

<b>MERSEYSIDE FIRE AND RESCUE AUTHORITY</b>			
<b>MEETING OF THE:</b>	<b>AUTHORITY</b>		
<b>DATE:</b>	<b>17 OCTOBER 2019</b>	<b>REPORT NO:</b>	<b>CFO/044/19</b>
<b>PRESENTING OFFICER:</b>	<b>CHIEF FIRE OFFICER</b>		
<b>RESPONSIBLE OFFICER:</b>	<b>DEB APPLETON</b>	<b>REPORT AUTHOR:</b>	<b>WENDY KENYON</b>
<b>OFFICERS CONSULTED:</b>	<b>DATA PROVIDED BY PEOPLE AND ORGANISATIONAL DEVELOPMENT, STRATEGY AND PERFORMANCE AND CRM</b>		
<b>TITLE OF REPORT:</b>	<b>EQUALITY ANALYSIS OF WORKFORCE AND EMPLOYMENT DATA AS AT 31ST MARCH 2019</b>		

<b>APPENDICES:</b>	<b>APPENDIX A:</b>	<b>EQUALITY ANALYSIS OF WORKFORCE AND EMPLOYMENT DATA AS OF 31<sup>ST</sup> MARCH 2019</b>
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### **Purpose of Report**

1. To provide Members with a breakdown of the Authority's workforce (people) data produced in order to meet the Equality Act 2010, Public Sector Equality Duties and in order to allow scrutiny of the service in the discharge of the said duty.

### **Recommendation**

2. That Members note and approve the report for publishing on the Authority website in order to demonstrate its commitment to equality and diversity and to meet its Public Sector Equality Duties

### **Introduction and Background**

3. The purpose of this report is to demonstrate MFRA's compliance with the Equality Act 2010 General Duty across our employment functions. It summarises the equality employment monitoring data for staff at MFRA for the period 1<sup>st</sup> April 2018 to 31<sup>st</sup> March 2019, using data taken from the MFRA's My View system and other HR/payroll staff records.
4. The Equality Act 2010 Public Sector Equality Duty (PSED) (s.149) states that in the exercise of their functions, public authorities must have due regard to the need to:
  - a. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
  - b. Advance equality of opportunity between people who share a protected characteristic and those who do not
  - c. Foster good relations between people who share a protected characteristic and those who do not.

5. This report includes information on the effect that our policies and practices have had on people who share a relevant protected characteristic, to demonstrate the extent to which we have furthered the aims of the general equality duty for our employees.
6. The report also provides our third gender pay gap report which is required by all Public Sector Bodies over 250 employees (see 6.16 of the attached report for more details).
7. MFRA recognises that a representative workforce will provide a Fire and Rescue Service that respects and responds to the diversity of the local communities that it serves. For the purposes of comparison in this report, the general population of Merseyside has been used and the national fire and rescue service staff population (using NJC inclusion group reports) is used where available as a further benchmark.
8. The report provides information in order to monitor progress against the MFRA equality and diversity objectives, specifically those in relation to the diversity of our workforce (objectives are set out in the attached report at Appendix E)
9. The report will be published on MFRA's website to demonstrate our commitment to equality and diversity and meet the PSED.

### **Summary of the Equality Analysis**

The report results is covered in detail in section 6 of the attached report in Appendix A and covers analysis of:

- Whole workforce – reviewing the last 3 years
- Workforce profiles by groups
- Staff in post by age, disability, ethnicity, sexual orientation and religion
- Analysis of new starters by gender and ethnicity
- Analysis of staff leavers
- Analysis of discipline cases by outcomes and by protected groups
- Analysis of grievance cases by outcomes and by protected groups
- Analysis of flexible working requests and outcomes by gender and ethnicity
- Gender pay gap reporting providing average hourly pay analysis by gender

### **Highlights of the results**

We are required to publish these figures based on a headcount not on full time equivalent posts, so some of these staff (particularly support staff) will be part time. Equally these figures do not include the operational staff who also have retained contracts which increases the availability of staff.

- The total number of staff employed by Merseyside Fire & Rescue Authority has increased from 991 in 2016/17 to 1000 as at 31<sup>st</sup> March 2019, an increase of 9, or 1% (headcount).<sup>1</sup>
- The percentage of crew managers has increased from 1.4% (14) during 2016/17 to 5.5% (55) during 2018/19.
- The percentage of fire-fighters has fallen from 46.1% (457) during 2016/17 to 39% (390) during 2018/19. This fall is due in part to the expansion of the crew manager role.
- Control staffing has remained consistent with 34 members of staff for both 2016/17 and 2018/19. When 2018/19 is compared to 2017/18 there has been an increase of 2 personnel (headcount).
- The percentage of support staff has increased from 31.2% (309) during 2016/17 to 35.5% (355) during 2018/19 (headcount).<sup>2</sup>
- The number of staff who have disclosed their sexual orientation as Lesbian Gay Bisexual or Transgender (LGBT) has increased from 15 to 22 staff since 2016/17.
- MFRA increased its BAME staff by 25% from 39 in 2017/18 to 49 in 2018/19
- Overall females make up 26.5% (265) of the total staffing at Merseyside Fire & Rescue Authority, an increase over the three year period from 23.9% seen during 2016/17. This is well ahead of the English Fire & Rescue Service average of 15.9%<sup>3</sup>.
- Operational staff have a gender split of 91% (556) males to 9% females (55), which is higher than the English Fire & Rescue Service female whole-time Fire Fighter average of 6.1%.
- 41 members of Support staff are aged under 24; this is the highest proportion of this age group in the whole organisation (includes a number of Apprentices).
- In relation to the Gender Pay Gap, Data (31.3.19) shows that across the organisation, the mean gender pay gap is -11.7% or £1.80 per hour an improvement on 2016/17 figures which was -12.1%
- During 2018/19, MFRA recruited a total of 113 new members of staff with 51 being operational personnel (8 females), 7 for fire control (6 females) and 55 support staff (23 females).

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<sup>1</sup> These figures do not include the additional operational posts covered by the retained/secondary contracts.

<sup>2</sup> These figures are based on headcount, as some posts may be part time/job share.

<sup>3</sup> Source: FIRE STATISTICS TABLE 1103: Staff headcount by gender, fire authority and role – October 2018

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/748881/fire-statistics-data-tables-fire1103-oct2018.xlsx](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/748881/fire-statistics-data-tables-fire1103-oct2018.xlsx)

- During 2018/19, there were 112 staff leavers; 73 being operational (3 females), 5 from Fire Control (all female) and 34 support staff (22 males).
- There were 184 attendees on Princes Trust courses operated by Merseyside Fire & Rescue Service, an increase on 2017/18 when there were 116 attendees.

The analysis of equality monitoring data shows no significant disproportionate equality impacts in relation to our recruitment levels, leavers, disciplinary and grievance cases or tribunals in relation.

### **Equality and Diversity Implications**

10. This report provides specific equality Impact analysis in relation to MFRA staff workforce therefore an EIA is not required.

### **Staff Implications**

11. Staff have been integral to the creation of this report through a number of processes including attending the ED&I Steering Group meetings, meetings with the Diversity and Consultation Manager and providing regular written communication updates. The data contained in this report will be useful to officers carrying out future Equality Impact assessments of their decisions and policies.

### **Legal Implications**

12. The Equality and Diversity Report demonstrates the work that is being conducted to meet the Equality Act 2010 and Public Sector Equality Duty requirements.

### **Financial Implications & Value for Money**

13. There are no direct financial implications arising from this report.

### **Risk Management, Health & Safety, and Environmental Implications**

14. There are no risk management, health & safety or environmental implications arising from this report.

### **Contribution to Our Mission: *Safer Stronger Communities – Safe Effective Firefighters***

15. Delivering services in a way that meets Equality and Diversity legal duties and best practice is essential for a public sector organisations. This report contributes to demonstrating how we make our diverse communities safer and stronger and how we support the needs of our staff in relation to their protected characteristics

### **BACKGROUND PAPERS**

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## **GLOSSARY OF TERMS**

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BAME	Black, Asian, Minority Ethnic
E,D&I	Equality, Diversity & Inclusion
EIA	Equality Impact Assessment
HFSC	Home Fire Safety Check
LGBT	Lesbian, Gay, Bisexual or Transgender
NJC	National Joint Council
PSED	Public Sector Equality Duty
SEG	Strategic Equality Group
SMG	Strategic Management Group