



## Results of the Survey for Merseyside Fire and Rescue

### Data tables showing results for Merseyside Fire and Rescue by; Sexual Orientation

Total respondents: 548  
Response rate: 56%

Produced by People Insight in July 2018

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Key to the information displayed  
in this report

Symbols:

- indicates what percentage of the total answers for this question were **positive**
- indicates what percentage of the total answers for this question were **neutral**
- indicates what percentage of the total answers for this question were **negative**













A traffic light system is used to indicate:




- areas of **strength**
- areas for **development**
- areas of **weakness**
- where we are unable to comment due to lack of data or to maintain confidentiality of respondents

MFRA	Questions in the "Goal Clarity" section	Heterosexual Straight	Prefer not to say sexuality
   		   	   
 86% 9% 5%	1. I understand the priorities or Missions & Aims of MFRA	 88% 9% 3%	 82% 12% 7%
 90% 6% 4%	2. I am clear about what I am expected to achieve in my job	 93% 4% 3%	 83% 11% 7%
 87% 8% 5%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	 90% 6% 4%	 80% 14% 6%
 55% 25% 20%	4. Senior Managers provide a clear vision of the overall direction of MFRA	 61% 23% 16%	 36% 33% 32%
 80% 12% 8%	<b>Section averages</b>	 83% 11% 6%	 70% 17% 13%

MFRA	Questions in the "My Job" section	Heterosexual Straight	Prefer not to say sexuality
<b>G</b> 78% 14% 8%	1. I enjoy my work	<b>G</b> 82% 12% 6%	<b>A</b> 68% 21% 12%
<b>A</b> 60% 18% 22%	2. My job makes the best use of the skills and abilities that I have	<b>A</b> 64% 17% 19%	<b>R</b> 48% 25% 28%
<b>G</b> 75% 14% 11%	3. I get a sense of personal accomplishment from my work	<b>G</b> 78% 14% 8%	<b>A</b> 65% 16% 19%
<b>G</b> 79% 14% 8%	4. I feel that my work contributes to Safer Stronger Communities	<b>G</b> 81% 12% 6%	<b>A</b> 69% 18% 13%
<b>A</b> 58% 20% 22%	5. I feel supported in my role	<b>A</b> 63% 19% 18%	<b>R</b> 43% 24% 33%
<b>R</b> 54% 24% 22%	6. I have a sense of good job security	<b>A</b> 58% 21% 21%	<b>R</b> 42% 33% 26%
<b>A</b> 67% 17% 15%	<b>Section averages</b>	<b>A</b> 71% 16% 13%	<b>R</b> 56% 23% 22%

MFRA	Questions in the "Employee Involvement" section	Heterosexual Straight	Prefer not to say sexuality
<b>A</b> 65% 15% 20%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	<b>A</b> 70% 12% 18%	<b>R</b> 51% 26% 23%
<b>G</b> 72% 14% 14%	2. I am able to use my own initiative at work to do my job	<b>G</b> 75% 12% 13%	<b>A</b> 63% 19% 18%
<b>A</b> 58% 23% 19%	3. I am encouraged to suggest new ideas for improvements	<b>A</b> 62% 21% 17%	<b>R</b> 44% 28% 28%
<b>R</b> 59% 15% 26%	4. I am comfortable to speak up and constructively challenge how things are done	<b>A</b> 64% 13% 24%	<b>R</b> 43% 21% 37%
<b>R</b> 41% 20% 38%	5. People can communicate openly with each other here regardless of position or level	<b>R</b> 48% 18% 34%	<b>R</b> 21% 28% 52%
<b>A</b> 59% 18% 24%	<b>Section averages</b>	<b>A</b> 64% 15% 21%	<b>R</b> 44% 24% 31%

MFRA	Questions in the "Teamwork" section	Heterosexual Straight	Prefer not to say sexuality
   		   	   
<b>R</b> 53% 17% 30%	1. Morale in my immediate team/watch/section is generally high	<b>R</b> 56% 16% 29%	<b>R</b> 44% 21% 35%
<b>R</b> 35% 29% 36%	2. Different parts of the service work well together	<b>R</b> 39% 28% 33%	<b>R</b> 23% 33% 44%
<b>R</b> 38% 31% 30%	3. We are good at sharing ideas to make things work better	<b>R</b> 43% 29% 28%	<b>R</b> 23% 41% 36%
<b>R</b> 42% 26% 32%	<b>Section averages</b>	<b>R</b> 46% 24% 30%	<b>R</b> 30% 32% 38%

MFRA	Questions in the "Learning & Development" section	Heterosexual Straight	Prefer not to say sexuality
   		   	   
<b>G</b> 77% 12% 11%	1. I have received the training and development I need to do my job well and safely	<b>G</b> 81% 11% 8%	<b>A</b> 63% 16% 21%
<b>R</b> 54% 22% 24%	2. I have the right opportunities to learn and grow at work	<b>A</b> 59% 22% 20%	<b>R</b> 40% 24% 36%
<b>G</b> 85% 12% 3%	3. I have the knowledge and skills I need to do my job well	<b>G</b> 90% 8% 2%	<b>G</b> 72% 23% 6%
<b>R</b> 50% 28% 22%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	<b>R</b> 54% 27% 19%	<b>R</b> 40% 28% 32%
<b>A</b> 70% 18% 13%	5. I have good quality equipment to help me do my job	<b>G</b> 74% 15% 11%	<b>A</b> 57% 29% 14%
<b>A</b> 67% 18% 14%	<b>Section averages</b>	<b>G</b> 72% 17% 12%	<b>R</b> 54% 24% 22%

MFRA	Questions in the "Recognition & Reward" section	Heterosexual Straight	Prefer not to say sexuality
<b>R</b> 57% 17% 27%	1. In the last week, I have received thanks or praise for doing good work	<b>A</b> 60% 17% 23%	<b>R</b> 47% 16% 38%
<b>G</b> 73% 15% 12%	2. I feel valued and recognised for the work that I do by my line manager	<b>G</b> 78% 13% 10%	<b>A</b> 57% 25% 18%
<b>G</b> 78% 18% 5%	3. I feel valued and recognised for the work that I do by other team members	<b>G</b> 81% 15% 4%	<b>A</b> 66% 28% 7%
<b>R</b> 36% 26% 38%	4. I feel valued and recognised for the work that I do by senior managers	<b>R</b> 41% 25% 34%	<b>R</b> 21% 28% 52%
<b>R</b> 49% 29% 23%	5. I receive feedback on my work	<b>R</b> 53% 28% 19%	<b>R</b> 37% 32% 32%
<b>A</b> 58% 21% 21%	<b>Section averages</b>	<b>A</b> 63% 20% 18%	<b>R</b> 45% 26% 29%

MFRA	Questions in the "Management Effectiveness" section	Heterosexual Straight	Prefer not to say sexuality
<b>G</b> 79% 14% 7%	1. My manager communicates regularly about issues that affect my work	<b>G</b> 82% 12% 6%	<b>A</b> 70% 18% 13%
<b>G</b> 78% 16% 5%	2. My manager makes time for me	<b>G</b> 81% 14% 4%	<b>A</b> 68% 23% 9%
<b>G</b> 84% 11% 5%	3. My manager treats me fairly and with respect	<b>G</b> 88% 8% 4%	<b>G</b> 73% 19% 8%
<b>A</b> 62% 27% 10%	4. My manager gives me regular feedback on how I am doing	<b>A</b> 67% 25% 8%	<b>R</b> 48% 34% 18%
<b>R</b> 31% 33% 36%	5. Senior managers do what they say they are going to do	<b>R</b> 35% 33% 32%	<b>R</b> 18% 33% 50%
<b>R</b> 44% 21% 35%	6. Employees at my level are able to communicate their concerns to higher management	<b>R</b> 46% 20% 33%	<b>R</b> 37% 22% 42%
<b>R</b> 26% 40% 34%	7. MFRA Members engage well with staff at MFRA	<b>R</b> 29% 40% 32%	<b>R</b> 19% 43% 38%
<b>R</b> 36% 31% 34%	8. I have confidence in the future of MFRA	<b>R</b> 40% 29% 31%	<b>R</b> 20% 35% 45%
<b>R</b> 55% 24% 21%	<b>Section averages</b>	<b>A</b> 59% 23% 19%	<b>R</b> 44% 28% 28%



MFRA	Questions in the "Culture & Values" section	Heterosexual Straight	Prefer not to say sexuality
<b>A</b> 66% 16% 17%	1. Bullying, harassment and discrimination are not tolerated at MFRA	<b>G</b> 71% 15% 14%	<b>R</b> 52% 20% 28%
<b>G</b> 72% 14% 14%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	<b>G</b> 75% 14% 12%	<b>A</b> 63% 16% 22%
<b>R</b> 44% 25% 31%	3. I feel able to make decisions without fear of being blamed if things go wrong	<b>R</b> 49% 24% 28%	<b>R</b> 28% 32% 40%
<b>A</b> 65% 21% 14%	4. Generally we resolve any differences of opinion amicably	<b>A</b> 70% 21% 9%	<b>R</b> 52% 23% 26%
<b>R</b> 47% 26% 27%	5. MFRA promotes a culture of openness and transparency	<b>R</b> 52% 25% 23%	<b>R</b> 31% 28% 41%
<b>R</b> 25% 45% 30%	6. MFRA is a better place to work than it was 3 years ago	<b>R</b> 28% 45% 27%	<b>R</b> 14% 47% 39%
<b>G</b> 80% 13% 7%	7. I have a good understanding of MFRA values	<b>G</b> 82% 13% 6%	<b>G</b> 74% 15% 11%
<b>A</b> 68% 17% 16%	8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	<b>G</b> 73% 14% 13%	<b>R</b> 52% 24% 24%
<b>R</b> 46% 24% 30%	9. I feel valued	<b>R</b> 51% 24% 25%	<b>R</b> 28% 26% 46%
<b>R</b> 57% 18% 25%	10. I am able to strike the right balance between my work and home life	<b>A</b> 59% 17% 24%	<b>R</b> 51% 22% 28%
<b>R</b> 57% 22% 21%	<b>Section averages</b>	<b>A</b> 61% 21% 18%	<b>R</b> 44% 25% 30%

MFRA	Questions in the "Change Management" section	Heterosexual Straight	Prefer not to say sexuality
<b>G</b> 74% 14% 13%	1. I understand the need for change at MFRA given the cuts faced by the Authority	<b>G</b> 76% 12% 12%	<b>A</b> 68% 17% 15%
<b>R</b> 53% 26% 21%	2. I am communicated with about change that affects me in good time	<b>A</b> 58% 24% 18%	<b>R</b> 38% 32% 31%
<b>R</b> 37% 29% 34%	3. Change here is well managed overall	<b>R</b> 42% 30% 28%	<b>R</b> 20% 29% 51%
<b>R</b> 55% 28% 17%	4. Change within my team is well managed	<b>A</b> 61% 25% 13%	<b>R</b> 35% 35% 30%
<b>R</b> 28% 30% 42%	5. I feel that MFRA consider the impact on me and other people when making decisions	<b>R</b> 33% 30% 37%	<b>R</b> 12% 29% 59%
<b>R</b> 26% 33% 41%	6. A lot is done to help staff prepare for and cope with change	<b>R</b> 30% 34% 36%	<b>R</b> 14% 31% 55%
<b>R</b> 46% 27% 28%	<b>Section averages</b>	<b>R</b> 50% 26% 24%	<b>R</b> 31% 29% 40%

MFRA	Questions in the "Health and Wellbeing" section	Heterosexual Straight	Prefer not to say sexuality
89% 7% 4%	1. In general I would say my health is good	91% 5% 4%	81% 13% 6%
84% 12% 4%	2. I consider that I benefited from the support I received through the Occupational Health Team	87% 10% 3%	73% 21% 6%
87% 9% 4%	<b>Section averages</b>	90% 7% 3%	78% 16% 6%

MFRA	Questions in the "Overall" section	Heterosexual Straight	Prefer not to say sexuality
<b>G</b> 78% 13% 9%	1. I am proud to say I work for MFRA	<b>G</b> 82% 12% 5%	<b>A</b> 67% 14% 19%
<b>G</b> 74% 16% 10%	2. Working here makes me want to do the best I can	<b>G</b> 78% 14% 8%	<b>A</b> 64% 19% 17%
<b>A</b> 60% 18% 22%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	<b>A</b> 63% 18% 20%	<b>R</b> 53% 18% 29%
<b>G</b> 89% 7% 3%	4. I care about the future of MFRA	<b>G</b> 91% 7% 3%	<b>G</b> 86% 10% 4%
<b>G</b> 74% 15% 11%	5. I would still like to be working at MFRA in two years' time	<b>G</b> 77% 12% 11%	<b>A</b> 63% 25% 12%
<b>G</b> 75% 14% 11%	<b>Section averages</b>	<b>G</b> 78% 13% 9%	<b>A</b> 67% 17% 16%

## Breakdown of Survey respondents for Merseyside Fire and Rescue

Sexual Orientation	Total
Bisexual	4
Gay Man	1
Gay Woman/Lesbian	1
Heterosexual/Straight	420
Other (Sexuality)	2
Prefer not to say (Sexuality)	120
<b>Total</b>	<b>548</b>