



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Staff groupings [Uniformed] by Ethnic origin

Total respondents: 328

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

Uniformed	Questions in the "Goal Clarity" section	White English	White British	Prefer not to say Ethnicity
   		   	   	   
 80% 13% 7%	1. I understand the priorities or Missions & Aims of MFRA	 83% 13% 5%	 84% 0% 16%	 72% 18% 10%
 89% 6% 5%	2. I am clear about what I am expected to achieve in my job	 91% 5% 4%	 92% 8% 0%	 80% 8% 11%
 82% 11% 7%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	 86% 9% 4%	 80% 8% 12%	 70% 18% 11%
 40% 30% 31%	4. Senior Managers provide a clear vision of the overall direction of MFRA	 44% 30% 26%	 36% 24% 40%	 20% 36% 44%
 73% 15% 12%	Section averages	 76% 14% 10%	 73% 10% 17%	 61% 20% 19%

















Uniformed	Questions in the "My Job" section	White English	White British	Prefer not to say Ethnicity
73% 16% 11%	1. I enjoy my work	75% 15% 9%	84% 12% 4%	61% 20% 20%
54% 20% 26%	2. My job makes the best use of the skills and abilities that I have	57% 20% 23%	56% 16% 28%	43% 23% 34%
69% 16% 15%	3. I get a sense of personal accomplishment from my work	71% 17% 12%	76% 20% 4%	59% 11% 30%
75% 14% 11%	4. I feel that my work contributes to Safer Stronger Communities	78% 14% 7%	76% 8% 16%	64% 18% 18%
46% 24% 30%	5. I feel supported in my role	51% 25% 24%	44% 24% 32%	34% 21% 44%
57% 22% 21%	6. I have a sense of good job security	64% 16% 20%	56% 28% 16%	38% 38% 25%
62% 19% 19%	Section averages	66% 18% 16%	65% 18% 17%	50% 22% 28%

Uniformed	Questions in the "Employee Involvement" section	White English	White British	Prefer not to say Ethnicity
R 58% 17% 26%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	A 60% 17% 23%	A 64% 4% 32%	R 51% 20% 30%
A 62% 18% 20%	2. I am able to use my own initiative at work to do my job	A 65% 17% 18%	G 80% 8% 12%	R 49% 26% 25%
R 45% 27% 27%	3. I am encouraged to suggest new ideas for improvements	R 49% 27% 23%	R 44% 24% 32%	R 34% 30% 36%
R 46% 18% 37%	4. I am comfortable to speak up and constructively challenge how things are done	R 51% 18% 31%	R 48% 16% 36%	R 33% 18% 49%
R 27% 22% 51%	5. People can communicate openly with each other here regardless of position or level	R 34% 21% 45%	R 20% 36% 44%	R 5% 23% 72%
R 48% 20% 32%	Section averages	R 52% 20% 28%	R 51% 18% 31%	R 34% 23% 42%

Uniformed	Questions in the "Teamwork" section	White English	White British	Prefer not to say Ethnicity
   		   	   	   
 47% 16% 37%	1. Morale in my immediate team/watch/section is generally high	 50% 15% 35%	 60% 8% 32%	 36% 20% 44%
 23% 28% 49%	2. Different parts of the service work well together	 27% 28% 45%	 32% 8% 60%	 7% 33% 61%
 28% 30% 42%	3. We are good at sharing ideas to make things work better	 33% 30% 37%	 28% 24% 48%	 8% 36% 56%
 33% 24% 43%	Section averages	 37% 24% 39%	 40% 13% 47%	 17% 30% 54%

















Uniformed	Questions in the "Learning & Development" section	White English	White British	Prefer not to say Ethnicity
G 75% 12% 13%	1. I have received the training and development I need to do my job well and safely	G 79% 10% 11%	G 84% 8% 8%	A 61% 18% 21%
R 49% 25% 27%	2. I have the right opportunities to learn and grow at work	R 53% 24% 22%	R 48% 40% 12%	R 36% 23% 41%
G 83% 13% 4%	3. I have the knowledge and skills I need to do my job well	G 89% 9% 3%	G 84% 12% 4%	A 62% 30% 8%
R 44% 28% 28%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	R 48% 31% 22%	R 36% 32% 32%	R 34% 21% 44%
A 68% 19% 14%	5. I have good quality equipment to help me do my job	G 74% 14% 12%	A 56% 28% 16%	R 52% 28% 20%
A 64% 19% 17%	Section averages	A 68% 18% 14%	A 62% 24% 14%	R 49% 24% 27%

Uniformed	Questions in the "Recognition & Reward" section	White English	White British	Prefer not to say Ethnicity
R 53% 17% 30%	1. In the last week, I have received thanks or praise for doing good work	R 55% 16% 29%	R 56% 16% 28%	R 46% 18% 36%
A 69% 16% 15%	2. I feel valued and recognised for the work that I do by my line manager	G 72% 13% 14%	G 80% 8% 12%	R 54% 28% 18%
G 78% 16% 6%	3. I feel valued and recognised for the work that I do by other team members	G 78% 16% 7%	G 92% 8% 0%	A 69% 23% 8%
R 23% 26% 51%	4. I feel valued and recognised for the work that I do by senior managers	R 26% 26% 48%	R 28% 24% 48%	R 10% 26% 64%
R 36% 35% 29%	5. I receive feedback on my work	R 39% 35% 26%	R 40% 24% 36%	R 26% 38% 36%
R 52% 22% 26%	Section averages	R 54% 21% 25%	A 59% 16% 25%	R 41% 27% 32%

Uniformed	Questions in the "Management Effectiveness" section	White English	White British	Prefer not to say Ethnicity
   		   	   	   
G 79% 14% 7%	1. My manager communicates regularly about issues that affect my work	G 81% 13% 6%	G 88% 8% 4%	A 66% 26% 8%
G 77% 18% 5%	2. My manager makes time for me	G 78% 17% 5%	G 96% 4% 0%	A 64% 31% 5%
G 83% 13% 4%	3. My manager treats me fairly and with respect	G 86% 11% 3%	G 92% 8% 0%	A 69% 23% 8%
A 61% 30% 9%	4. My manager gives me regular feedback on how I am doing	A 62% 30% 7%	G 72% 20% 8%	R 51% 33% 16%
R 22% 32% 46%	5. Senior managers do what they say they are going to do	R 23% 34% 43%	R 36% 28% 36%	R 7% 31% 62%
R 33% 20% 47%	6. Employees at my level are able to communicate their concerns to higher management	R 35% 22% 43%	R 40% 16% 44%	R 23% 18% 59%
R 23% 37% 41%	7. MFRA Members engage well with staff at MFRA	R 25% 36% 39%	R 32% 32% 36%	R 11% 39% 49%
R 23% 28% 48%	8. I have confidence in the future of MFRA	R 26% 28% 45%	R 32% 32% 36%	R 7% 28% 66%
R 50% 24% 26%	Section averages	R 52% 24% 24%	A 61% 19% 21%	R 37% 29% 34%

Uniformed	Questions in the "Culture & Values" section	White English	White British	Prefer not to say Ethnicity
R 58% 17% 25%	1. Bullying, harassment and discrimination are not tolerated at MFRA	A 63% 14% 22%	A 56% 32% 12%	R 44% 23% 33%
A 64% 17% 19%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	A 67% 16% 17%	A 68% 24% 8%	R 56% 20% 25%
R 31% 26% 43%	3. I feel able to make decisions without fear of being blamed if things go wrong	R 35% 26% 40%	R 44% 24% 32%	R 16% 28% 56%
R 55% 26% 20%	4. Generally we resolve any differences of opinion amicably	A 58% 27% 14%	A 64% 24% 12%	R 41% 23% 36%
R 34% 27% 38%	5. MFRA promotes a culture of openness and transparency	R 39% 28% 33%	R 28% 40% 32%	R 18% 25% 57%
R 19% 41% 41%	6. MFRA is a better place to work than it was 3 years ago	R 21% 40% 39%	R 20% 44% 36%	R 10% 41% 49%
G 71% 19% 10%	7. I have a good understanding of MFRA values	G 74% 17% 9%	A 68% 20% 12%	A 61% 25% 15%
A 58% 20% 22%	8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	A 61% 19% 19%	A 68% 16% 16%	R 41% 21% 38%
R 33% 27% 40%	9. I feel valued	R 37% 28% 35%	R 40% 16% 44%	R 16% 30% 54%
R 45% 21% 33%	10. I am able to strike the right balance between my work and home life	R 47% 22% 30%	R 48% 20% 32%	R 39% 21% 39%
R 47% 24% 29%	Section averages	R 50% 24% 26%	R 50% 26% 24%	R 34% 26% 40%

Uniformed	Questions in the "Change Management" section	White English	White British	Prefer not to say Ethnicity
62% 18% 20%	1. I understand the need for change at MFRA given the cuts faced by the Authority	65% 17% 17%	60% 20% 20%	51% 21% 28%
45% 26% 29%	2. I am communicated with about change that affects me in good time	50% 27% 23%	40% 12% 48%	25% 33% 43%
25% 28% 47%	3. Change here is well managed overall	27% 31% 42%	32% 20% 48%	11% 21% 67%
50% 29% 21%	4. Change within my team is well managed	53% 29% 18%	64% 28% 8%	30% 34% 36%
19% 25% 56%	5. I feel that MFRA consider the impact on me and other people when making decisions	21% 26% 53%	28% 28% 44%	7% 20% 74%
16% 30% 54%	6. A lot is done to help staff prepare for and cope with change	19% 31% 50%	12% 36% 52%	7% 23% 70%
36% 26% 38%	Section averages	39% 27% 34%	39% 24% 37%	22% 25% 53%

Uniformed	Questions in the "Health and Wellbeing" section	White English	White British	Prefer not to say Ethnicity
   		   	   	   
G 91% 5% 4%	1. In general I would say my health is good	G 96% 2% 2%	G 92% 8% 0%	G 74% 20% 7%
G 82% 13% 5%	2. I consider that I benefited from the support I received through the Occupational Health Team	G 86% 11% 4%	G 80% 13% 7%	A 70% 18% 12%
G 87% 8% 4%	Section averages	G 92% 5% 3%	G 88% 10% 3%	G 72% 19% 9%

Uniformed	Questions in the "Overall" section	White English	White British	Prefer not to say Ethnicity
70% 17% 13%	1. I am proud to say I work for MFRA	74% 18% 8%	76% 12% 12%	51% 16% 33%
66% 20% 15%	2. Working here makes me want to do the best I can	70% 17% 12%	60% 32% 8%	54% 18% 28%
48% 20% 32%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	51% 21% 28%	44% 24% 32%	39% 13% 48%
85% 10% 5%	4. I care about the future of MFRA	87% 10% 4%	84% 12% 4%	80% 8% 11%
68% 18% 14%	5. I would still like to be working at MFRA in two years' time	72% 15% 13%	68% 28% 4%	57% 28% 15%
67% 17% 16%	Section averages	71% 16% 13%	66% 22% 12%	56% 17% 27%

Breakdown of respondents for Merseyside Fire and Rescue: Staff groupings [Uniformed]

Ethnic origin	Total
White - English	223
White - Welsh	0
White - Scottish	2
White - Northern Irish	0
White - British	25
White - Irish	6
White - Gypsy / Traveller	0
White - Any Other background	3
Asian / Asian British - Bangladeshi	0
Asian / Asian British - Indian	0
Asian / Asian British - Pakistani	0
Asian / Asian British - Any Other	0
Black or Black British - African	1
Black or Black British - Caribbean	1
Black or Black British - Any Other	0

Mixed - White & Asian	1
Mixed - White & Black African	0
Mixed - White & Black Caribbean	1
Mixed - Any other background	3
Other Ethnic Group - Arab	1
Other Ethnic Group - Chinese	0
Other Ethnic Group - Any Other	0
Prefer not to say (Ethnicity)	61
Total	328