



## Results of the Survey for Merseyside Fire and Rescue

### Data tables showing results for Non Uniformed (inc Control) by Sexual Orientation

(Results for individual cohorts within Sexual Orientation are shown only if there were enough respondents [10] within that cohort to meet the minimum requirement for publication of data)

Total respondents: 211




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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




Non Uniformed (inc Control)	Questions in the "Goal Clarity" section	Heterosexual / Straight	Prefer not to say
   		   	   
 92% 7% 1%	1. I understand the priorities or Missions & Aims of MFRA	 93% 5% 2%	 85% 15% 0%
 93% 3% 4%	2. I am clear about what I am expected to achieve in my job	 95% 2% 3%	 81% 12% 8%
 92% 6% 2%	3. I understand how the work I do helps MFRA to achieve its missions & aims	 93% 6% 2%	 88% 12% 0%
 64% 23% 14%	4. Senior managers provide a clear vision of the overall direction of MFRA	 69% 20% 12%	 27% 42% 31%
 85% 10% 5%	<b>Section averages</b>	 87% 8% 4%	 70% 20% 10%

Non Uniformed (inc Control)	Questions in the "My Job" section	Heterosexual / Straight	Prefer not to say
			
<b>G</b> 85% 9% 6%	1. I enjoy my work	<b>G</b> 87% 8% 5%	<b>G</b> 73% 15% 12%
<b>A</b> 65% 19% 16%	2. My job makes the best use of the skills and abilities that I have	<b>A</b> 69% 19% 12%	<b>R</b> 42% 23% 35%
<b>G</b> 82% 11% 8%	3. I get a sense of personal accomplishment from my work	<b>G</b> 84% 9% 6%	<b>A</b> 65% 19% 15%
<b>G</b> 79% 18% 3%	4. I feel that my work contributes to Safer Stronger Communities	<b>G</b> 81% 16% 3%	<b>G</b> 69% 27% 4%
<b>A</b> 68% 20% 12%	5. I feel supported in my role	<b>A</b> 69% 20% 11%	<b>R</b> 54% 31% 15%
<b>G</b> 76% 15% 9%	<b>Section averages</b>	<b>G</b> 78% 15% 7%	<b>A</b> 61% 23% 16%

Non Uniformed (inc Control)	Questions in the "Employee Involvement" section	Heterosexual / Straight	Prefer not to say
   		   	   
<b>G</b> 84% 8% 8%	1. I am able to use my own initiative at work to do my job	<b>G</b> 86% 7% 7%	<b>G</b> 77% 4% 19%
<b>G</b> 77% 14% 9%	2. I am encouraged to suggest new ideas for improvements	<b>G</b> 79% 13% 8%	<b>A</b> 58% 19% 23%
<b>A</b> 71% 13% 16%	3. I am comfortable to speak up and constructively challenge how things are done	<b>G</b> 75% 9% 16%	<b>R</b> 46% 31% 23%
<b>R</b> 52% 22% 27%	4. People can communicate openly with each other here regardless of position or level	<b>R</b> 53% 22% 25%	<b>R</b> 38% 19% 42%
<b>A</b> 71% 14% 15%	<b>Section averages</b>	<b>G</b> 73% 13% 14%	<b>R</b> 55% 18% 27%

Non Uniformed (inc Control)	Questions in the "Teamwork" section	Heterosexual / Straight	Prefer not to say
   		   	   
<b>R</b> 54% 20% 26%	1. Morale in my immediate team/watch/section is generally high	<b>R</b> 58% 17% 25%	<b>R</b> 31% 35% 35%
<b>G</b> 79% 14% 8%	2. We are good at sharing ideas to make things work better	<b>G</b> 81% 12% 7%	<b>A</b> 62% 23% 15%
<b>R</b> 49% 31% 20%	3. Different parts of the service work well together	<b>R</b> 54% 29% 17%	<b>R</b> 15% 46% 38%
<b>A</b> 60% 22% 18%	<b>Section averages</b>	<b>A</b> 64% 20% 16%	<b>R</b> 36% 35% 29%




Non Uniformed (inc Control)	Questions in the "Learning & Development" section	Heterosexual / Straight	Prefer not to say
   		   	   
 73% 16% 11%	1. I have received the training and development I need to do my job well and safely	 74% 15% 11%	 65% 19% 15%
 55% 25% 21%	2. I have the right opportunities to learn and grow at work	 58% 23% 19%	 31% 38% 31%
 90% 5% 5%	3. I have the knowledge and skills I need to do my job	 91% 4% 5%	 88% 8% 4%
 66% 20% 14%	4. My last appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	 70% 19% 11%	 50% 23% 27%
 69% 21% 9%	5. I have good quality equipment to help me do my job	 72% 19% 9%	 50% 38% 12%
 71% 17% 12%	<b>Section averages</b>	 73% 16% 11%	 57% 25% 18%

Non Uniformed (inc Control)	Questions in the "Recognition & Reward" section	Heterosexual / Straight	Prefer not to say
			
<b>R</b> 57% 15% 28%	1. In the last week, I have received thanks or praise for doing good work	<b>A</b> 63% 13% 24%	<b>R</b> 19% 27% 54%
<b>G</b> 75% 16% 9%	2. I feel valued and recognised for the work that I do by my line manager	<b>G</b> 75% 13% 11%	<b>G</b> 73% 27% 0%
<b>G</b> 75% 18% 8%	3. I feel valued and recognised for the work that I do by other team members	<b>G</b> 78% 15% 8%	<b>A</b> 54% 38% 8%
<b>R</b> 48% 25% 27%	4. I feel valued and recognised for the work that I do by senior managers	<b>R</b> 53% 23% 25%	<b>R</b> 19% 35% 46%
<b>A</b> 57% 25% 18%	5. I receive feedback on my work	<b>A</b> 62% 22% 16%	<b>R</b> 31% 42% 27%
<b>A</b> 62% 20% 18%	<b>Section averages</b>	<b>A</b> 66% 17% 17%	<b>R</b> 39% 34% 27%

Non Uniformed (inc Control)	Questions in the "Management Effectiveness" section	Heterosexual / Straight	Prefer not to say
75% 16% 9%	1. My manager communicates regularly about issues that affect my work	76% 15% 9%	73% 23% 4%
78% 15% 7%	2. My manager makes time for me	78% 15% 7%	77% 19% 4%
82% 12% 6%	3. My manager treats people fairly and with respect	82% 12% 7%	88% 8% 4%
60% 24% 16%	4. My manager gives me regular feedback on how I am doing	65% 21% 15%	35% 42% 23%
42% 39% 19%	5. Senior managers do what they say they are going to do	46% 36% 18%	12% 58% 31%
51% 25% 25%	6. Employees at my level are able to communicate their concerns to higher management	56% 22% 22%	15% 35% 50%
15% 43% 42%	7. Fire Authority Council Members engage well with staff at MFRA	17% 44% 40%	0% 42% 58%
43% 26% 31%	8. I have confidence in the future of MFRA	46% 27% 27%	15% 23% 62%
56% 25% 19%	<b>Section averages</b>	58% 24% 18%	39% 31% 29%



Non Uniformed (inc Control)	Questions in the "Culture & Values" section	Heterosexual / Straight	Prefer not to say
<b>G</b> 74% 14% 12%	1. Bullying, harassment and discrimination are not tolerated at MFRA	<b>G</b> 77% 13% 10%	<b>R</b> 54% 23% 23%
<b>G</b> 82% 9% 9%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	<b>G</b> 84% 8% 8%	<b>A</b> 65% 19% 15%
<b>R</b> 56% 22% 21%	3. I feel able to make decisions without fear of being blamed if things go wrong	<b>A</b> 60% 20% 20%	<b>R</b> 31% 35% 35%
<b>A</b> 65% 25% 9%	4. Generally we resolve any differences of opinion amicably	<b>A</b> 68% 23% 9%	<b>R</b> 50% 35% 15%
<b>R</b> 52% 24% 24%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	<b>R</b> 56% 22% 22%	<b>R</b> 27% 38% 35%
<b>R</b> 26% 42% 33%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	<b>R</b> 26% 44% 30%	<b>R</b> 15% 27% 58%
<b>G</b> 81% 16% 4%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	<b>G</b> 85% 13% 2%	<b>R</b> 50% 31% 19%
<b>G</b> 75% 19% 6%	8. I feel Merseyside Fire and Rescue Authority treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	<b>G</b> 78% 18% 4%	<b>R</b> 50% 31% 19%
<b>R</b> 54% 26% 20%	9. I feel valued	<b>A</b> 59% 23% 17%	<b>R</b> 23% 35% 42%
<b>A</b> 70% 18% 12%	10. I am able to strike the right balance between my work and home life	<b>G</b> 74% 16% 10%	<b>R</b> 38% 35% 27%
<b>A</b> 63% 22% 15%	<b>Section averages</b>	<b>A</b> 67% 20% 13%	<b>R</b> 40% 31% 29%

Non Uniformed (inc Control)	Questions in the "Change Management" section	Heterosexual / Straight	Prefer not to say
			
<b>G</b> 91% 6% 3%	1. I understand the need for change at MFRA given the cuts faced by the Authority	<b>G</b> 92% 6% 3%	<b>G</b> 81% 12% 8%
<b>A</b> 66% 19% 15%	2. I am communicated with about change that affects me in good time	<b>A</b> 70% 16% 13%	<b>R</b> 38% 38% 23%
<b>R</b> 48% 33% 19%	3. Change here is well managed overall	<b>R</b> 53% 30% 17%	<b>R</b> 23% 46% 31%
<b>A</b> 65% 22% 13%	4. Change within my team is well managed	<b>A</b> 66% 21% 13%	<b>R</b> 54% 31% 15%
<b>R</b> 44% 27% 28%	5. I feel that MFRA consider the impact on me and other people when making decisions	<b>R</b> 49% 28% 23%	<b>R</b> 15% 23% 62%
<b>R</b> 45% 30% 25%	6. A lot is done to help staff prepare for and cope with change	<b>R</b> 48% 29% 23%	<b>R</b> 23% 38% 38%
<b>A</b> 60% 23% 17%	<b>Section averages</b>	<b>A</b> 63% 22% 15%	<b>R</b> 39% 31% 29%

Non Uniformed (inc Control)	Questions in the "Overall" section	Heterosexual / Straight	Prefer not to say
<b>G</b> 85% 11% 4%	1. I am proud to say I work for MFRA	<b>G</b> 88% 9% 3%	<b>A</b> 65% 27% 8%
<b>G</b> 81% 12% 7%	2. Working here makes me want to do the best work I can	<b>G</b> 83% 12% 6%	<b>A</b> 69% 19% 12%
<b>A</b> 69% 16% 15%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	<b>G</b> 72% 15% 13%	<b>R</b> 50% 23% 27%
<b>G</b> 91% 8% 1%	4. I care about the future of MFRA	<b>G</b> 94% 6% 1%	<b>G</b> 73% 23% 4%
<b>R</b> 26% 25% 49%	5. I have a sense of good job security	<b>R</b> 27% 26% 47%	<b>R</b> 19% 19% 62%
<b>A</b> 71% 14% 15%	<b>Section averages</b>	<b>G</b> 73% 14% 14%	<b>R</b> 55% 22% 22%

## Breakdown of respondents for Merseyside Fire and Rescue: Staff Grouping 2 [Non Uniformed (inc Control)]

<b>Sexual Orientation</b>	<b>Total</b>
Bisexual	0
Gay Man	2
Gay Woman / Lesbian	0
Heterosexual / Straight	179
Other (Sexuality)	4
Prefer not to say (Sexuality)	26
<b>Total</b>	<b>211</b>