authorities.
- The largest difference between the MFRA and the NJC report is apparent in relation to the rank of fire-fighter, with 9% of fire-fighters being female MFRA and other authorities having 5.6%.
- In roles above fire-fighter, there are proportionally more women in these posts in other authorities than MFRA; with the exception of Station Manager.

Positive Action in recruitment will continue to assist in attracting more Females to apply for fire-fighter roles and progression to higher ranks.

5.3 Staff in Post: by Age

Chart 3: All Staff by Age

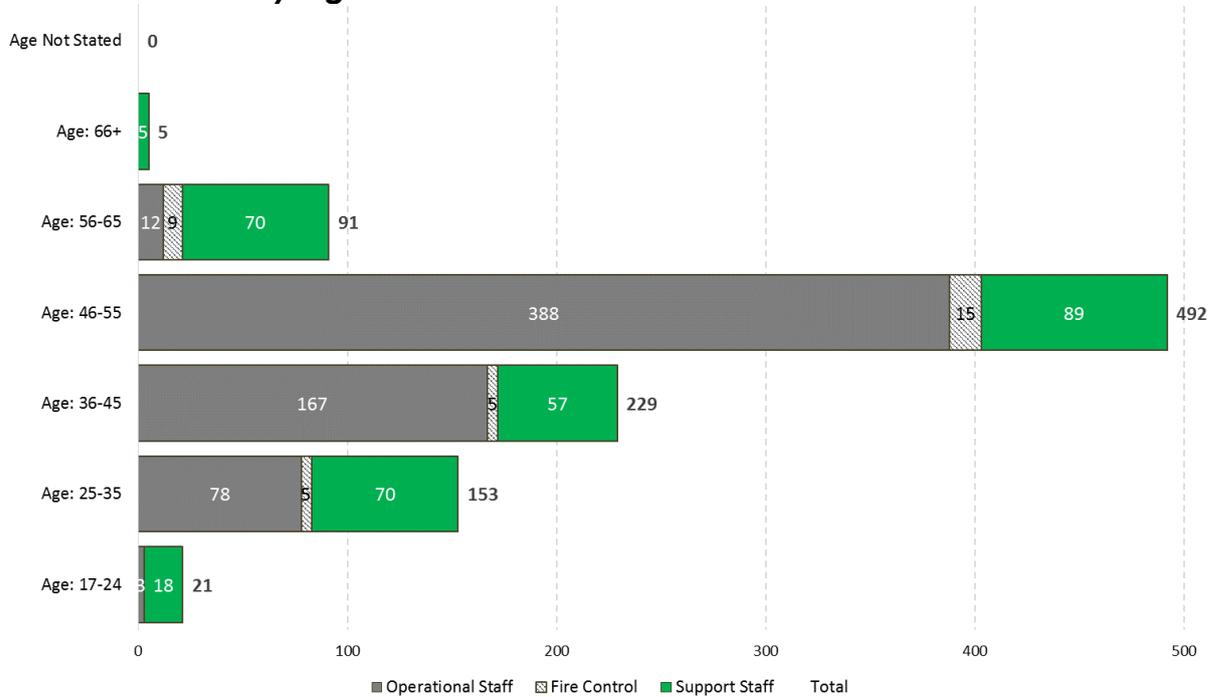


Chart 3 identifies that the majority⁷ of staff within MFRA (492 or 49.6%) belong to the 46-55 age group. As an overall picture, the chart identifies the staffing structure to be top heavy, with more personnel above the age of 46 than below it.

In summary, the chart identifies the following:⁸

- For operational personnel, 59.9% (388) are aged between 46-55, 25.8% (167) are aged between 36-45 and 12% (78) are aged between 25-35.
- For support staff, 28.8% (89) are aged between 46-55, 22.7% (70) of staff make up both the 25-35 and 56-65 age groups and 18.4% (57) belong to the 36-45 age group.
- The majority of Fire Control staff belong to the 46-55 age group accounting for 44.1% (15) of total fire control staff. The 56-65 age group accounts for 28.8% (9) of total fire control staff. 5 (14.7%) members of staff are in each of the 25-35 and 36-45 age groups.

As MFRA has an aging workforce, without significant recruitment and the removal of the default retirement age, this **may** lead to a higher age

⁷ For a breakdown of age by rank, please refer to appendix B

⁸ Note that comparisons to NJC benchmark figures for the FRS sector averages are not able to be compared due to different age bandings. MFRA uses the CLG age bandings for annual reporting.

average for employees. Employment policies will need to take account of this as part of on-going Equality Impact Assessments.

5.4 Staff in Post: by Disability

It is reported that 20% of the UK population are classed as having some form of Disability whether visible or hidden. It is thought that many disabled people will not declare their disability for fear of victimisation or discrimination or they may be unaware that they are classed as having a Disability under the Equality Act 2010.

It is therefore important to note that the MFRA figures in the table below may not be a true reflection of the total staff with a disability. For that reason, the Equality Act places a clear duty on employers and providers of goods and services to anticipate all types of disabilities and requires them to make adjustments to its employment and service practice to ensure that disabled people can participate fully in public life.

Table 4: All Staff Disability

Role	Position	Yes	No	Not Stated	Total	% Valid Data
Operational Staff	Brigade Manager		2		2	100.0%
	Area Manager		2	4	6	33.3%
	Group Manager		4	7	11	36.4%
	Station Manager		14	14	28	50.0%
	Watch Manager	1	25	104	130	20.0%
	Crew Manager		2	12	14	14.3%
	Firefighter	2	81	374	457	18.2%
	Sub Total	3	130	515	648	20.5%
Fire Control Staff	Group Manager				0	0.0%
	Station Manager				0	0.0%
	Watch Manager		2	7	9	22.2%
	Crew Manager			6	6	0.0%
	Firefighter		2	17	19	10.5%
	Sub Total	0	4	30	34	11.8%
Support Staff	Grades 12+	1	17	16	34	52.9%
	Grades 6-11	6	78	101	185	45.4%
	Grades 1-5	2	37	44	83	47.0%
	Apprentices	0	2	5	7	28.6%
	Sub Total	9	134	166	309	46.3%
Total		12	268	711	991	28.3%

On face value, Table 4 identifies there are few members of staff (11, 1.1%) with a disability, with the majority primarily belonging to support staff (8). As such of the total 991 members of staff, only 26.2% of data is actually valid; i.e. 260 members of staff actually submitted disability related information into the recording system. Therefore based on the

valid data, the proportion of disabled members of staff is 4.2% - which is much lower than the Merseyside figures for eligibility for disability living allowance at 21.7% (source DFWP-2008) and the Census 2011 disability data with 20%.

5.5 Staff in Post: by Ethnicity

Chart 4: Distribution of Ethnicity by Generic role⁹

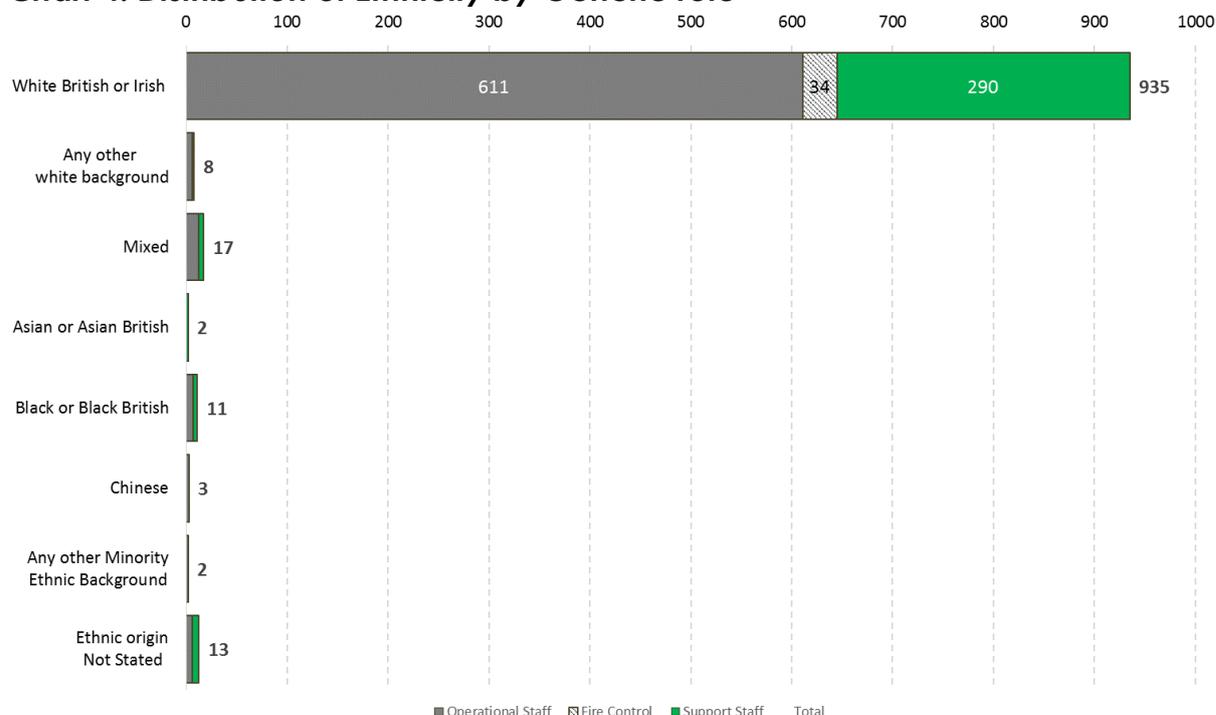


Table 5: Minorities by Group

Role	Any other white background	Mixed	Asian or Asian British	Black or Black British	Chinese	Any other Minority Ethnic Background	Ethnic origin Not Stated
Operational Staff	6	13	0	7	3	2	6
Fire Control	0	0	0	0	0	0	0
Support Staff	2	4	2	4	0	0	7
Total	8	17	2	11	3	2	13

The figures show that 94.3% (935) of staff at MFRA are of White British or Irish origin, with 4.3% (43) being BME - which is marginally lower than the Merseyside BME population figure at 5.5%.

100% of Control Staff are White British or Irish.

13 members of staff (1.31%) have not stated their Ethnicity.

⁹ For a breakdown of Ethnicity by Rank, please refer to Appendix B

Benchmarking: MFRA against NJC Report

Table 6: Benchmark of ethnicity for operational staffing¹⁰

Ethnicity	MFRA	NJC Report
White	96.4%	95.0%
BME	3.6%	5.0%
Total	100.0%	100.0%

Table 6 identifies that there is a marginal difference between the proportion of BME staff at MFRA and the figures published in the NJC report.

Equality Objective 1 and our Positive Action in recruitment will continue to assist in attracting more BME applications for future fire-fighter roles.

5.6 Staff in Post: by Sexual Orientation

Table 7: All Staff Sexual Orientation

Role	Position	Total	Bisexual	Gay/ Lesbian	Heterosexual	Sexual orientation Not Stated
Operational Staff	Brigade Manager	2			2	
	Area Manager	6			2	4
	Group Manager	11			4	7
	Station Manager	28			12	16
	Watch Manager	130			25	105
	Crew Manager	14			2	12
	Firefighter	457	4	5	74	374
	Sub Total	648	4	5	121	518
Fire Control Staff	Group Manager	0				
	Station Manager	0				
	Watch Manager	9			2	7
	Crew Manager	6				6
	Firefighter	19			6	13
	Sub Total	34	0	0	8	26
Support Staff	Grades 12+	34			16	18
	Grades 6-11	185		2	70	113
	Grades 1-5	83	3	1	39	40
	Apprentices	7			2	5
	Sub Total	309	3	3	127	176
Total		991	7	8	256	720
% of total response			0.7%	0.8%	25.8%	72.7%
% of valid data (count = 271)			2.6%	3.0%	94.5%	

Only 27.3% of staff have declared their sexual orientation.

¹⁰ Note: the MFRA "White" count includes Other White Background, and staff who have not provided an Ethnic Origin have not been included.

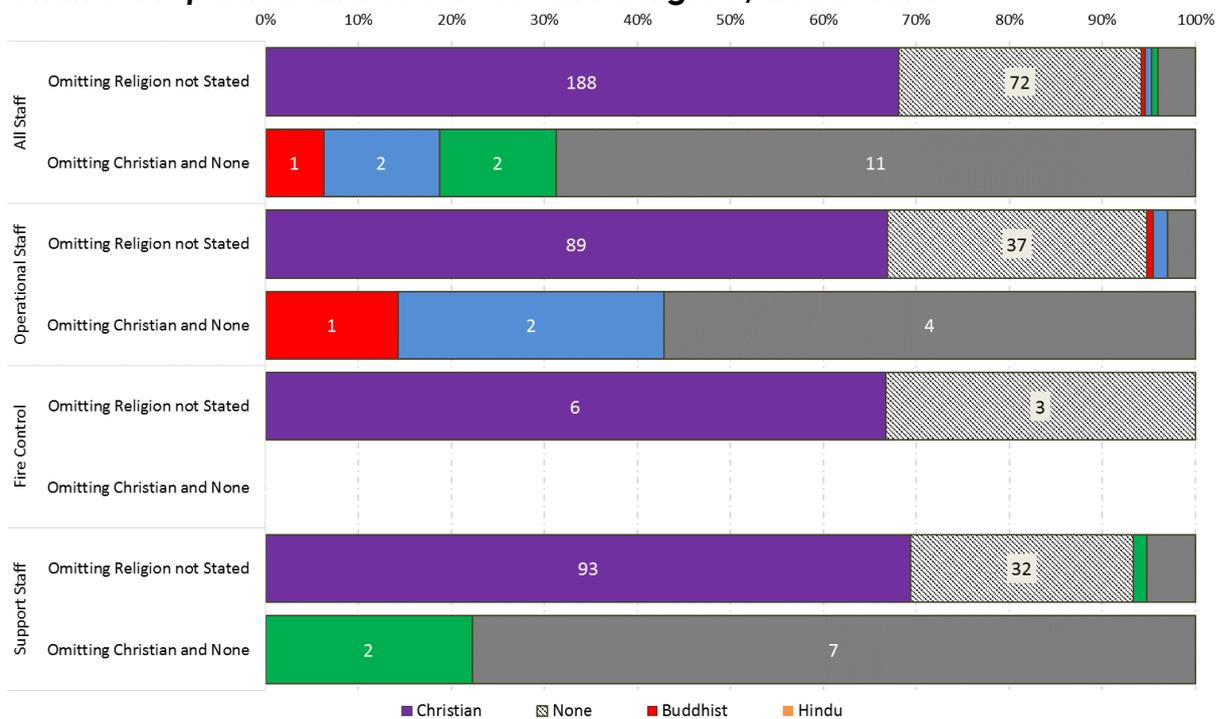
If only valid data is taken into account, i.e. the sexual orientation has been declared) this provides a total of 271 individuals. Of this, 94.5% (256) are heterosexual, with 5.5% of staff being Gay/Lesbian.

5.7 Staff in Post: by Religion/Belief and No Belief

Of the 991 members of staff¹¹, 276 or 27.9% had provided their religious / belief information. Based on valid responses, overall 188 (68.1%) were Christian, with 72 (26.1%) having no religion. "Other", minority religions including: Judaism, Buddhism and Islam account for 16 (5.8%) staff¹².

As 72.1% of respondents did not state their religion, the data is inconclusive, and therefore difficult to draw any conclusions in line with 2011 Census data.

Chart 5: Proportion and counts of valid Religion / Belief data



Concerning operational staff, 89 (66.9%) are Christian, with 37 (27.8%) having no religion. Minority religions including: Judaism, Buddhism and Islam account for 7 (5.3%) members of staff.

For Fire Control, 6 (66.6%) are Christian, with 3 (33.3%) having no religion. There were no other reported minority religions in the Fire Control data.

Concerning support staff, 93 (69.4%) are Christian, with 32 (23.9%) having no religion. Including "other", minority religions including Judaism, Buddhism and Islam account for 9 (6.7%) members of staff.

¹¹ For a breakdown of Religion by Rank, please refer to Appendix B

¹² No Hindus or Sikhs submitted religion / belief data.

5.8 New Starters

During 2016/17 MFRA recruited a total of 44 new members of staff with 17 being whole-time fire-fighters and 27 being support staff. There were no new Fire Control or retained / on call fire fighting recruits during the year.

Table 8: Breakdown of New Starters by Gender

Gender	New whole-time fire-fighters	New support staff	Total
Male	12	13	25
Female	5	14	19
Total	17	27	44

Table 8 identifies that the majority of new whole-time fire-fighters were male, accounting for 12 of the 17 recruits (70.6%). Concerning support staff, the recruitment of staff is much more balanced with females accounting for 14 of the 27 new starters (51.9%).

Table 9: Breakdown of New Starters by Ethnicity

Position	New whole-time fire-fighters	New support staff	Total
White British or Irish	16	21	37
Any other white background	1		1
Mixed			0
Asian or Asian British			0
Black or Black British		1	1
Chinese			0
Any other Minority Ethnic Background			0
Not stated		5	5
Total	17	27	44

Table 9 identifies there were 2 new starters that were BME (Black and Minority Ethnic), with 1 working in an operational role and 1 in a support role. The majority of new starters are White British or Irish.

Table 10: Breakdown of New Starters by Age

Position	New whole-time fire-fighters	New support staff	Total
17-24		10	10
25-35	15	5	20
36-45	2	1	3
46-55		9	9
56-65		1	1
66+		1	1
Not Stated			
Total	17	27	44

Table 10 identifies that the majority of new recruits were between the ages of 25-35 with 20 in total (15 of which were fire-fighters). Concerning support staff, the distribution is slightly more balanced with more new

starters falling in the 17-24 age bracket, the vast majority of whom were apprentices.

During 2016/17, there were no transfers of duties.

5.9 Staff Leavers

Table 11: Operational staff leavers (with retained / LLAR members)

Reason	Brigade Manager	Area Manager	Group Manager	Station Manager	Watch Manager	Crew Manager	Fire-fighter	Total
Dismissal on disciplinary or poor performance grounds /efficiency								0
Medical discharge						1	6 (1)	7 (1)
Resignation due to harassment / discrimination								0
Failure to maintain fitness								0
Compulsory redundancy								0
Voluntary redundancy								0
Early retirement							1	1
Normal retirement		1		2	21 (2)	1	31 (9)	56 (11)
Re-employment by another Fire & Rescue Service					1			1
Re-employment as support personnel within the same Fire & Rescue Service								0
Resignation to take other employment outside the Fire & Rescue Service					1		5	6
Deceased								0
Other reasons								0
Total	0	1	0	2	23 (2)	2	43 (10)	71 (12)

Table 11 identifies that for operational personnel, the vast majority of leavers (56 or 78.9%) left MFRA due to normal retirement. Following this were medical discharge with 7 leavers and 6 leavers due to finding employment elsewhere. Early retirement accounted for 1 leaver.

Concerning rank, 43 leavers (60.6%) were fire-fighters and 23 (32.4%) were Watch Managers. Of for the remainder, 2 were Station Managers, 2 were Crew Managers and one was Area Manager.

Table 12: Support staff leavers

Reason	Total
Dismissal on disciplinary or poor performance grounds/efficiency	0
Medical discharge	1
Resignation due to harassment / discrimination	0
Failure to maintain fitness	0
Compulsory redundancy	0
Voluntary redundancy	0
Early retirement	0
Normal retirement	1
Resignation to take other employment outside the Fire & Rescue Service	23
Re-employment by another Fire & Rescue Service	0
Deceased	0
Other reasons	4
Total	29

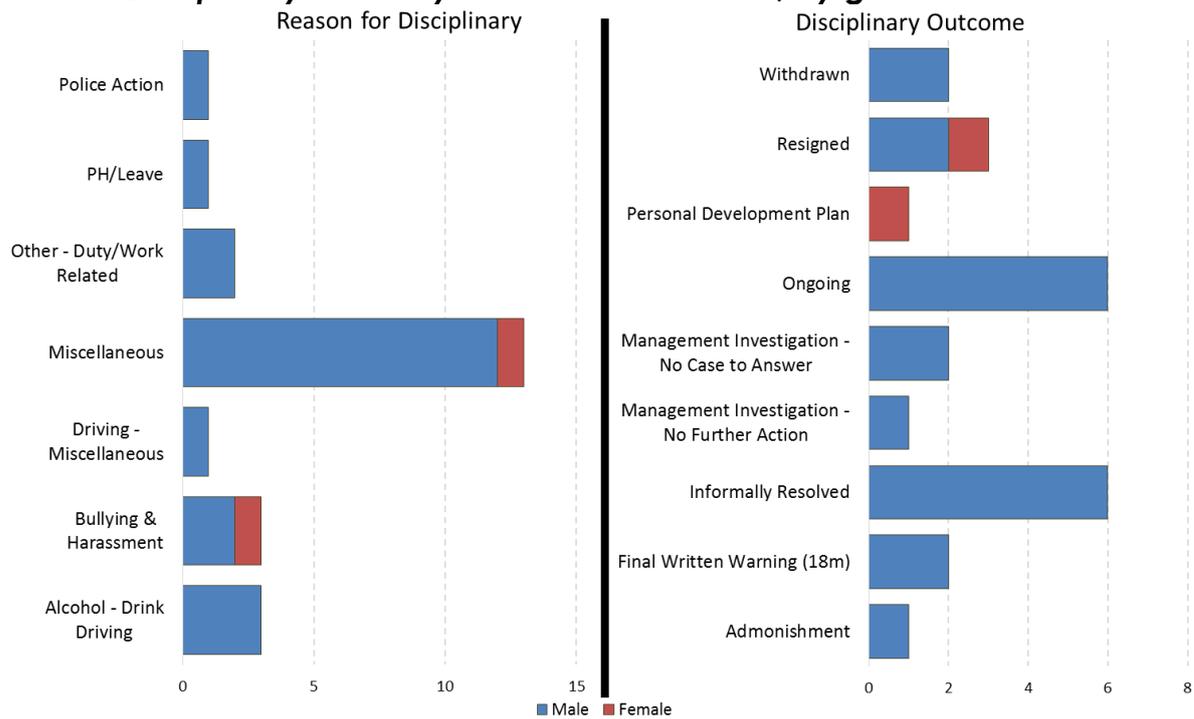
Unlike operational staff, support staff do not tend to leave due to retirement, with only 1 former member of staff doing so.

As such the majority of leavers, 23 out of 29, resign from the organisation to take roles outside of the fire & rescue service.

5.10 Discipline

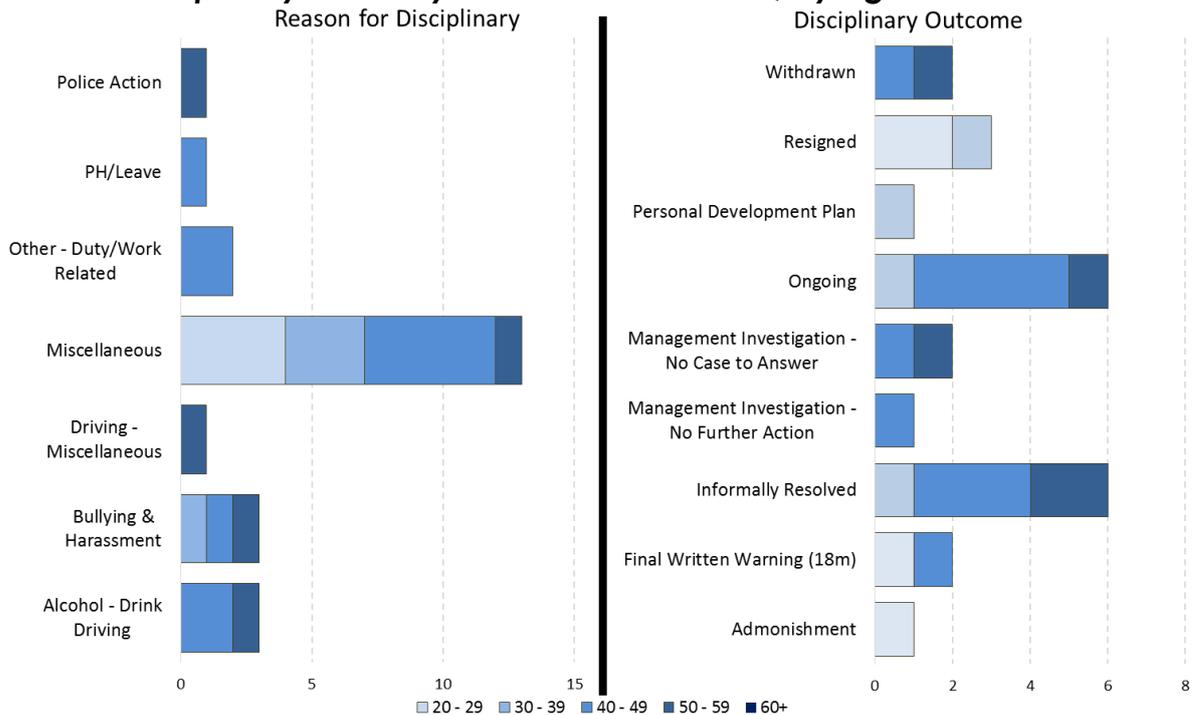
During 2016/17, there were 24 disciplinary cases. The following section analyses this data by: gender, age, ethnicity and sexual orientation - as well as reference to the reasons and outcomes from the disciplinary.

Chart 6: Disciplinary cases by cause and outcome, by gender



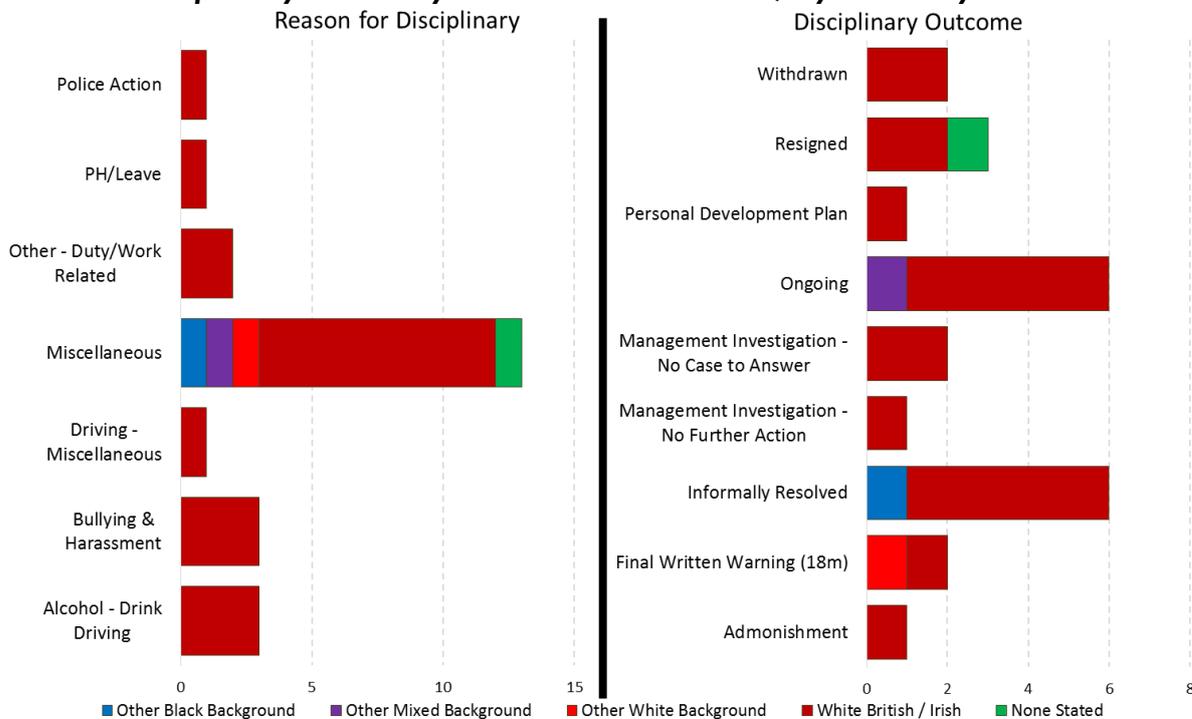
Of the 24 disciplinary cases, 22 (91.7%) were male and 2 (8.3%) were female.

Chart 7: Disciplinary cases by cause and outcome, by age



When disciplinary cases are split by age, 4 cases involved 20-29 year olds, 4 cases involved 30-39 year olds, 11 cases involved 40-49 year olds and 5 cases involved 50-59 year olds. There were no (zero) disciplinary cases affecting individuals above the age of 60.

Chart 8: Disciplinary cases by cause and outcome, by ethnicity



The majority of people who entered the disciplinary process (21 or 87.5%) were White British / Irish. There were 2 individuals who were not White British / Irish and 1 individual who did not state their ethnicity.

Concerning sexual orientation, the majority of the data was invalid, as 19 of the 24 individuals did not state their sexual orientation. Of the remaining data, 5 were heterosexual.

Benchmarking: MFRA against NJC Report

Table 13: Benchmarking Disciplinary cases by Gender

Gender	MFRA	NJC Report
Male	91.7%	92.4%
Female	8.3%	7.6%
Total	100.0%	100.0%

MFRA has a slightly higher rate of female disciplinary action (8.3%) than the NJC Report (7.6%).

Table 14: Benchmarking Disciplinary cases by Age

Age Group	MFRA	NJC Report
20-29	16.7%	13.2%
30-39	16.7%	27.0%
40-49	45.8%	36.0%
50-59	20.8%	17.6%
60+	0.0%	1.3%
Not Provided	0.0%	4.9%
Total	100.0%	100.0%

At MFRA, disciplinary action is concentrated in the 40-49 age group (45.8%). When benchmarked against the NJC report, the same age group has the greatest count of disciplinary action, though the overall distribution is a little more balanced.

Table 15: Benchmarking Disciplinary cases by Ethnicity

Ethnic Origin	MFRA	NJC Report
Asian	0.0%	0.9%
Black	4.2%	2.6%
Mixed Race	4.2%	1.5%
White	87.5%	89.3%
Not Known	4.2%	5.6%
Total	100.0%	100.0%

For both the MFRA and NJC data, the majority of disciplinary actions are conducted with White staff. Though the numbers are small, there are a higher number of disciplinary cases involving BME staff in Merseyside compared to the NJC report sector average.

Table 16: Benchmarking Disciplinary cases by Sexual Orientation

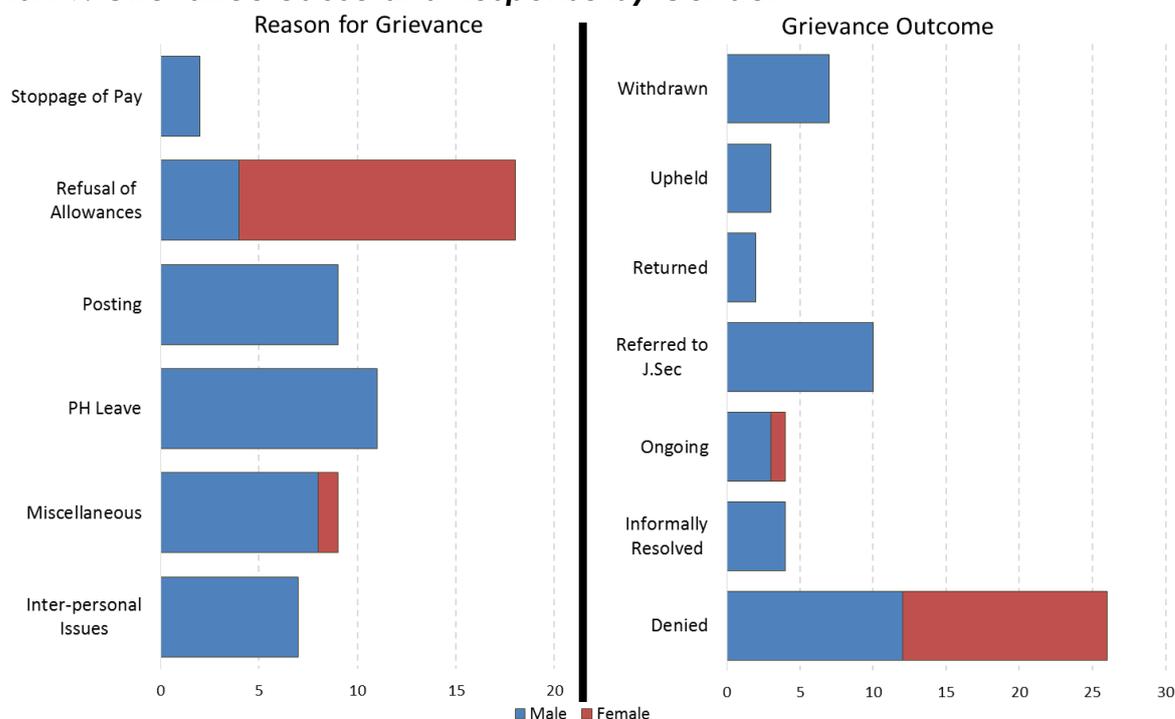
Sexual Orientation	MFRA	NJC Report
Bisexual	0.0%	0.7%
Gay	0.0%	0.2%
Lesbian	0.0%	0.1%
Heterosexual	20.8%	43.2%
Not Provided	79.2%	55.9%
Total	100.0%	100.0%

For both the MFRA and NJC data, the majority of sexual orientation data is incomplete. Though in both cases the majority of people requiring a disciplinary were heterosexual. LGBT members of staff made up very low percentages at a national level.

5.11 Grievance

During 2016/17, there were 56 grievance cases. The following section analyses this data by: gender, age, ethnicity and sexual orientation - as well as reference to the reasons and outcomes from the grievance.

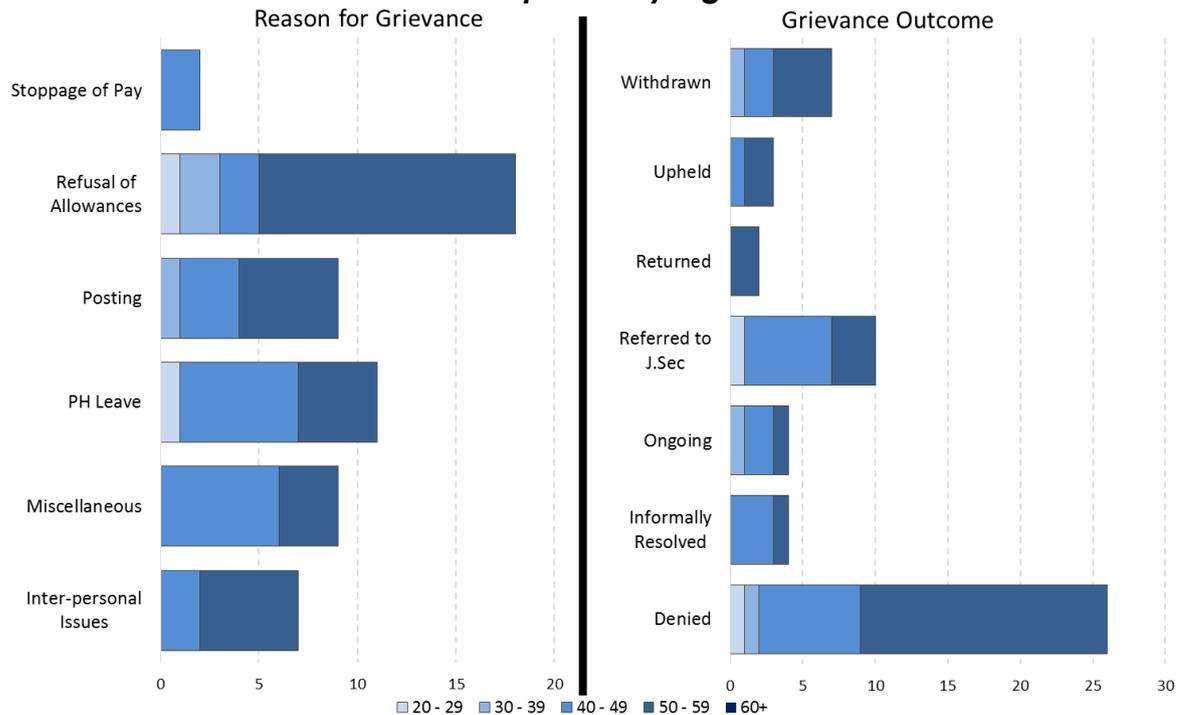
Chart 9: Grievance cause and Response by Gender



Of the 56 grievances logged 23 of those were individuals who had come together to make 2 collective grievances. 41 (73.2%) were male and 15 (26.8%) were female. This approximates the combined gender split at MFRA. Concerning females, the main area of contention is refusal of allowances¹³ - to which the majority were denied under a collective grievance.

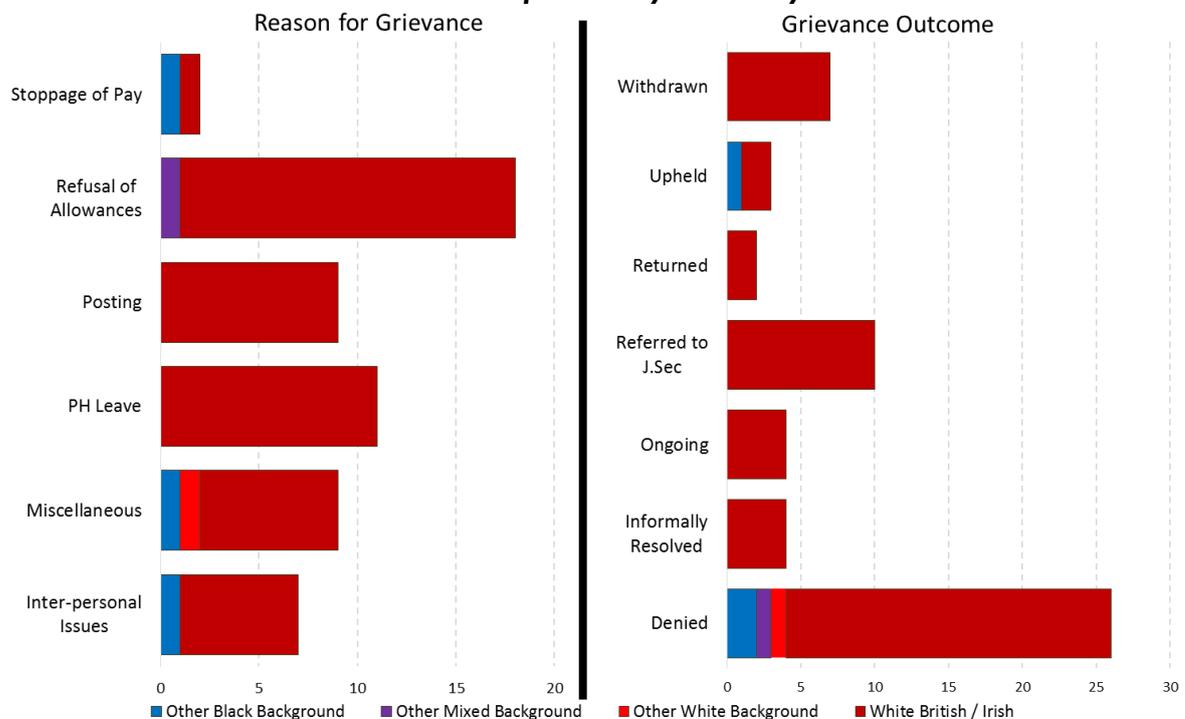
¹³ For context, this grievance was a collective grievance jointly raised by 15 female members of staff

Chart 10: Grievance cause and Response by Age



When grievances are split by age, 2 cases involved 20-29 year olds, 3 cases involved 30-39 year olds, 21 cases involved 40-49 year olds and 30 cases involved 50-59 year olds. There were no (zero) disciplinary cases affecting individuals above the age of 60.

Chart 11: Grievance cause and Response by Ethnicity



The vast majority of people who had a grievance (51 or 91.1%) were White British / Irish. There were 4 individuals who were not White British / Irish.

Concerning sexual orientation, the majority of the data was invalid, as 50 of the 56 individuals did not state their sexual orientation. Of the remaining data, 5 were heterosexual along with 1 individual suggesting that their sexuality was “not stated”.

Benchmarking: MFRA against NJC Report

Table 17: Benchmarking Grievance by Gender

Gender	MFRA	NJC Report
Male	73.2%	84.9%
Female	26.8%	15.1%
Total	100.0%	100.0%

MFRA has a much higher rate of female grievance (26.8%) than the NJC Report (15.1%). This is mainly due to the 1 collective grievance which included 15 females from one area of the organisation

Table 18: Benchmarking Grievance by Age

Age Group	MFRA	NJC Report
20-29	3.6%	4.9%
30-39	5.4%	22.9%
40-49	37.5%	42.5%
50-59	53.6%	22.2%
60+	0.0%	1.9%
Not Provided	0.0%	5.7%
Total	100.0%	100.0%

At MFRA, grievances are concentrated in the 50-59 age group (53.6%). Where as in the NJC report, the 40-49 age group had seen most grievances.

Table 19: Benchmarking Grievance by Ethnicity

Ethnic Origin	MFRA	NJC Report
Asian	0.0%	1.1%
Black	5.4%	2.8%
Mixed Race	1.8%	0.9%
White	92.9%	87.7%
Not Provided	0.0%	7.5%
Total	100.0%	100.0%

In both the MFRA data and the NJC report, the majority of grievances involved White staff. Though the numbers are small, there is a slight bias where BME staff report grievances more at MFRA than in the NJC report.

Table 20: Benchmarking Grievance by Sexual Orientation

Sexual Orientation	MFRA	NJC Report
Bisexual	0.0%	0.3%
Gay	0.0%	0.4%
Lesbian	0.0%	0.4%
Heterosexual	8.9%	39.2%
Not Provided	91.1%	59.8%
Total	100.0%	100.0%

In both the MFRA and NJC data, the majority of data is incomplete. Though in both cases the majority of people with a grievance were heterosexual. LGBT members of staff made up very low percentages within the NJC report and 0% at a MFRA level.

5.12 Career Breaks

During 2016/17, there were 4 requests for career breaks, all of which were granted. The breakdown is as follows:

- Requests were made by 2 males and 2 females.
- All 4 requesters were aged between 41-50.

- Concerning ethnicity, 2 were white British, with 2 not providing this information.
- Concerning religion / belief, 2 were Christian, with 2 unknown.
- Concerning sexuality, 3 were heterosexual and 1 unknown.
- None of the individuals to have applied for a career break were disabled.

5.13 Flexible Working

Table 21: Breakdown of Applications for Flexible Working

Gender	Age	Accepted	Rejected	Total
Female	31-40	5	3	8
	41-50	1		1
	51-60	2	1	3
	Sub Total	8	4	12
Male	51-60	1		1
	61-65	2		2
	Sub Total	3	0	3
Total		11	4	15

Table 21 identifies that there were 11 successful requests for flexible working. Of this count, 8 were female and 3 were male. Concerning females, the majority of accepted applications were in the 31-40 age range (5) for Males it was in the 61-65 age group (2)

In total there were 4 rejected requests for flexible working, all of which were female, 3 were in the 31-40 age group and 1 was in the 51-60 range.

Concerning ethnicity, with the exception of 3 individuals who preferred not to say, 11 applicants were White British / Irish and 1 Mixed White Asian. Of the successful applicants, 8 were white British / Irish, 3 preferred not to say and 1 was Mixed White Asian.

Concerning religion, 9 were Christian, 5 had no religion and 1 was unknown. Of the successful applicants, 8 were Christian, 3 had no religion and 1 was unknown.

Concerning sexuality, 12 were heterosexual, the remaining 3 either preferred not to say, or unknown.

Concerning Disability, 10 reported no disability, 5 were unknown.

5.14 Gender Pay Gap

The new gender pay gap obligations have been introduced alongside the existing requirements for specified public bodies, including publishing annual information to demonstrate compliance under the Public Sector Equality Duty (PSED) and publishing equality objectives every four years. The deadline for all the publishing requirements have now been streamlined to 30th March 2018 reporting on data taken as at 31st March 2017. MFRA has chosen to report as soon as the data is available.

Who counts as an employee?

For the purposes of gender pay¹⁴ reporting, the definition of who counts as an employee is set out in the regulations and follows the definition in the Equality Act 2010. This is known as an 'extended' definition that includes:

- employees (those with a contract of employment)
- workers and agency workers (those with a contract to do work or provide services)
- some self-employed people (where they have to personally perform the work)
- police officers and the armed forces

What needs to be reported on?

1. The mean gender pay gap
2. The median gender pay gap
3. The mean bonus gender pay gap
4. The median bonus gender pay gap
5. The proportion of males and females receiving a bonus payment
6. The proportion of males and females in each quartile band

Gender pay gap calculations for MFRA as at 31/03/2017

Gender pay gap figures are based on a total of 986 staff in scope for this gender pay exercise, 759 (77%) were male and 227 (23%) were female.

Measure 1: Mean gender pay gap

This measure is the difference between the mean (average) hourly rates of pay for Male and female full pay relevant employees

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %
All staff	£15.13	£13.42	-£1.71	-12.1%
Operational Staff (inc Fire Control)	£15.29	£14.02	-£1.27	-9.7%
Support staff	£14.52	£13.16	-£1.36	-9.3%

¹⁴ More details about who counts as an employee can be found in the main Gender Pay Gap guide at www.acas.org.uk/genderpay

Across the organisation, the mean gender pay gap is -12.1% or £1.71 per hour. For just operational personnel the gap is narrower at -9.7% and for Support Staff the gap is narrower again at -9.3%.

It is possible that this may be due to the length of service for men and incremental pay rises. Women may take longer to reach the top of their grade if they take time out for: maternity, adoption or career breaks.

The UK average Gender Pay Gap using Office for national statistics shows an average pay gap for all employees to be 18.1%

Measure 2. Median gender pay gap

This is the difference between the median hourly rate of pay of male and female full-pay relevant employees

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %
All staff	£13.84	£13.52	-£0.32	-2.3%
Operational Staff (inc Fire Control)	£13.84	£13.84	£0.00	0.0%
Support staff	£13.53	£12.28	-£1.25	-9.2%

The difference between male and female staff is much narrower, with a -2.3% difference at a MFRA level, a 0% difference for operational staff and -9.2% difference for support staff.

Measure 3. Mean Bonus gap

This is the difference between the mean bonus paid to male relevant employees and that paid to female relevant employees

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %
All staff	N/A no bonus payments are made to MFRA staff			
Operational Staff (inc. Fire Control)				
Support staff				

Measure 4. Median bonus gap

This is the difference between the median bonus paid to male relevant employees and that paid to female relevant employees

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %
All staff	N/A no bonus payments are made to MFRA staff			
Operational Staff (inc. Fire Control)				
Support staff				

Measure 5. Bonus proportions

The proportions of male and female relevant employees who were paid bonus pay during the relevant period

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %
All staff				

Operational Staff (inc. Fire Control)
Support staff

N/A no bonus payments are made to MFRA staff

Measure 6. Quartile pay bands

The proportions of male and female full- pay relevant employees in the Lower (1), Lower Middle (2), Upper Middle (3) and Upper (4) quartile pay bands

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# of males	%	# of females	%
1. Lower ¹⁵	£4.00	£13.53	129	52.23%	118	47.77%
2. Lower Middle	£13.53	£13.84	218	88.62%	28	11.38%
3. Upper Middle	£13.84	£15.71	203	82.19%	44	17.81%
4. Upper ¹⁶	£15.71	£67.87	209	84.96%	37	15.04%

The table above identifies that in general the pay gap between quartiles 1 to 3 is not significant, though when quartile 4 (maximum value) is involved there are large differences between the genders. This is due to the low numbers of female staff in higher operational grades, an issue that MFRA is addressing through its Equality and Diversity Action plan for 2017-20 and Equality Objective 1 .

Chart 12: Quartile Analysis of Pay Equality

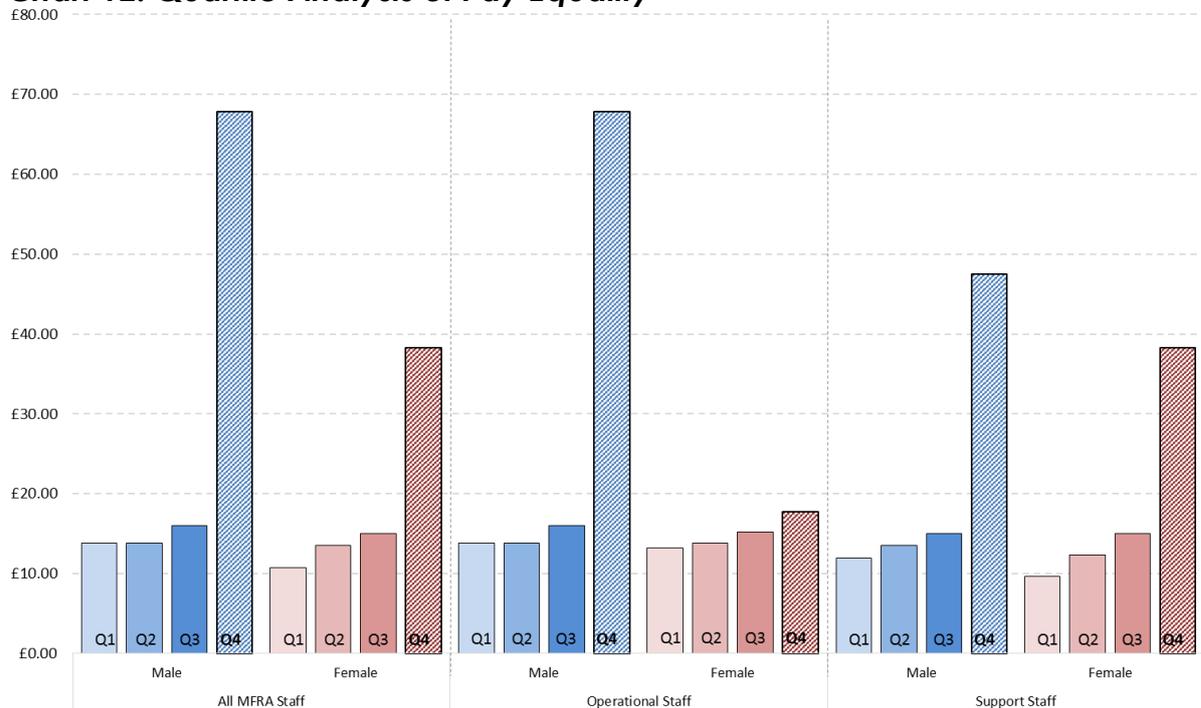


Chart 12 measures the spread of gender pay gap data. It identifies that in general the pay gap between quartiles 1 to 3 is not monumental,

¹⁵ Apprentice Rate (the lowest hourly rate for a contractual 35 hour a week member of staff is grade 2

¹⁶ Based on a 48 hour week

though when quartile 4 (maximum value) is involved there are large differences between the sexes.

In summary Chart 12 provides the following:

- For all MFRA staff, there is a moderate difference between males and females in quartile 1, a difference of £3.09 per hour. The interquartile range¹⁷ for all males at MFRA is £2.22, while for females it is £4.26. Therefore the data suggests that male pay levels tend to be more consistent than female; as such this is logical as the single largest group of employees at MFRA are male fire-fighters, accounting for 416 members of staff or 42% overall.
- For operational staff there are small variations between quartiles 1 to 3, the interquartile range for males is £2.22 and for females, it is £1.96.
- For support staff, there is a moderate difference between males and females in quartile 1 of £2.30 per hour. The interquartile range for males is £3.09 and for females, it is £5.39. This identifies that for female staff there are larger differences in pay, with lower paid females than males.

¹⁷ The interquartile range (IQR) is a measure of variability, based on dividing a data set into quartiles. Quartiles divide a rank-ordered data set into four equal parts. The values that divide each part are called the first, second, and third quartiles; and they are denoted by Q1, Q2, and Q3, respectively. Q1 is the "middle" value in the first half of the rank-ordered data set. Q2 is the median value in the set. Q3 is the "middle" value in the second half of the rank-ordered data set.
<http://stattrek.com/statistics/dictionary.aspx?definition=Interquartile%20range>

6. Appendices

6.1 Appendix A: The Equality Act and Public Sector Equality Duties

The Equality Act and Public Sector Equality Duties Impact on Merseyside Fire and Rescue Authority

The Equality Act became law in October 2010. It streamlines over 110 pieces of anti-discrimination legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995) and ensures consistency in what is needed in employment to make the workplace a fair environment and to ensure that public services are designed without discrimination or unfavourable treatment. The Public Sector Equality Duty (PSED) came into force on 5 April 2011 and replaces all previous separate equality duties for: race, disability and gender.

The PSED consists of a **general duty**, with three main aims (set out in section 149 of the Equality Act 2010) and **specific duties** (set out in the secondary legislation that accompanies the Act). The specific duties are intended to assist public bodies to meet the general duty.

The PSED covers the following protected characteristics, which are the grounds upon which discrimination is unlawful:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race - this includes ethnic or national origin, colour or nationality
- religion or belief - this includes lack of belief
- sex
- sexual orientation

It is also unlawful to discriminate on the grounds of marriage and civil partnership in respect of employment only.

General duty

The general duty has three aims. It requires MFRA to have 'due regard' to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people from different groups. This involves considering the need to:
 - a. remove or minimise disadvantages suffered by people due to their protected characteristics
 - b. meet the needs of people with protected characteristicsencourage people with protected characteristics to

- participate in public life or in other activities where their participation is low
 - c. foster good relations between people from different groups. This involves tackling prejudice and promoting understanding between people from different groups.
3. In order to demonstrate 'due regard', MFRA must consider the three aims of the general duty when making decisions as an employer and provider of fire and rescue services; for example, when:
- a. developing, evaluating and reviewing policies
 - b. designing, delivering and evaluating services, including fire and rescue provisions
 - c. commissioning and procuring services from others

To comply with the general duty, public bodies may treat some people more favourably than others, as far as this is allowed by UK and European anti-discrimination law.

The General duty also explicitly recognises that disabled people's requirements may be different from those of non-disabled people. MFRA is required to take account of disabled people's impairments and must make reasonable adjustments for disabled people.

6.2 Specific Duties

The PSED is supported by specific duties. In England, these commenced on 10 September 2011. The specific duties aim to help public bodies to perform better in meeting the public sector equality duty. The focus of the specific duties is transparency in how public bodies are responding to the equality duty. It is important to note that MFRA must meet both the equality duty and the specific duties - it is not enough to meet the specific duties alone.

There are three specific duties that MFRA has to demonstrate compliance with, as follows:

1. **Publication of information** – to publish – at least annually, information to demonstrate its compliance with the equality duty. Subsequently, information must be published at intervals no greater than one year from the last publication. The Equalities section of the MFRA website contains information that demonstrates our compliance. The Equality and Human Rights Commission (EHRC) monitor public bodies (including Public Authorities) web sites to review how accessible equality information is for the public to use.
2. **Equality objectives** – Fire and Rescue Authorities must prepare and publish one or more specific and measurable objective(s) that it thinks it should achieve to meet any of the three aims of the equality duty. The objective(s) must be published subsequently at intervals of no greater than four years. To help make the equality

objectives measurable, link the objective to information collected by the institution. The government will conduct a review of the equality objectives set by public bodies after two years to check that they are meeting the required levels of transparency and accountability.

3. **Manner of publication** – Fire and Rescue Authorities must publish their equality information and equality objective(s) in a manner that is accessible to the public. As this information is intended to be public facing.

6.2 Appendix B: Retrospective by Generic Role

Table 22: Retrospective Analysis of Protected Groups – Operational Staff

Position	Criteria	2014/15	2015/16	2016/17	Difference	% Change
Operational Staff	Total	805	694	648	-157	-19.5%
	Male	763	653	603	-160	-21.0%
	Female	42	41	45	3	7.1%
	Age >= 46	460	432	400	-60	-13.0%
	Disability	27	27	3	-24	-88.9%
	BME	31	31	31	0	0.0%
	LGBT	3	4	9	6	200.0%

Table 23: Retrospective Analysis of Protected Groups – Control Staff

Position	Criteria	2014/15	2015/16	2016/17	Difference	% Change
Control Staff	Total	36	34	34	-2	-5.6%
	Male	2	2	3	1	50.0%
	Female	34	32	31	-3	-8.8%
	Age >= 46	28	27	24	-4	-14.3%
	Disability	2	1	0	-2	-100.0%
	BME	0	0	0	0	0.0%
	LGBT	0	0	0	0	0.0%

Table 24: Retrospective Analysis of Protected Groups – Support Staff

Position	Criteria	2014/15	2015/16	2016/17	Difference	% Change
Support Staff	Total	349	317	309	-40	-11.5%
	Male	174	158	148	-26	-14.9%
	Female	175	159	161	-14	-8.0%
	Age >= 46	185	157	164	-21	-11.4%
	Disability	28	23	8	-20	-71.4%
	BME	11	10	12	1	9.1%
	LGBT	3	5	6	3	100.0%

6.3 Appendix C: Supplemental Information

Table 25: All Staff by Age & Position

Role	Position	Total	Age Ranges					
			17-24	25-35	36-45	46-55	56-65	66+
Operational Staff	Brigade Manager	2				2		
	Area Manager	6			2	4		
	Group Manager	11			2	9		
	Station Manager	28		2	8	18		
	Watch Manager	130		4	32	91	3	
	Crew Manager	14		2	3	9		
	Firefighter	457	3	70	120	255	9	
	Sub Total	648	3	78	167	388	12	0
Fire Control Staff	Group Manager	0						
	Station Manager	0						
	Watch Manager	9				4	5	
	Crew Manager	6		1	2	3		
	Firefighter	19		4	3	8	4	
	Sub Total	34	0	5	5	15	9	0
Support Staff	Grades 12+	34		3	6	14	11	
	Grades 6-11	185	4	44	41	51	42	3
	Grades 1-5	83	8	23	9	24	17	2
	Apprentices	7	7					
	Sub Total	309	19	70	56	89	70	5
Total		991	22	153	228	492	91	5

Table 26: Ethnicity by Type and Role

Role	Position	Total	White British or Irish	Any other white background	Mixed	Asian or Asian British	Black or Black British	Chinese	Any other Minority Ethnic Background	Ethnic origin Not Stated
Operational Staff	Brigade Manager	2	2							
	Area Manager	6	6							
	Group Manager	11	10							1
	Station Manager	28	27		1					
	Watch Manager	130	126		1			1	1	1
	Crew Manager	14	12		1					1
	Firefighter	457	428	6	10		7	2	1	3
	Sub Total	648	611	6	13	0	7	3	2	6
Fire Control Staff	Group Manager	0								
	Station Manager	0								
	Watch Manager	9	9							
	Crew Manager	6	6							
	Firefighter	19	19							
	Sub Total	34	34	0	0	0	0	0	0	0
Support Staff	Grades 12+	34	34							
	Grades 6-11	185	176	1	3	2	2			1
	Grades 1-5	83	78	1	1		2			1
	Apprentices	7	2							5
	Sub Total	309	290	2	4	2	4	0	0	7
Total		991	935	8	17	2	11	3	2	13

Table 27: Breakdown of Religion / Belief by type and role

Role	Position	Total	Christian	Buddhist	Jewish	Muslim	Other	None	Religion Not Stated
Operational Staff	Brigade Manager	2	1					1	
	Area Manager	6	2						4
	Group Manager	11	3					1	7
	Station Manager	28	10				2	3	13
	Watch Manager	130	18		1		1	6	104
	Crew Manager	14	1					1	12
	Firefighter	457	54	1	1		1	25	375
	Sub Total	648	89	1	2	0	4	37	515
Fire Control Staff	Group Manager	0							
	Station Manager	0							
	Watch Manager	9	2						7
	Crew Manager	6	1						5
	Firefighter	19	3					3	13
	Sub Total	34	6	0	0	0	0	3	25
Support Staff	Grades 12+	34	14				1	1	18
	Grades 6-11	185	52			2	5	15	111
	Grades 1-5	83	26				1	15	41
	Apprentices	7	1					1	5
	Sub Total	309	93	0	0	2	7	32	175
Total		991	188	1	2	2	11	72	715

Note: there was no report Hindu or Sikh data submitted

6.4 Appendix D: Comparison of “Not Stated” by Protected Characteristic

Table 28: Comparison of “Not Stated” responses by Protected Characteristic

Area	2014/15	% Not Stated	2015/16	% Not Stated	2016/17	% Not Stated
Total Staff	1190		1045		991	
Disability	849	71.3%	722	69.1%	731	73.8%
Ethnicity	31	2.6%	5	0.5%	13	1.3%
Sexual Orientation	713	59.9%	647	61.9%	720	72.7%
Religion	573	48.2%	524	50.1%	715	72.1%

Please note: that the data for Gender and Age was complete and therefore no (zero) “Not Stated” returns.

Table 28 provides a comparison of “Not Stated” counts between 2014/15 and 2016/17. The table identifies:

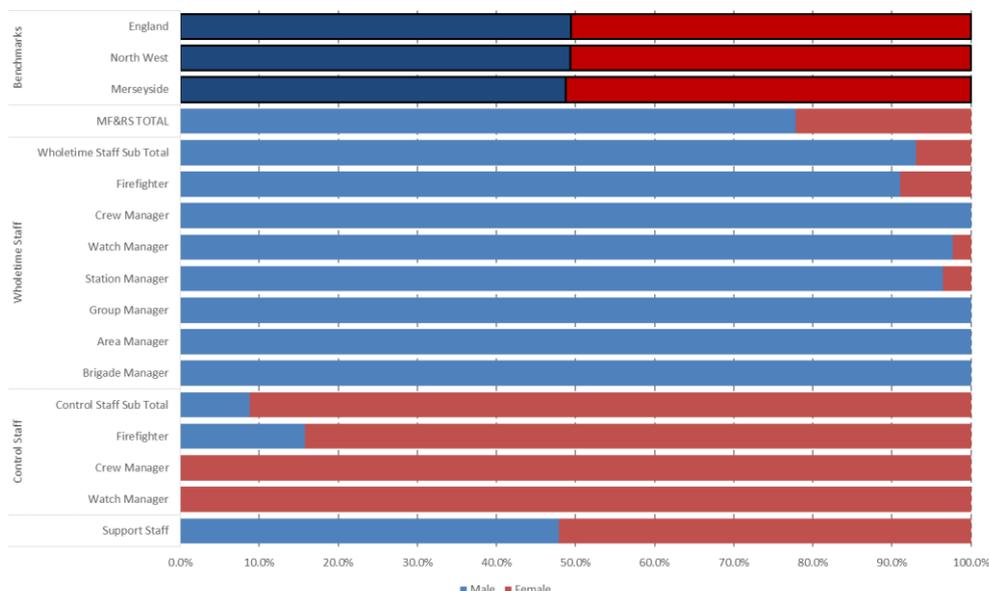
- Disability has the greatest amount of unstated data with 73.8% of staff not providing data for this area up to 2016/17.
- Sexual Orientation has a large amount of unstated data with 72.7% of staff not providing data for this area up to 2016/17.
- Religion has also has a large amount of unstated data with 72.1% of staff not providing data for this area up to 2016/17.
- Ethnicity has a relatively low amount of unstated data with only 1.3% of staff not providing data up to 2016/17.

6.5 Appendix E: Home Office Benchmarking 2015/16

Workforce and Employment Data – 31st March 2016 - Benchmarking

Comparison of Gender balance, comparing MFRA staffing to Official ONS¹⁸ Population %'s¹⁹

Gender Comparison of MFRA Staffing by Rank and Category, Against Population Benchmarks



The chart compares the proportions of MFRA employees by gender and rank. As a means of comparison the chart also benchmarks the staff data with the local, regional and national gender splits.

The chart identifies that within wholetime "uniform" staff – regardless of rank - males dominate. For Control Staff, the opposite is true with proportionally more females than males.

Only Support Staff (Non Uniform) come close to the benchmarks with an approximate 50/50 split, between male and female.

Comparison of %'s of female staff by FRS and rank - based on HO Operational Statistics – 2015/16

Location	Total Staff % female	Total Fire-fighters % female	Fire Control % female	Support staff % female
Tyne & Wear FRS	19.02%	6.88%	71.88%	54.89%
Merseyside FRS	19.01%	6.07%	93.94%	50.00%
West Midlands FRS	18.96%	5.43%	91.23%	54.47%
South Yorkshire FRS	16.78%	5.60%	70.37%	47.50%
Greater Manchester FRS	16.26%	2.17%	20.00%	56.01%
West Yorkshire FRS	14.34%	4.13%	65.85%	52.08%
London FB	13.33%	6.85%	76.70%	44.90%
England (Baseline)	14.56%	4.98%	75.67%	51.34%

The table identifies that when compared to other Metropolitan FRS, Merseyside has the second highest ratio of female to male staff with 19.01% overall.

When compared against the rate for FRS's in England, Merseyside is well ahead of the national FRS rate of 14.56%

Further Comparisons - based on HO Operational Statistics – 2015/16

FRS	% BME ²¹			Age Related Data	
	Workforce BME %	Local BME / Non White%	Progress to matching local BME	% aged between 16-24	% aged above 56
Greater Manchester FRS	3.98%	16.19%	24.59%	3.25%	3.94%
Greater London FRS	14.74%	40.21%	36.66%	1.10%	4.78%
Tyne & Wear FRS	1.83%	6.53%	27.97%	0.22%	5.50%
South Yorkshire FRS	3.43%	9.37%	36.54%	1.21%	5.74%
West Yorkshire FRS	3.82%	18.25%	20.95%	1.07%	6.03%
West Midlands FRS	10.02%	29.87%	33.53%	1.19%	6.37%
Merseyside FRS	3.89%	5.49%	70.87%	1.23%	7.00%
England FRS	4.35%	14.03%	31.03%	3.16%	6.74%

The chart above compares BME populations against FRS workforce. If Workforce and Local BME percentages are compared, Merseyside FRS is closest of all the Met FRS to paralleling their local BME population. As such Merseyside FRS is 70.87% of the way to proportionally matching the local BME population,²² close to double that of the other Met FRS's.

Considering age, Merseyside FRS has the highest % of employees above the age of 56 and is the second highest for the 16-24 age group.

¹⁸ Glossary: ONS = Office for National Statistics. HO = Home Office. BME = Black and Minority Ethnic. FRS = Fire & Rescue Service

¹⁹ Male and female populations based on Mid 2015 Population Estimates – Office for National Statistics

²⁰ GMFRS have outsourced their Control functions to North West Fire Control

²¹ Based on Census 2011 figures – Office for National Statistics. Please note: HO Figures group all white ethnicities into one, meaning that non British White people are counted within this figure.

²² Though Merseyside FRS has a comparatively low Non White (BME) workforce with 3.89%, it is very close to matching the BME % of Merseyside as a whole with 5.49%. Though other Mets do have higher proportions of BME in their local populations, their workforces don't represent their local population as well as Merseyside FRS.

6.6 Appendix F: Equality and Diversity Objectives 2017 – 2020

Equality Objective 1 Create a strong cohesive organisation that is positive to rising to the future challenges we face.	
Action	<ul style="list-style-type: none"> • Increasing the diversity of our workforce and volunteers to increase the number of people from underrepresented groups • Delivering Positive Action programmes across all occupations where under representation exists, and learning from and sharing results • Working with local diverse communities to build better relationships with people and organisations that can promote MFRA as employer of choice to those groups underrepresented in our workforce • Continuing to monitor the workforce and encourage more disclosure of diversity information by staff; including Disability, Sexual Orientation and Religion and Belief • Reviewing progression and promotion across all levels of the organisation
How we will measure our success	<p>Increased diversity of our workforce and volunteers, at all levels, in order to reflect the local community we serve.</p> <p>Increased applications for vacancies, at all levels, by people from the protected groups currently under represented.</p>
<p>How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability: We'd like our workforce to better represent the makeup of our communities and will work to encourage applications from under-represented groups when we carry out any internal or external recruitment</p>	

Equality Objective 2

Ensure that people from diverse communities receive equitable services that meet their needs.

Action

- Carry out activities to help us know and understand our diverse communities including:
 - Gathering and data and intelligence to help us know and understand our diverse communities better
 - Engaging with diverse communities to understand their needs in relation to the services we provide
 - Using knowledge and data, to target services to the diverse communities at most risk
 - Improving Equality Monitoring of the services we deliver to our communities (e.g. HFSC Monitoring) and take account of satisfaction levels with our services provided through ongoing community engagement and consultation
- Carrying out Equality Impact Assessments on services and policies that affect the diverse communities we serve

How we will measure our success

We will have meaningful data that helps staff develop effective activities, campaigns and events that result in better engagement with diverse communities across Merseyside (including diverse businesses)

How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability:
This work will strengthen our services to meet the needs of a wide range of diverse communities. By understanding people's needs and carrying out engagement, we can ensure that those groups are fully supported by the Fire and Rescue Service to help reduce risk.

Equality Objective 3

Reducing fires and other incidents amongst the vulnerable protected groups

Action	<ul style="list-style-type: none">• Continuing to prioritise Home Fire Safety Checks to high risk people and places• Continuing to engage with young people in vulnerable areas• Increasing the Equality Monitoring and reporting of Home Fire Safety Checks, hate crime and safeguarding• Analysing our performance each year using the Performance Indicators (PI's) that relate to fire deaths, injuries and accidental dwelling fires. We will introduce measures as necessary to contribute to the reduction in these incidents
How we will measure our success	<ul style="list-style-type: none">• We will contribute to a reduction in fires, deaths and injuries and other relevant incidents.

How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability:
By better understanding the impacts for diverse community groups in terms of Fires and other incidents we can measure whether there are any disproportionate outcomes for the protected groups of : Age, Gender, Ethnicity, Religion, LGBT and Disability

Equality Objective 4

To ensure that staff are better equipped to deliver their roles whilst showing due regard to the need to: “eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who don't.”

Action

- Development of equality and diversity training including: e-learning, equality and diversity related workshops, inductions for new staff
- Embedding Equality and Diversity in our volunteering programmes and youth engagement.
- Helping Authority Members understand their role in scrutinising the organisation's delivery of equality and diversity outcomes
- Carrying out Equality Impact Assessments
- Creating a diverse supplier base for goods and services in our procurement procedures
- Supporting staff groups and forums to help us understand our diverse groups of staff and their contribution to the organisation
- Using staff survey results understand levels of engagement in relation to the protected groups

How we will measure our success

- Staff will feel better equipped to manage their functions and delivery of services to all communities in a confident way. This could be measured through the Staff Survey engagement and the outcomes delivered to different groups and community feedback from after the incident reports. Monitoring the number of training sessions completed around Equality and Diversity
- Improvement in levels of engagement amongst staff from the protected groups

How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability:
This helps the organisation to meet its Public Sector Equality Duty to have due regards to understand and meet the needs of different protected groups and foster good relations between groups

Equality Objective 5

To continue to aspire to achieving excellence, or equivalent in a Fire and Rescue Service Equality Framework

Action	<ul style="list-style-type: none">• Prepare an Equality and Diversity self-assessment• Undertake a Peer Assessment if available
How we will measure our success	By maintaining excellence in a Fire and Rescue related Equality and Diversity Framework if available
<p>How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability: Taking part in an assessment helps us to integrate our commitments to promote equality and diversity across all functions of the organisation. This assists with meeting the Equality Act 2010 – Public Sector Equality Duty to ensure that we are having due regards to the needs of staff and public we serve around the 9 ²³protected groups.</p>	

²³ The 9 protected groups are: age, disability, gender reassignment, race, religion or belief, gender, sexual orientation, marriage and civil partnership, and pregnancy and maternity. MFRS also include a tenth characteristic of Social Economic Deprivation