

Public Document Pack



To: All Members of the Authority

Monitoring Officer

Tel: 0151 296 4000
Extn: 4124 Ally Kirby

Our ref AK/RG

Date: 15 October 2025

Dear All,

You are invited to attend an **AUTHORITY COMMITTEE** meeting of the **MERSEYSIDE FIRE AND RESCUE AUTHORITY** to be held at **13:00** on **THURSDAY, 23RD OCTOBER 2025** in the Liverpool Suite at Merseyside Fire and Rescue Service Headquarters, Bridle Road, Bootle.

The meeting will be available to watch via YouTube on the following link:

https://youtube.com/live/1x_uoU6Kdh4?feature=share

Yours faithfully,

PP – A Kirby

Monitoring Officer

MERSEYSIDE FIRE AND RESCUE AUTHORITY

AUTHORITY

23 OCTOBER 2025

AGENDA

Members

Councillor Les Byrom (Chair)
Councillor James Roberts (Vice-Chair)
Councillor Jan Grace (Vice-Chair)
Councillor Jeanette Banks
Councillor Jeanie Bell
Councillor Edna Finneran
Councillor Sam Gorst
Councillor Dave Hanratty
Councillor Doreen Knight
Councillor Grahame McManus
Councillor Andrew Makinson
Councillor Kieran Murphy
Councillor Lynn O'Keeffe
Councillor Chris Page
Councillor Lesley Rennie
Councillor Mike Sullivan
Councillor Lynne Thompson
Councillor Heather Westhead
Police & Crime Commissioner, Emily Spurrell

1. Apologies

To consider any apologies for attendance.

2. Declarations of Interest

To consider declarations of interest in relation to any item on the agenda.

3. Minutes of the Previous Meeting (Pages 5 - 16)

To consider the minutes of the last meeting held on 12th June 2025.

4. Awarding of Contract for the Procurement of Firefighting and Technical Rescue Helmets (Pages 17 - 38)

To consider the report relating to the Procurement of Firefighting and Technical Rescue Helmets (CFO/21/2526).

5. Approval of Expenditure for PPE Laundry (Pages 39 - 42)

To consider the report relating to the Approval of Expenditure for PPE Laundry (CFO/22/2526).

6. **ND2 Procurement: Telescopic Handler** (Pages 43 - 46)
To consider the report relating to the Procurement of a Telescopic Handler (CFO/23/2526).
7. **Apprenticeship End Point Assessments** (Pages 47 - 50)
To consider the report relating to Apprenticeship End Point Assessments (CFO/24/2526).
8. **Equality, Diversity and Inclusion Annual Report and Equality Analysis - Workforce and Employment Data reports 2024/25** (Pages 51 - 122)
To consider the report relating to the Equality, Diversity and Inclusion Annual Report and Equality Analysis Workforces and Employment Data reports for 2024/25 (CFO/25/2526).

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MERSEYSIDE FIRE AND RESCUE AUTHORITY

ANNUAL GENERAL MEETING

12 JUNE 2025

MINUTES

Present: **Councillors** Les Byrom (Chair), Jeanie Bell, Edna Finneran, Jan Grace, Doreen Knight, Grahame McManus, Lynn O'Keeffe, Chris Page, James Roberts, Mike Sullivan, Heather Westhead, Sam Gorst, Andrew Makinson, Kieran Murphy and Lesley Rennie.

Also Present:	Chief Fire Officer	Nick Searle
	Director of Finance and Procurement	Mike Rea
	Monitoring Officer	Ria Groves

1. Apologies

Apologies were received from Councillors Jeanette Banks, Lynne Thompson, Dave Hanratty and Police and Crime Commissioner, Emily Spurrell.

2. Declarations of Interest

There were no declarations of interest in relation to any item on the agenda.

3. Appointment of Chair

The Monitoring Officer, Ria Groves, asked for nominations for the appointment of the Chair of the Authority for 2025/26.

Nominee:

Councillor Les Byrom – nominated by Councillor James Roberts and seconded by Councillor Jan Grace.

No further nominations were made.

RESOLVED that Councillor Les Byrom be appointed as Chair of the Authority for 2025/26.

4. Appointment of Vice Chair

Nominations were requested for the positions of the Vice Chair/s for the municipal year 2025/26.

Nominee:

Councillor James Roberts – nominated by Councillor Les Byrom and seconded by Councillor Doreen Knight.

Councillor Jan Grace – nominated by Councillor Les Byrom and seconded by Councillor Doreen Knight.

RESOLVED that Councillors James Roberts and Jan Grace be appointed as Vice-Chairs of the Authority for 2025/26.

Councillor Les Byrom thanked Members for his nomination. He also thanked the Senior Leadership Team for their hard work over the past year and acknowledged the change to the Leadership Team whilst looking forward to the year ahead. He wished Legal and Democratic Services Manager, Shauna Healey, every success during her maternity leave.

5. Minutes of the Previous Meeting

RESOLVED that the minutes of the last meeting held on 15th May 2025 be approved as an accurate record.

6. Membership of the Authority

The Chair placed on record his thanks to those Councillors leaving the Authority (Cllrs Kenny, Murray, Wood, Lamb and Dickinson) and welcomed new Councillors to the Authority (Cllrs Banks, McManus, Sullivan, Westhead and Murphy) who had been appointed for this municipal year.

Monitoring Officer, Ria Groves, introduced the report and noted that at the previous AGM in 2021, the Police and Crime Commissioner, Emily Spurrell had been appointed, and it was recommended that her membership be continued. Co-opted Member, Anthony Boyle had previously been appointed to the Scrutiny and Audit Committee as a non-voting Member to add additional independence and this was also recommended to continue. Monitoring Officer, Ria Groves drew Members' attention to paragraph four of the report which detailed the membership for the Authority for 2025-26.

Councillor Les Byrom thanked all Officers at every level, on behalf of the Authority, for the service provided.

RESOLVED that:

- a) the membership of the Authority further to the appointments by the five district councils in Merseyside be noted;
- b) the continued appointment of the Police and Crime Commissioner (PCC) for Merseyside to the Authority be noted; and
- c) the continued role of the Co-opted Member and for the Co-opted Member to continue to be appointed to both the Audit Committee and Scrutiny Committee, as a non-voting member (subject to approval of the structure) be approved.

7. Structure of the Authority

Councillor Les Byrom presented the report and drew Members' attention to paragraph seven of the report, which detailed the existing structure and the proposal to keep the same for 2025-26. The committee structure and membership thereof had been circulated and confirmed prior to the meeting.

The Chair also confirmed those Members undertaking a role attracting a Special Responsibility Allowance.

Members agreed the following structure:

Committee Structure 2025/26	
Committee	Members
Community Safety & Protection Committee 9 Members (6,1,1,1)	1. Cllr Jan Grace (Chair) 2. Cllr Jeanette Banks 3. Cllr Edna Finneran 4. Cllr Doreen Knight 5. Cllr Chris Page 6. Cllr Mike Sullivan 7. Cllr Lynne Thompson 8. Cllr Kieran Murphy 9. Cllr Lesley Rennie
Policy & Resources Committee 9 Members (7,1,1)	1. Cllr James Roberts (Chair) 2. Cllr Jeanie Bell 3. Cllr Les Byrom 4. Cllr Dave Hanratty 5. Cllr Grahame McManus 6. Cllr Lynn O'Keeffe 7. Cllr Heather Westhead 8. Cllr Andrew Makinson 9. Cllr Lesley Rennie
Audit Committee 6 Members (4,1,1) (Plus 1 Co-opted Member*)	1. Cllr Jeanie Bell (Chair) 2. Cllr Grahame McManus 3. Cllr Lynn O'Keeffe 4. Cllr Chris Page 5. Cllr Andrew Makinson 6. Cllr Sam Gorst 7. Anthony Boyle*

Scrutiny Committee 9 Members (6,1, 1, 1) (Plus 1 Co-opted Member*)	1. Cllr Edna Finneran (Chair) 2. Cllr Jeanette Banks 3. Cllr Dave Hanratty 4. Cllr Doreen Knight 5. Cllr Mike Sullivan 6. Cllr Heather Westhead 7. Cllr Andrew Makinson 8. Cllr Kieran Murphy 9. Cllr Sam Gorst 10. Anthony Boyle*
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Appointments Committee (3,1) Made up of the Chair, Vice Chairs, and Party Group Leaders	1. Cllr Les Byrom (Chair) 2. Cllr Jan Grace 3. Cllr James Roberts 4. Cllr Lynne Thompson
Appeals Committee (3,1) Made up of the Chair, Vice Chairs, and Party Group Leaders	1. Cllr Les Byrom (Chair) 2. Cllr Jan Grace 3. Cllr James Roberts 4. Cllr Lynne Thompson
Joint Fire & Police Collaboration Committee 4 Members (3,1) Made up of the Chair, Vice Chairs, and 1 Opposition Spokesperson (Plus, PCC)	1. Cllr Les Byrom (Chair) 2. Cllr Jan Grace 3. Cllr James Roberts 4. Cllr Lynne Thompson
Member Development & Engagement Group (3,1)	1. Cllr Lynn O'Keeffe (Chair) 2. Cllr Jeanette Banks 3. Cllr Heather Westhead 4. Cllr Lynne Thompson

The Chair confirmed appointment to the other role that did not attract a Special Responsibility Allowance.

This included the Lead Members which had been provided prior to the meeting as per below:

Preparedness	Councillor Edna Finneran
People	Councillor Jan Grace
Response	Councillor Lesley Rennie
Prevention	Councillor Doreen Knight
Protection	Councillor Jeanie Bell

Pension Board – Councillor Chris Page.

RESOLVED that:

- a) the committees to be determined were approved as in appendix A of the report;
- b) the number of voting Members to be appointed to each Committee was determined and approved in accordance with appendix B;
- c) the number of seats on each Committee to be allocated to each political group in accordance with the political balance regulations was determined and approved in accordance with appendix B;
- d) an alternative from the relevant political group already appointed to the Authority can attend a Committee in the absence of the substantive Member be approved;
- e) the Members who are to be appointed to the Committees and roles attracting a Special Responsibility Allowance, in accordance with the wishes of the relevant political group, in respect of those seats allocated to that group had were confirmed ;
- f) the nominations proposed by the Chair for the Lead Member roles were confirmed;
- g) the nomination proposed by the Chair prior to the meeting for the Employer Representative on the Local Pension Board be confirmed; and
- h) Members will inform Democratic Services prior to the start of any meeting if an alternative Member is attending on their behalf be confirmed.

8. Meeting dates for 25/26

Councillor Les Byrom noted that the report included a list of dates for meetings and events for the upcoming municipal year. It was explained that there was flexibility in the dates, and they could change if required. Members were made aware that the Authority Committee on 7th May had been provisionally changed to 14th May. The Chair proposed to change the date of Authority Committee scheduled in the report for 7th May 2026 to 14th May 2026, which was supported by Members.

Members were encouraged to attend as many meetings and events as possible and Councillor Byrom reminded Members of the upcoming Member Induction on 16th June.

RESOLVED that

- (a) the schedule of meeting dates and events for 2025/26 be considered and approved; and

(b) the amended date of the Authority Committee meeting from 7th May 2026 to 14th May 2026 be approved.

9. Questions on Discharge of Functions

The following Members were nominated as responsible for questions on discharge of functions for each District Council:

Liverpool	Councillor James Roberts
Knowsley	Councillor Edna Finneran
St Helens	Councillor Jeanie Bell
Sefton	Councillor Les Byrom
Wirral	Councillor Mike Sullivan

RESOLVED that the five Members (one from each constituent District Council) nominated above as the Member responsible for answering questions within their respective Council on the discharge of functions of the Authority be appointed.

10. Appointment of Membership to Outside Bodies

The Chair presented the report which detailed the Authority's current membership to various outside bodies.

Members agreed to continue the Authority's affiliation with the following organisations and confirmation was provided as to the relevant representative for each respective outside body.

Organisation	Representative
Local Government Association Fire Services Commission	Councillors Les Byrom, James Roberts and Jan Grace
North West Employers Organisation	Councillor James Roberts
North West Fire and Rescue Advisory Forum	Councillor Les Byrom
Association of the Metropolitan Fire and Rescue Authorities	Councillor Les Byrom, James Roberts and Jan Grace
Liverpool City Region Growth Platform	Area Manager Prevention and Area Manager Protection

RESOLVED that:

- a) the current affiliations to outside bodies be noted;
- b) the continued affiliation with the Local Government Association and who the representatives appointed to the Fire Services Commission for 2025/26 be approved;

- c) the continued affiliation with the North West Employers Organisation and who the representatives appointed to the North West Local Authorities Employers Organisation for 2025/26 be approved;
- d) the continued affiliation with the North West Fire and Rescue Advisory Forum be approved and the membership to represent the Authority be approved;
- e) the continued affiliation with the Association of the Metropolitan Fire and Rescue Authorities be approved and the membership to represent the Authority be approved; and
- f) the continued affiliation with the Growth Platform be approved and the representatives appointed on behalf of the Authority be approved.

11. Approved Conference and Outside Meetings

The Chair presented the report which related to Members attending conferences and outside meetings.

Councillor Kieran Murphy queried whether any training could be delivered online via Teams. Monitoring Officer, Ria Groves explained that the team looked to deliver some training remotely throughout the year where possible, which included learning lunches. Councillor Les Byrom added that the Local Government Association and North West Employers also offered training online.

It was noted by Councillor Edna Finneran that she had previously attended an external course and encouraged Members to take the opportunity to gain further knowledge.

RESOLVED that the attendance at conference and outside meetings by representatives of Merseyside Fire and Rescue Authority to be determined by the Chair of the Authority be approved.

12. Meetings with National Politicians at Party Conference

The Chair presented the report, noting that the facility to meet with national politicians at party conferences had been in place for a number of years.

RESOLVED that:

- a) appropriate representatives of the political groups of the Authority to attend meetings with Ministers, Opposition Spokespersons and other relevant national politicians, to be at the location of their own party-political conferences, to discuss issues relating to the business of the Authority be approved;
- b) appropriate travel and subsistence expenses for such meetings, but no payment of conference fees be made be approved; and

- c) issues raised, responses and progress on information received be reported back to the Authority.

13. Members Allowance Payments 24/25

Members were presented with the allowance payments for the previous financial year (2024-25).

RESOLVED that the information contained within the report and at Appendix A be noted.

14. Scheme of Allowance 25/26

The Chair presented the proposed Scheme of Allowances for 2025/26 with the proposed allowances being detailed in Appendix A.

RESOLVED that:

- a) Members' Allowances Scheme 2025/26 be approved, or:
- b) any variations to the Scheme they may wish to implement, in line with the structure of the Authority (which is being considered as a separate report on this agenda) and the approved budget be identified;
- c) any inflationary increase to the Authority's Scheme of Members' Allowances is normally aligned to the previous year's Firefighter's pay and subsistence allowances by the previous year's March CPI be noted;
- d) a pay increase to the Scheme of Members' Allowances in line with the Firefighters Pay Award for 2024/25 which would apply to the 2025/26 allowances be approved;
- e) the role of the Co-opted Member (subject to approval of the structure) to be paid for conducting such role following submission and verification of invoices at a daily attendance rate of £60 (as and when required) as is the current case be approved; and
- f) the payment of a daily rate of £60 (as and when required) for the appointed Independent Person be approved.

15. MFRA Constitution 25/26

Monitoring Officer, Ria Groves, presented the report which outlined the proposed changes to the Constitution for 2025/26. The majority of changes related to amending typographical errors. It was noted that the Contract Standing Orders had been recently amended due to changes in the legislation and the introduction of the Procurement Act 2023, however, additional amendments had been made to provide further clarity on the requirements for the provision of purchase orders, in particular, those relating to utilities within those Contract Standing Orders.

RESOLVED that:

- a) the draft amended Constitution for 2025/26 be approved;
- b) the Monitoring Officer to the Authority be instructed to keep the constitution under review; and
- c) in the event of any relevant changes in legislation, a further report be brought back to the Authority.

16. Contract for the Procurement of Electronic Personal Dosimeters (EPD)

Chief Fire Officer, Nick Searle, presented the report informing Members of the requirement to procure Electronic Personal Dosimeters (EPDs) for the National Resilience (NR) Chemical Biological Radiological and Nuclear (CBRN) Capability.

Members were made aware that the Authority was the lead authority for UK National Resilience and the replacement of EPDs formed part of the New Dimensions 2 Project. It was noted that EPDs were worn by individuals to monitor their exposure to ionizing radiation and provide real-time information on the potential radiation dose.

The Chief Fire Officer advised Members that the West Midlands Ambulance Framework agreement operated with a sole supplier agreement exclusively for EPDs and that was Thermo Fisher. It was explained that the framework was the same framework used when the DIM Capability refreshed their EPDs in 2022. The route to market was compliant with the Authority's Contract Standing Orders.

It was acknowledged that the funding for the EPDs was part of a grant provided from Home Office. This grant was paid specifically for National Resilience equipment and did not come from Merseyside Fire and Rescue Authority funding.

RESOLVED that the award of the contract to Thermo Fisher for the procurement of EPDs from the West Midlands Ambulance Framework for £356,849 be approved.

17. Procurement of 12 B Type Fire Appliances

Chief Fire Officer, Nick Searle, introduced the report, explaining that the purpose of the report was to request approval of the procurement of B Type Fire Appliances as part of the Transport Asset Management Plan (TAMP) five-year capital replacement programme.

The Chief Fire Officer explained that it had been decided to access a legally compliant framework comprising of pre-vetted and capable suppliers. Members were advised that the framework identified as being the most suitable was the National Fire Chiefs Council (NFCC) framework agreement for Emergency

Response Vehicles concluded by Devon and Somerset Fire and Rescue Service.

An open day was hosted at the Authority Workshops to allow suppliers to view proposed layout configurations of one of the newest appliances in the fleet.

The Chief Fire Officer explained that the outcome of the procurement exercise identified Emergency One Ltd as the preferred supplier.

Members noted that due to the inflationary price increases in recent years, there was a deficit of £1.175m in the current capital replacement programme and a realignment of the current capital programme was recommended to cover the deficit.

Chief Fire Officer, Nick Searle, mentioned that there was £0.900m budget for the procurement of a fully electric fire appliance in 2026/27, however, the technology around this was in its infancy, therefore it would be prudent for the Authority to monitor the sector and react at a time when the technology was more proven.

It was therefore recommended that the purchase of an electric fire appliance be delayed beyond the current five-year capital programme, and to use the current £0.900m budget to contribute towards the purchase of the non-electric appliances. The Chief Fire Officer reassured Members that there would be no requirement to increase the capital budget for the period of appliance purchases from 2025/26 – 2027/28.

Head of Procurement, Hywyn Pritchard, advised Members that the team had used the framework agreement from Devon and Somerset Fire and Rescue Authority who had completed research on the manufacturers available.

Councillor Grahame McManus enquired whether it would be possible to buy more fire appliances than currently needed and store the extras for future as costs would likely increase in the future. The Chief Fire Officer explained that the world of firefighting moved quick and in the next few years there could be changes to requirements. He explained that the Authority historically worked on a year-by-year purchase basis therefore working to three years was a step in the right direction. It was noted that after the three years, the requirements would be readdressed to consider any changes and environmental considerations moving forwards. Members were also advised that funding for the organisation could not be guaranteed to stay the same in the future and if there was a drastic change to the budget, there could be the need to readdress the number of appliances whether that be positive or negative.

It was queried by Councillor Kieran Murphy when it was likely that the new appliances would arrive at the respective Fire Stations. Hywyn Pritchard explained that once the order had been placed, the chassis would be expected to be obtained in 4-6 months which was when work would begin on the body building. This would take 3-6 months, meaning that the Authority looked at a 9-12 month period before seeing them on the run. Hywyn added that he would like to see these appliances on the run at the beginning of 2026.

The Chair of the Authority explained that technology was always changing and noted the importance of the Authority building the fire appliances to their own specifications to ensure that all fire appliances were similar, and staff knew the geography around fire appliances.

RESOLVED that:

- a) the realignment of Capital budget and the increase of £0.300m to accommodate the increased costs of appliances due to global financial factors in recent years be approved; and
- b) the award of contract to Emergency One Ltd for up to £4,500,344 for the purchase of 12 B Type Fire Appliances be approved.

Close

Date of next meeting Thursday, 23 October 2025

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MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	23 OCTOBER 2025	REPORT NO:	CFO/21/2526
PRESENTING OFFICER	CHIEF FIRE OFFICER, NICK SEARLE		
RESPONSIBLE OFFICER:	AREA MANAGER, PHILLIP BYRNE	REPORT AUTHOR:	AREA MANAGER PHILLIP BYRNE, GROUP MANAGER CHRIS MAN, STATION MANAGER MIKE BROADLEY
OFFICERS CONSULTED:	AM WATSON, GM MAN, SM BROADLEY, DIRECTOR OF FINANCE & PROCUREMENT MIKE REA, HEAD OF PROCUREMENT HYWYN PRITCHARD, STRATEGIC LEADERSHIP TEAM (SLT)		
TITLE OF REPORT:	AWARDING OF CONTRACT FOR THE PROCURMENT OF FIREFIGHTING AND TECHNICAL RESCUE HELMETS		
APPENDICES:	APPENDIX A: EQUALITY IMPACT ASSESSMENT		

Purpose of Report

1. To inform Members of the outcome of the regional procurement exercise for firefighting and technical rescue helmets.

Recommendation

2. It is recommended that Members;
 - a) note the contents of the report; and.
 - b) approve the award of the contract for firefighting and technical rescue helmets for the region to Bristol Uniforms Limited (a part of MSA Great Britain Holdings Limited), at a total cost of up to £2.000m.

Introduction and Background

3. The MSA F1 helmet was procured regionally approximately ten years ago. Production of this model is scheduled to cease next year, although spare parts will remain available for up to five years

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4. Fire and Rescue Services across the Northwest currently utilise the MSA F1 helmet for firefighting operations. Merseyside Fire & Rescue Service additionally deploys the MSA F2XR helmet for a limited number of operational staff.



MSA F1



MSA F2XR

5. The MSA F2XR technical helmet was introduced as the successor to the MSA F2 helmet. It is already deployed across a number of technical rescue functions, including the Search and Rescue Team (SRT), Combined Platform Ladder (CPL) operators and the Incident Investigation Team (IIT) crews, where positive feedback has been received from wearers.
6. In reviewing the available routes to market, it was identified that a direct award under the YPO Framework (Ref: 1204 Lot 2.1 – Fire Protective Helmets & Associated Products) was both viable and compliant. This approach secured preferential pricing and long-term value for money.
7. The specification required helmets suitable for both structural firefighting and technical rescue operations, compliant with relevant EN standards, offering value for money, environmental sustainability, and compatibility with existing operational needs.
8. MSA's proposal was evaluated against these requirements and was found to fully meet operational, safety, and financial criteria. On this basis, it is recommended the contract is awarded to Bristol Uniforms Limited. The total anticipated expenditure over the five-year contract is approximately £2.000m.

Equality and Diversity Implications

9. An Equality Impact Assessment has been completed (see Appendix A - EIA).

Staff Implications

10. Firefighters will continue to use the MSA F1 helmet operationally until each helmet reaches its end-of-life (10 years) or is otherwise deemed unusable.
11. Existing stock will be fully utilised before the introduction of new helmets.

12. Following the anticipated release of the new MSA firefighting helmet in 2026, a natural migration to the new model will occur, in line with the phase-out of current MSA F1 stocks.

Legal Implications

13. Procurement has been undertaken via the YPO Framework Agreement Reference: 1204 Lot 2.1 – Fire Protective Helmets & Associated Products.
14. The route to market is compliant with the Authority's Contract Standing Orders and with the Public Contracts Regulations 2015.

Financial Implications & Value for Money

15. The total estimated cost of the regional contract for firefighting and technical rescue helmets is £2.000m over the five years.
16. Within this, the projected Authority expenditure over the life of the contract is approximately £540k, covering both the MSA F1 and MSA F2XR helmets.
17. Expenditure on the MSA F1 helmet is anticipated to be approximately £250k over the life of the contract for the Authority.
18. Purchases of the MSA F1 helmet, and its eventual replacement, will continue to be met from the annual revenue budget, averaging £50k per annum subject to recruitment.
19. Expenditure on the MSA F2XR helmet is anticipated to be approximately £290k over the life of the contract. This includes:
 - MFRA are proposing an initial issue at a cost of £160k. This will be funded from the Capital Investment Reserve.
 - Ongoing annual expenditure of £16,000 for issuing to new starters will be funded from the revenue Personal Protective Equipment (PPE) budget.
20. An annual expenditure of £16,000 for repair and servicing, based on 10% of the operational workforce requiring repairs each year, will also be funded from the revenue PPE budget.

Risk Management and Health & Safety Implications

21. The dedicated MSA F2XR helmet ensures that operational crews benefit from ergonomically appropriate head protection, reducing fatigue and the risk of injury.
22. Contractual and supply chain risks have been mitigated through procurement via the YPO framework, ensuring compliance with regulations and value for money.

23. Contract performance will be managed regionally through established governance arrangements, with regular reporting to ensure supply continuity and quality assurance.

Environmental Implications

24. Fireground head protection has significant environmental impacts across its lifecycle – from raw material extraction and manufacturing, through to transportation, use, and disposal.
25. The selective deployment of the lighter, modular MSA F2XR helmet offers measurable environmental benefits:
- Lower Material Consumption – Interchangeable components (visor, peak, ear covers) allow for part-replacement rather than full-helmet replacement, reducing consumable demand by up to 25% annually.
 - Extended Service Life – Enhanced UV-resistant and hydrolysis-stable materials extend the service life by around 30%, minimising the frequency of full helmet procurement.
 - Recyclability and Waste Minimisation – Thermoplastic components of the F2XR are more readily recyclable than the resin-infused shell of the F1, diverting an estimated 12 tonnes of plastic from landfill annually.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

26. The procurement of best value for money products ensuring accountability to the public whilst ensuring firefighters safety and effectiveness at incidents is not compromised assists in the delivery of the Authority's Vision.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

MFRA	Merseyside Fire and Rescue Authority
MFRS	Merseyside Fire and Rescue Service
SRT	Search & Rescue Team
YPO	Yorkshire Purchasing Organisation
IIT	Incident Investigation Team

CPL	C ombined L adder P latform
EIA	E quality I mpact A ssessment
IIT	I ncident I nvestigation T eam
PPE	P ersonal P rotective E quipment

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EQUALITY IMPACT ASSESSMENT

Overview Details			
Function /Department	Ops Equipment	Date Of analysis	6 th October
Title and overview of what is being assessed / considered	Gallet F1XF and F1XR Helmets	Review Date	When contract is due for renewal/changes
Who will be affected by this activity? (Please tick)		Staff ☐	Public ☐
Author of Equality Impact Analysis	Vicky Campbell	Equality Analysis quality assured by (Member of the POD team)	Mandy Hamilton

The purpose of undertaking an equality impact analysis and assessment is to understand the potential and/or actual impact that a service or policy may have on protected groups within the Equality Act (2010). The protected groups are:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion and / or belief
- Sex (gender)
- Sexual orientation
- Socio-economic disadvantage (Although not one of the 9 protected groups MFRA recognise that Socio-economic disadvantage affects many deprived communities within Merseyside.)

People who are protected from discrimination on the basis of any of these characteristics are described in this document as belonging to one or other “protected group”. In addition, equality analysis can be applied to groups of people not afforded protection by the Equality Act, but who often face disadvantage and stigma in life in general and when trying to access services & employment opportunities. Such groups include homeless people, sex workers, people who misuse drugs and other groups who experience socio economic disadvantage & others. This

template has been developed following consultation with staff and other external stakeholders including reference to the National Fire Chiefs Councils (NFCC) [equality impact assessment toolkit](#) as well as the [Maturity Models and Workforce Good Practice Frameworks](#) developed by the NFCC which MFRS will use to underpin EIAs as wider work on improvement.

MFRS have also created the [ED&I Assurance Checklist](#), which is a useful outline of ED&I factors that staff need to consider to help demonstrate minimum legal compliance, making the most of ED&O opportunities and minimising risk for the organisation. This checklist can be used when preparing plans, discussing new services and organisational change.

Impact Analysis		
1	What evidence have you used to think about any potential impact on particular groups? (Please highlight any evidence that you have considered to help you address what the potential impact may be) Also include an introduction here giving background the purpose of the Policy, SI etc. that is being assessed. (A good place to start is the introduction and purpose of the document) Example evidence: • ONS Census data • Regional or local demographic information • MFRS reports & data • NFCC Reports/Guidance • Ministry of Housing, Communities and Local Government (MHCLG) Reports • Risk Assessments • Staff survey results • Research / epidemiology studies • Updates to legislation • Engagement records or analysis	This Equality Impact Assessment (EIA) has been written to support the North West Region Provision of Firefighters personal Protective equipment in respect of firefighting and technical Rescue Helmets. A further EIA will be written to support all SI's and Tech notes in relation to PPE. It is important to note that EIA's will still need to be completed to support the purchase of further PPE moving forward. The aim of this and all EIA's is to ensure that no protected group under the Equality Act 2010 is disadvantaged in its use. Evidence considered includes: • National Fire Chiefs Council (NFCC) guidance and Equality of Access documents • MFRS Service Instructions (SIs) and operational policies • Equipment training manuals and Health & Safety Technical Note risk assessments • Workforce Equality, Diversity & Inclusion reports, including gender and ethnicity pay gap reporting • Staff feedback, surveys, and representative body discussions • Community risk management and demographic data for Merseyside

	<u>NFCC Equality of Access documents</u> – We encourage you to click on the following link to access a series of ‘equality of access documents’, developed by the National Fire Service Council (NFCC) & reference the data and information highlighted. Some aspects of these documents will help you provide information, awareness, and data to support: • Community Risk Management Plans • Service delivery strategies • Positive action and recruitment plans • Workforce improvement plans • Community engagement activities • and, will prompt conversations within the workplace. Each document provides a significant amount of data and information, including research undertaken and risk-based evidence, and then goes into some ideas for actions which Services can use based on the information and their individual circumstances	Research on gender issues in fire service uniforms highlights several key areas of concern, particularly regarding inclusivity and practicality for female in particular firefighters. It should also be noted that there has been a notable increase in the number of disabled individuals within the fire services workforce in the UK. As of March 2023, 4.8% of firefighters have declared a disability, up from 2.1% in 2011. The percentage of fire control staff and support staff who report as being disabled is higher, at 8.3% and 9.7% respectively (GOV.UK) (GOV.UK). This increase highlights the importance of designing fire service uniforms and PPE that cater to the needs of disabled firefighters. Accessibility and comfort are key considerations. The traditional fire service uniforms might need modifications to ensure they are suitable for all personnel, including those with physical disabilities. In addition, the increase in age diversity within UK fire services has prompted research and initiatives to better support older firefighters, including the design and functionality of uniforms. Recent trends in uniform design for fire services have focused on improving comfort and functionality to accommodate an age-diverse workforce. The London Fire Brigade, for example, has evolved its uniforms over the years to provide better protection and flexibility. Modern uniforms now often include features such as adjustable components and lighter materials to reduce strain and improve mobility for older firefighters (London Fire) (Columbia Southern University). In summary, addressing gender, age, and disability issues in fire service uniforms involves not only redesigning the gear to fit diverse body types but also tackling broader cultural and structural barriers to create a more inclusive and supportive environment for female firefighters.	
2	Do you have all the evidence you need in order to make an informed decisions about the potential impact? (Please tick)	Yes ☒ If you feel that you have enough evidence, then you will not need to undertake any engagement activity	No ☐ If you feel that you do not have enough evidence to make an informed decision then you will need to undertake engagement activity with the staff or members of the public as applicable

3	What engagement is taking place or has already been undertaken to understand any potential impact on staff or members of the public? Examples include: <u>Public</u> • Interviews • Focus groups • Public Forums • Complaints, comments, compliments <u>Staff</u> • Staff events / workshop • Existing staff meetings / committees • Staff Networks • Representative Bodies • Annual Staff Survey questions	Engagement has been carried out through: Training sessions and operational workshops • Staff feedback mechanisms and annual staff survey • Consultation with representative bodies and staff networks • Health & Safety reviews and risk assessment processes No issues relating to equality impacts have been raised through these engagement activities. Issues have been raised previously in relation to PPE but this is more often than not in relation to Gloves and not the helmets. Manufactures have taken on board that some women struggle with back of the helmet raising and catching on the back of tunic and pushing up. Design changes have been made to the overall helmet and these will be coming into circulation for all Fire and Rescue Services order the F1XR helmet after January 2026. There have been no user trails for these helmets as they are the natural progress in technology and design. The Tech Helmets have also been in use with the SRT at MFRS for the last two years and have also been trailed by the CLP and Wildfire crews. As part of the Ops Equipment ongoing work in relation to PPE and uniform a reporting process has been created on the portal to capture and issues and trends around quality, size, etc. from users. Feedback has included, weight with side torch, which is addressed in the new design with better lighting, and depth of helmet provides better hearing and reduces muffling of colleagues. The feedback for the tech helmet has been positive as it is lighter, easier to wear and staff have commented that they are not getting as hot in the helmet.
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		Consultation has taken place includes: • Discussions with the manufacturers • The North West Procurement group • NFCC PPE group • Health and safety • TDA	
4	Will there be an impact against the protected groups as described in the Equality Act (2010)? Summarise what impact there may be against each of the protected groups. Embed or provide a hyperlink to any reports or electronic files to which you are referring. Please remember when considering any possible impacts, these may be positive or negative and that there may be different impacts for our own staff when compared to those possible impacts on members of the community. Please detail clearly if the impacts are for staff or the wider community. It is also important to note that there may not be an impact on some of the protected groups if this should be the case please tick the not applicable box. If there is no impact, please state that there is no impact.	What is the actual or potential impact on age? Key elements to consider for uniform designs & age diversity include: ☐ Range of Sizes: Offer a wide range of sizes to fit younger and older firefighters comfortably. The F1 helmet is available in 2 sizes with the harness being fully adjustable. The F2 comes in only 1 size, with a fully adjustable harness. All staff must attend Ops Equipment for fitting of any new helmet ensure that it fits correctly and safely before being issued ☐ Ease of Use: Design features that are easy to manipulate, such as large zippers and fasteners, to accommodate firefighters who may have reduced dexterity. This has been addressed by the manufacture who have ensured that adaptations are easy to do and can be done with gloves on if necessary. Which would also accommodate issues with dexterity. ☐ Weight Considerations: Use lightweight materials where possible to reduce the strain on firefighters, particularly those who are older This is one of the manufacturer considerations when making improvements to their products. Improvements in the lights have reduced the weight and need for the side torch.	Not applicable ☐

		What is the actual or potential impact on disability? There is the potential for there to be an impact for staff with disabilities in regard to the uniform on offer. Key Considerations: 1. Mobility: Consider to what extent the uniform allows ease of movement for those with physical disabilities. The manufacturers specification states that all changes are easy to do and can be performed if needs be with gloves on. This would also make it easier to use if a member of staff has dexterity issues. 2. Accessibility: Uniforms should be easy to put on and take off, particularly for those with limited dexterity or prosthetics. The manufactures have ensured that helmets are easy to remove and release. 3. Comfort: the back of the new helmet has been raised, following feedback about the old design raising and catching on the back of tunic and pushing up. 4. Safety: Uniforms must maintain all necessary safety standards, including flame resistance and visibility. 5. Disability: alternative helmets can be looked on a case by case basis if a member of staff should come forward with a disability e.g. wearing of hearing aids	Not applicable ☐
		What is the actual or potential impact on gender reassignment? With helmets there is unlikely to be an impact in relation to gender reassignment.	Not applicable ☒
		What is the actual or potential impact on marriage and civil partnership? The wearing and Issue of PPE will not have an impact on a person's marital or civil partnership status.	Not applicable ☒

		What is the actual or potential impact on pregnancy and maternity? No impact in relation PPE. In relation to pregnancy and maternity, manager and staff will consult SI 0658 to ensure that the appropriate Risk Assessments and adjustments are made to support staff. For operational personal this is to ensure that wherever possible they have work that enables them to maintain operational skill levels, while remaining safe during pregnancy and not being exposed to undue risk See SI 0658 for more information. Staff returning from maternity leave must have attended Occupational Health Medical appointment to confirm they are fit for duty and completion of re-familiarisation training before they can return to operational duty. This is to ensure their safety, the safety of colleagues and the public.	Not applicable ☒
		What is the actual or potential impact on race? Race/Culture: this helmet would not allow for hijabs/head covers to be worn. Other FRS's in the group have purchased specific head coverings that can be worn under flash hoods and we are aware of where these where purchased should a member of MFRS request them. These can be purchased for staff if required.	Not applicable ☐
		What is the actual or potential impact on religion and / or belief? These helmets would not allow for hijabs/head covers to be worn. Other FRS's in the group have purchased specific head coverings that can be worn under flash hoods and we are aware of where	Not applicable ☐

		these where purchased should a member of MFRS request them. These can be purchase for staff if required	
		What is the actual or potential impact on sex (gender) ? The helmets are a one size fits all for the external part the harness is fully adjustable and all staff will receive proper fitting of any new helmets issued to them, to ensure that they fit correctly	Not applicable ☐
		What is the actual or potential impact on sexual orientation ? No impact – no barriers identified	Not applicable ☒
		What is the actual or potential impact on Socio-economic disadvantage ? There are currently no identified impacts in relation to Socio-economic, as the uniform is provided free of charge to staff. The contract itself is written so that it will provide all FRS's the best price and stronger buying power.	Not applicable ☒

ACTION PLAN

What actions need to be taken in order to mitigate the impacts identified in sections 3,4 and 5?

Impact	Action Required	Integrated existing work (yes/no) outline	Target Date	Responsibility
Age				
Disability				
Pregnancy and Maternity				
Race				
Gender reassignment				
Marriage and civil partnership				
Religion and / or belief				
Sex (gender - male, female or gender non-binary or fluid)				
Sexual orientation				
Other				
Deprived communities/socio economic				

How will these actions be monitored and where will the outcomes be reported?

(Please describe below)

Suggested potential solutions for future contracts include the following:

1. Inclusive Design Practices:

- **Diverse Testing Groups:** Ensure that both men and women are included in the testing phases of uniform design to gather comprehensive feedback.
- **Body Scanning Technology:** Use advanced technologies like 3D body scanning to develop uniforms that better fit a wide range of body types.

2. Customized Gear:

- **Tailored Options:** Provide options for custom-fitted gear, allowing firefighters to receive uniforms that are specifically tailored to their measurements.
- **Modular Design:** Develop modular uniform components that can be adjusted or swapped out to fit different body shapes better.

3. Policy and Procurement Changes:

- **Standardized Requirements:** Implement standards that require suppliers to provide gender-specific uniforms and PPE.
 - **Funding and Resources:** Allocate funding to ensure all firefighters have access to properly fitting gear regardless of gender.
4. **Training and Awareness:**
- **Educational Programs:** Conduct training sessions to raise awareness among fire department leadership about the importance of gender-specific uniform issues.
 - **Feedback Mechanisms:** Establish channels through which female firefighters can provide feedback about uniform fit and functionality to inform future designs.
5. **Industry Collaboration:**
- **Partnerships with Manufacturers:** MFRS & regional FRS should work closely with manufacturers to develop and stock a wider range of sizes and styles.
 - **Best Practice Sharing:** Create platforms for departments to share best practices and successful approaches to addressing uniform gender issues.

Completed by (Please print name /Designation)	Vicky Campbell	Signature Date	06/10/25
Quality Assured by (Please print name /Designation)	Mandy Hamilton	Signature Date	10/10/25

Name of responsible SLT member (Please print name /Designation)	AM Phil Byrne	Signature Date	10/10/25
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Bibliography and Guidance documents

This bibliography provides details of all the documents and reports included within this EIA or the EIA guidance. The bibliography will also include Hyperlinks to other useful documents, reports, data, and webinars on our portal page or links direct to the websites which you may find helpful when completing your EIA. **Please note, that this is a live document, do not use an old copy of this form to complete a new EIA. Please ensure that you download a new copy from the portal, as the bibliography and links will be updated regularly to ensure you have access to the most recent data, articles and training.**

Documents referenced and hyperlinked within the form

National Fire Chiefs Councils (NFCC) [equality impact assessment template](#)

National Fire Chiefs Councils (NFCC) [Equality Impact Assessment Toolkit](#)

National Fire Chiefs Councils (NFCC) [Maturity Models and Workforce Good Practice Frameworks](#)

This document provides insight into the NFCC Maturity model and provides guidance on the following areas:

- Leadership Development
- Recruitment
- Learning Organisation
- Blended Learning
- Performance Management
- Employee Recognition
- Talent Management
- EDI
- Wellbeing
- HR Analytics

Equality Diversity & Inclusion Resource Library

The ED&I resources Library is located on the ED&I portal page and provides a suite of documents (detailed below) from a wide variety of sources, they may be internally produced reports or guidance, toolkits or data produced by the NFCC or partners. A list of the documents can be found below or you can access the complete library [here](#).

Disability related support including:

- [AFSA - Lets talk workplace disability](#)

Gender Related Resources including:

- [Fast Facts for patients – Menopause](#)

Pregnancy and Maternity Related Resources

Religion and Belief related resources including:

- [AFSA – 2021 Workforce Religion and belief Toolkit](#)

Sexual Orientation Related Resources

[AFSA Workforce Positive Action Toolkit](#)

[Dementia Friendly Emergency Services Guidance](#)

Home office

[Equality Impact Assessment – Smart Questions](#) - This document has been produced by the Home Office to support HMICFRS and is a Summary of foreseeable impacts of policy proposal, guidance or operational activity on people who share protected characteristics

[NFCC Equality of Access to Services and Employment](#) which includes:

- NFCC Equality of Access to Services and Actions for the Vulnerable Rehoused Homeless
- NFCC Equality of Access to Services and Employment for Black Communities
- NFCC Equality of Access to Services and Employment for Neurodiversity
- NFCC Equality of Access to Services and Employment for LGBT Communities
- NFCC Equality of Access to Services and Employment for People from Asian Communities
- NFCC Equality of Access to Services and Employment for the Roma Communities
- NFCC Equality of Access to Services and Employment for People Living with Dementia
- NFCC Equality of Access to Services and Employment for People Living in Rural Communities
- NFCC Equality of Access to Services and Employment for Emerging Migrant Communities
- NFCC Community Risk – CRMP Equality Impact Assessment

These can also be found on the [NFCC website](#)

NFCC Toolkits

The NFCC have also created a number of toolkits to provide help and guidance these can be found here on the [NFCC website](#) or via the links below in the ED&I Resource Library

The toolkits currently available include:

- [Collecting and Disseminating of Equality, Diversity and Inclusion Data Toolkit](#)
- [Gender Diversity Toolkit](#)
- [Neurodiversity Toolkit](#)
- [Undertaking an Equality Impact Assessment Toolkit](#)
- [Staff Networks Toolkit](#)

Webinars

[NFCC Lunch and Learns](#) which include

- Neurodiversity
- Trans Visibility in FRS
- Racial Equality
- Bite Size techniques to avoid burnout
- Being part of the LGBT Community

NFCC Listen and learn recordings can also be found on the [Listen and Learn YouTube](#)

Other useful Links and documents

Merseyside Fire & Rescue Services - [Leadership, Values and Behaviours](#)
[NFCC Core Code of Ethics](#)

[ED&I Annual Report](#) this report includes a summary of our Staffing data, and recent reporting against our 5 Equality Objectives 2021-2024
[Equality Analysis - Workforce and Employment Data 1st April 2023 to 31st March 2024](#). 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. This report also includes details of our Gender and Ethnicity Pay Gap Reporting

[Diversity Events Calendar](#) the diversity calendar is helpful to understand what key dates are taking place throughout the year to assist with community engagement

[Knowing our Communities Data](#) this is a suite of documents, which provides data within each of the local Authorities, by different protected groups which include Age, Disability, Religion and Ethnicity.

[2021/22 Fire Statistics](#) this includes workforce data published by the government

Fire Statistics Data Table – October 2024

The Equality Act 2010

Employer Guides – Equality Act 2010, ENEI

Quick Guide - The Equality Act 2010 (Amendment) Regulations 2023, ENEI

New regulations to preserve EU-derived equality principles. GQ Employment Lawyers (2024)

Overview Details

Function / Department: Operational Equipment - Merseyside Fire and Rescue Service

Date of Analysis: September 2025

Title and Overview: Equality Impact Assessment of all operational equipment currently used by Merseyside Fire and Rescue Service. Training, Service Instructions, and established processes ensure safe and equitable use, with no expected negative impacts on protected groups.

Review Date: September 2026

Who will be affected by this activity? Staff ☒ Public ☐

Author: Equipment and Operational Training Team

Equality Analysis quality assured by: POD Team Representative

Impact Analysis

1. Evidence considered:

- NFCC guidance and equality of access documents
- MFRS Service Instructions (SIs) and equipment training manuals
- Health & Safety and risk assessments
- Staff engagement feedback
- MFRS Equality & Inclusion Annual Reports

Conclusion: Sufficient evidence confirms that existing processes and training mitigate any potential equality impacts.

3. Engagement:

Engagement is ongoing through equipment training sessions, user feedback, and discussions with representative bodies. No issues have been raised indicating any negative equality impacts.

What is the actual or potential impact on Age?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Disability?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Gender identity?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Gender reassignment?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Marriage and civil partnership?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Pregnancy and maternity?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Race?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Religion and / or belief?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Sex (male, female)?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Sexual orientation?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

What is the actual or potential impact on Socio-economic disadvantage?

No impact identified. Training, Service Instructions, and operational processes ensure safe and equitable access for all staff.

Not applicable ☒

ACTION PLAN

No actions are required, as no impacts have been identified. Ongoing monitoring will continue through:

- Annual EIA reviews
- Regular equipment training updates
- Feedback from staff and representative bodies

How will these actions be monitored and reported?

Monitoring will take place through existing Service review cycles, overseen by the Equipment and Training Department, with outcomes reported to the Strategic Leadership Team and included in annual ED&I reporting.

Completed by: Equipment and Operational Training Lead

Signature: _____ Date: September 2025

Quality Assured by: POD Team Representative

Signature: _____ Date: September 2025

SLT Member: _____ Signature: _____ Date: September 2025

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	23 OCTOBER 2025	REPORT NO:	CFO/22/2526
PRESENTING OFFICER	CHIEF FIRE OFFICER, NICK SEARLE		
RESPONSIBLE OFFICER:	AREA MANAGER, PHILLIP BYRNE, CHRISTOPHER MAN	REPORT AUTHOR:	STATION MANAGER, MICHAEL BROADLEY
OFFICERS CONSULTED:	AREA MANAGER PHILLIP BYRNE, AREA MANAGER DAVE WATSON, GROUP MANAGER JON ROSCOE, GROUP MANAGER CHRISTOPHER MAN, STATION MANAGER MICHAEL BROADLEY, DIRECTOR OF FINANCE AND PROCUREMENT MIKE REA, HEAD OF PROCUREMENT HYWYN PRITCHARD, STRATEGIC LEADERSHIP TEAM (SLT)		
TITLE OF REPORT:	APPROVAL OF EXPENDITURE FOR PPE LAUNDRY		

APPENDICES:	NONE
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Purpose of Report

1. To provide an overview of the current Personal Protective Equipment (PPE) laundry provision.
2. To seek approval for expenditure which is projected to exceed £300k during the existing contract term.

Recommendation

3. It is recommended that Members;
 - a) note the contents of the report; and
 - b) approve the additional expenditure with Elis UK Ltd in line with the current contract framework.

Introduction and Background

4. The existing laundry contract between Elis UK Ltd and Merseyside Fire & Rescue Authority commenced on 24th September 2022 and was extended, in line with the contract provisions, until 23rd September 2026. (Contract FRS 2223-34)
5. During the contract period, there has been a significant increase in the number of garments sent for cleaning. This has arisen from our positive health and safety

cultural and educational changes across the sector aimed at reducing exposure to contaminants ensuring the overall firefighter health and wellbeing remains paramount.

6. In addition to increased usage, contract costs have risen by approximately 20% over the last two years.
7. It is anticipated that demand for the service will remain high and laundry costs may increase further prior to the contract expiry in September 2026.
8. At the end of the current contract period, Merseyside Fire and Rescue Service ('the Service') will re-tender to secure the most economically advantageous arrangement available.

Equality and Diversity Implications

9. None identified in relation to increased expenditure

Staff Implications

10. There are no direct staffing implications arising from the continuation of this contract.
11. Service couriers will commence collection and distribute laundry as part of their routine journeys to stations as part of business as usual.

Legal Implications

12. The procurement route is fully compliant with the Public Contracts Regulations and the Authority's Constitution.
13. MFRA has a legal duty to provide and maintain PPE in line with the Health and Safety at Work Act 1974.

Financial Implications & Value for Money

14. Expenditure under the contract is forecast to exceed £300k over its lifetime and requires Authority approval.
15. Current spend to date is £278k (as of 10th October 2025).
16. Average monthly laundry costs range between £6k and £9k.
17. The estimated expenditure up to the 23rd September 2026 is between £347k and £382k, excluding any specialist decontamination required as a result of hazardous material incidents.
18. Whilst expenditure is projected to surpass the original approval threshold, efficiency measures identified are expected to deliver savings across the current Medium Term Financial Plan (MTFP), which runs until 2028/29.

19. Transport efficiencies will be achieved by utilising the internal service couriers to collect and deliver laundry from all MFRA locations creating a single collection and drop off location. This approach removes the need for third-party transport services and is expected to generate annual savings of approximately £50k.
20. Current structural firefighting kit has a maximum wash life of 40 cycles. The Service is currently considering the introduction of a full technical rescue ensemble. Technical rescue PPE has no wash life limitation, and its introduction, in addition to the operational benefits would reduce washing frequency of structural firefighting kit meaning that kit replacement would be reduced. These lifecycle efficiencies are anticipated to contribute a further £20k in replacement expenditure.
21. Taken together, transport and PPE lifecycle efficiencies are projected to deliver savings in the region of £70k annually. These measures provide confidence that, although contractual expenditure will surpass the initial threshold, the Service is proactively managing costs and ensuring longer-term value for money. Therefore, it is recommended to Members to approve the additional expenditure during the remaining term of the contract to exceed £300k as detailed within the financial implications.
22. Additional expenditure will be funded from current budgets.

Risk Management and Health & Safety Implications

23. The supplier will comply with the Health & Safety measures implemented by the Authority as part of the contractual arrangements.
24. The continued use of the laundry service during the term of the contract ensures the Authority is able to manage its risk in respect of the use of PPE.

Environmental Implications

25. The removal of external transport arrangements will reduce vehicle movements, albeit by a third party it contributes to supporting the Authority's carbon reduction commitments.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

26. The contract ensures PPE is cleaned and returned within required timeframes, maintaining operational readiness and ensuring staff are equipped with safe and appropriate kit and available to respond at all times.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

MFRA	M erseyside F ire and R escue A uthority
MTFP	M edium T erm F inancial P lan
PPE	P ersonal P rotective E quipment

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	23 OCTOBER 2025	REPORT NO:	CFO/23/2526
PRESENTING OFFICER	CHIEF FIRE OFFICER, NICK SEARLE		
RESPONSIBLE OFFICER:	AREA MANAGER DAVID WATSON	REPORT AUTHOR:	STATION MANAGER PETER JONES
OFFICERS CONSULTED:	HEAD OF PROCUREMENT HYWYN PRITCHARD, GROUP MANAGER PAUL HITCHEN, GROUP MANAGER MARK BALDWIN, USAR CAPABILITY OFFICERS, STRATEGIC LEADERSHIP TEAM (SLT)		
TITLE OF REPORT:	ND2 PROCUREMENT: TELESCOPIC HANDLER		

APPENDICES:	NONE
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Purpose of Report

1. To inform Members of the outcome of the procurement exercise and to seek authorisation to procure 4 x Telescopic Handlers as part of the New Dimensions 2 (ND2) Programme that supports National Resilience.

Recommendation

2. It is recommended that Members;
 - a) note the contents of the report; and
 - b) approve the award of the the contract to P. Tuckwell Ltd T/A Tuckwells for four telescopic handlers, at a total cost of £423,000.

Introduction and Background

3. ND2 is a national capability uplift programme that supports National Resilience (NR). The programme is authorised and funded by UK Government via the Ministry of Housing, Communities and Local Government (MHCLG), and Merseyside Fire & Rescue Authority (MFRA) are the Lead Authority for NR. Part of the national capability provides assets for Urban Search & Rescue (USAR).
4. The original New Dimension programme identified and delivered national assets which enhanced the Fire & Rescue response to a range of catastrophic incidents, including natural and deliberate events, and specifically included response to large scale structural collapse and serious transport incidents.

5. The USAR Capability currently have a fleet of Multi-Purpose Vehicles (MPVs) in service that operate to fulfil a diverse number of strategic outcomes. These include, but are not limited to, the loading and unloading of USAR modules, the transportation of equipment at an incident ground, and the lifting and moving of rubble at a USAR incident.
6. The current USAR MPVs are made up of 20 x Bobcat Toolcat 5600, which has now been discontinued by the manufacturer. Subsequently it has become increasingly difficult to maintain the current fleet of vehicles. The current fleet has now been deemed as unsustainable and unlikely to meet emerging needs. A Telescopic Handler, as part of a holistic solution, provides greater capability:



7. The procurement of 4 x Telescopic Handlers forms part of a wider project for ND2.
8. The procurement of the Telescopic Handlers will add to a more varied capability at different incident types, that are strategically located around the country and will enhance National Resilience.
9. Several key variables have been considered to determine the most effective vehicle types and their distribution across the 20 USAR Teams. These include, but are not limited to:
 - Operational Risk Factors: Such as the prevalence of high-risk incidents (e.g, wildfires, flooding) in specific regions.
 - Strategic Deployment Considerations: Including the proximity to, and interoperability with, other National Resilience assets, such as High-Volume Pumps (HVPs).
 - Geographical Positioning: Ensuring national coverage by considering geographical placement rather than adhering strictly to the existing four USAR Zones.
 - A framework for the provision of ground maintenance and plant equipment was identified and a mini competition was undertaken. One bid was

received as part of the process which met all of the Authority's requirements. The bid includes all supplementary equipment to be included within the costs.

Equality and Diversity Implications

10. There are no identified equality or diversity implications related to the procurement of Telescopic Handlers. The Telescopic Handler specification ensures that the vehicles purchased must meet current UK safety regulations to be road legal. This ensures that the vehicles are designed to ensure safe operation in USAR environments, prioritising safety across all personnel roles regardless of background, identity or physical characteristics.

Staff Implications

11. All staff will be required to complete a conversion or initial course in the operation of the new vehicles. This training will include vehicle safety checks, vehicle rules and regulations and vehicle operations.

Legal Implications

12. Merseyside Fire and Rescue Service Procurement Department have identified the route to market as the NEPO214, Ground Maintenance Equipment and Plant Framework. This ensures a fair and transparent route to market for all suppliers on the framework.

Financial Implications & Value for Money

13. Funding for the Telescopic Handlers is provided by MHCLG as part of the ND2 USAR project. This will enhance the current USAR Capability.
 - The procurement of four Telescopic Handler vehicles is £423,000.

Risk Management and Health & Safety Implications

14. Risk management for the procurement and implementation of telescopic handlers is monitored and addressed by the ND2 Programme. Standard operating procedures will be developed and assured along with training, and risk assessments completed.

Environmental Implications

15. The procurement of Telescopic Handlers aligns with sustainability goals by replacing an existing fleet of vehicles, which have reached end of life and are no longer sustainable.
16. Equipment specifications account for how the vehicle is manufactured and operated with consideration to the effects on the environment. This includes, but is not limited to, offsetting the carbon footprint of the manufacturing process or powering the vehicle via renewable energy. This reduces the environmental

impact associated with replacing vehicles and promotes responsible environmental practices within the procurement process.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

17. The recommendation supports the Merseyside Fire & Rescue Service's vision and purpose by allowing crews to respond faster, more effectively, and contribute to the saving of lives. It ensures responder and public safety during complex rescues thereby reducing the risk of injury or fatality and improves resilience and readiness for major incidents.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

ATV	All-Terrain Vehicle
MFRA	Merseyside Fire and Rescue Authority
MFRS	Merseyside Fire and Rescue Service
MHCLG	Ministry of Housing, Communities and Local Government
MPV	Multi-Purpose Vehicle
ND2	New Dimensions 2 Programme
NR	National Resilience
USAR	Urban Search And Rescue

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	23 OCTOBER 2025	REPORT NO:	CFO/24/2526
PRESENTING OFFICER	CHIEF FIRE OFFICER, NICK SEARLE		
RESPONSIBLE OFFICER:	CHIEF FIRE OFFICER, NICK SEARLE	REPORT AUTHOR:	APPRENTICESHIP MANAGER, ASHLEY ROBERTS
OFFICERS CONSULTED:	HEAD OF PROCUREMENT HYWYN PRITCHARD, HEAD OF HUMAN RESOURCES MIKE PILKINGTON, STRATEGIC LEADERSHIP TEAM (SLT)		
TITLE OF REPORT:	APPRENTICESHIP END POINT ASSESSMENTS		

APPENDICES:	NONE
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Purpose of Report

1. To seek Members approval for the award of a contract to Skills for Justice Awards (SFJA) for the delivery of the End Point Assessment (EPA) for Operational Firefighter Apprenticeships.

Recommendation

2. It is recommended that Members;
 - a) note the contents of the report; and
 - b) approve the award of a contract for the End Point Assessment of Apprenticeships to Skills for Justice Awards for a period of 5 years based on a total maximum value of the contract of up to £396k, all of which is fully paid from the Apprenticeship Levy.

Introduction and Background

3. In 2019, the Authority moved from the previous National Vocational Qualification (NVQ) approach for the development of new firefighters and implemented the Operational Firefighter Apprenticeship.
4. The Level 3 Operational Firefighter Apprenticeship is a two-year programme for individuals to train and gain the skills, knowledge, and behaviours to become a fully competent firefighter. It includes practical training on topics like fire behaviour, search and rescue, using specialist equipment, and dealing with various emergencies such as fires, road traffic collisions, and floods.

5. Under the apprentice programme, the Authority is able to reclaim significant costs associated with the training and development programme from the apprenticeship levy.
6. The End-Point Assessment (EPA) is the final stage of an apprenticeship. It is an impartial assessment of whether an apprentice has developed the skills, knowledge and behaviours outlined in the relevant apprenticeship standard.
7. An independent End-Point Assessment Organisation (EPAO) is required as part of the apprenticeship to complete EPA's and MFRA have previously utilised Skills for Justice Awards as EPAO in delivering our Operational Firefighter Apprenticeship programme.
8. There are currently two authorised EPAO's in place nationally for the Operational Firefighter Apprenticeships
9. One of the organisations is Skills for Justice Awards (SFJA) which have significant experience in providing EPAs for the Fire & Rescue Sector with long standing relationships with Fire protective services with the organisation having a clear strategy in place and an effective framework for the delivery of the EPA. SFJA also work closely with the NFCC in the revision of many protective services related apprenticeship standards.
10. SFJA have delivered a significant majority of the End-Point Assessments across the sector and have a large team of eighty assessors consisting mostly of recently retired Fire & Rescue Service professionals. Having commenced training and delivery in September 2019, SFJA can evidence robust processes to ensure quality of delivery and continuity of service.
11. The scale, experience and evidence of effective service delivery supports the recommendation to award the contract to SFJA to continue the high quality and award-winning service delivery of Apprenticeships within Merseyside Fire and Rescue.
12. The route to market is through YPO's Apprenticeships and Associated Framework – 1086 that allows direct award to providers and permits call-off contracts.
13. The direct contract award to SFJA would enable a continuation of the ongoing successful partnership supporting forward planning which will be particularly important with the introduction of the apprenticeship assessment reforms and the potential changes with the skills and growth levy as both an Awarding Body and an End-Point Assessment Organisation, and linked with stakeholders, such as Skills England, Ofqual and the NFCC, SFJA is well placed to support MFRA as we navigate future changes.
14. It will ultimately support continued apprenticeship delivery by guaranteeing ongoing access to a proven, experienced, assessment partner who is investing in the industry it serves.

Equality and Diversity Implications

15. During the existing arrangements with SFJA, significant work has been undertaken to support equitable delivery and all ensure all learning needs and requirements including reasonable adjustments are built into the process.
16. An EIA has been undertaken for our Apprenticeship Delivery which includes the EPA process.

Staff Implications

17. The End-Point Assessment consists of a knowledge test, practical assessment, a professional discussion/structured interview based on the content of their portfolio. SFJA offers a model that will require some coordination from the Apprenticeship Team. This work is planned into the calendar to limit impact on the team.
18. Once apprentices have passed their EPA, they will become competent Firefighters and complete their probation.
19. A further report will be brought to Members demonstrating the exceptional positive results the Authority has seen as part of our Firefighter Apprenticeship Delivery Programme.

Legal Implications

20. The route to market is compliant with the Authority's Contract Standing Orders and the Public Contracts Regulations 2015 and has been endorsed by the Head of Procurement. The call off contract also includes appropriate termination clauses should National apprenticeship provisions and/or levy funding arrangements change.
21. All staff will be fully inducted to ensure compliance with all legislation including health and safety, data protection and equality legislation.

Financial Implications & Value for Money

22. The costs of the End-Point Assessment are paid through the Apprenticeship Levy and operate on a call off basis, with costs only incurred where an EPA is requested and no minimum requirements for the number of EPAs as part of the contract.
23. SFJA has a legal agreement in place to ensure that the costs cannot exceed the parameters set out by Skills England. The current SFJA cost per EPA is £1,980.
24. EPAs also incur administration/facilitation time which is claimed through a different funding apprenticeship stream but still within the eligible costs of delivery.

25. The contract value has been estimated based on a maximum of 40 End-Point Assessments per year, which is based on a maximum of two recruit courses of 20 staff per year. This would equate to a total cost of £396k for a period of 5 years.
26. Current workforce planning predictions (Table 1) suggest the number of assessments reducing to around 10 per year from 2029 lowering the predicted cost of £265k. However, should additional firefighting staff leave above predictions necessitating additional recruitment, then further EPA would be required up to the maximum of 40 per year.

Table 1 – Predicted EPA's & Costs

	2026	2027	2028	2029	2030
Predicted numbers	36	38	40	10	10
Cost	£71,280	£75,240	£79,200	£19,800	£19,800

Risk Management and Health & Safety Implications

27. Skills for Justice have established they will use the Service facilities for assessment of our apprentices and full risk assessments are in place.

Environmental Implications

28. There are no direct environment implications associated with this report.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

29. The Authority has seen fantastic results from our EPA assessments illustrating how our approach to Firefighters apprenticeship delivery is supporting our aim to be the best FRS in the UK, keeping our community safe.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

EPA	End-Point Assessment
EPAO	End-Point Assessment Organisation
SFJA	Skills for Justice Awards

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	23 OCTOBER 2025	REPORT NO:	CFO/25/2526
PRESENTING OFFICER	CHIEF FIRE OFFICER, NICK SEARLE		
RESPONSIBLE OFFICER:	DIRECTOR OF PEOPLE AND ORGANISATIONAL DEVELOPMENT, NICK MERNOCK	REPORT AUTHOR:	EQUALITY AND DIVERSITY CO-ORDINATOR, VICKY CAMPBELL, CULTURE AND INCLUSION DEVELOPMENT ADVISOR, MANDY HAMILTON
OFFICERS CONSULTED:	STRATEGIC LEADERSHIP TEAM (SLT)		
TITLE OF REPORT:	EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT AND EQUALITY ANALYSIS - WORKFORCE AND EMPLOYMENT DATA REPORTS 2024/25		

APPENDICES:	APPENDIX A:	EQUALITY, DIVERSITY, AND INCLUSION ANNUAL REPORT APRIL 2024 – MARCH 2025
	APPENDIX B:	EQUALITY ANALYSIS – WORKFORCE AND EMPLOYMENT DATA 1 APRIL 2024 – 31 MARCH 2025

Purpose of Report

1. This report provides an update to Members on the progress made against Merseyside Fire and Rescue Authority's (MFRS) Equality, Diversity, and Inclusion (ED&I) objectives for 2024–2027.
2. It presents both the Annual Report and the Equality Analysis – Workforce and Employment Data Reports.

Recommendation

3. It is recommended that Members;
 - a) note the contents of this report;
 - b) approve the publication of the ED&I Annual Report (1st April 2024 to 31st March 2025) on the Merseyside Fire & Rescue Service (MFRS) website;

- c) approve the publication of the Equality Analysis – Workforce and Employment Data Report (1st April 2024 to 31st March 2025) on the MFRS website; and
- d) note that the publication of these reports demonstrates the Authority's commitment to equality, diversity, and inclusion, and demonstrates compliance with the Public Sector Equality Duty.

-
4. This report outlines MFRA's compliance with the Equality Act 2010 General Duty and highlights key outcomes achieved in the 2024/25 period regarding ED&I.
 5. Under Section 149 of the Equality Act 2010, public authorities must have **due regard** to the need to:
 - Eliminate unlawful discrimination, harassment, and victimisation.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.
 6. To demonstrate compliance with the Public Sector Equality Duty (PSED), MFRA must:
 - Publish relevant information.
 - Set and publish equality objectives at least every four years.
 - Ensure all published information is accessible.
 7. The PSED states that all information above must be published in a way which makes it easy for people to access it.
 8. Both reports will be published on the intranet portal and the public website, which is supported by ReciteMe - a tool offering accessibility features such as read-aloud and translation.
 9. The Annual Report includes analysis of how policies and practices have impacted individuals with protected characteristics, demonstrating progress against the general equality duty. The Workforce Analysis Report includes:
 - The Gender Pay Gap Report (a statutory requirement for public bodies with over 250 employees).
 - The Ethnicity Pay Gap Report (not currently mandatory but included as a reflection of best practice).
 10. The Authority remains committed to ensuring its workforce reflects the community it serves. For benchmarking, Merseyside's general population data has been used.

Equality and Diversity Implications

11. The ED&I Annual Report outlines the Authority's implementation of the Equality Act 2010 and its commitment to the nine protected groups. This is evidenced through monitoring of the ED&I Action Plan and progress against five equality objectives.

Staff Implications

12. Staff have played a key role in developing this report through participation in staff networks, meetings with the Culture and Inclusion Team, and regular updates. The data will inform future Equality Impact Assessments and guide policy development in employment and service delivery.

Legal Implications

13. This report demonstrates the Authority's ongoing efforts to meet the requirements of the Equality Act 2010, including the Public Sector Equality Duty.

Financial Implications & Value for Money

14. There are no direct financial implications arising out of this report.

Risk Management and Health & Safety Implications

15. There are no risk management or health and safety implications arising from this report.

Environmental Implications

16. There are no environmental implications linked to this report.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

17. This report demonstrates MFRA's commitment to delivering services in line with legal obligations and best practice.
18. It also highlights how MFRA engages with diverse communities and ensures their safety through inclusive service delivery.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

AFSA	A sian F ire S ervice A ssociation
ED&I	E quality, D iversity, and I nclusion
HART	H azardous A rea R esponse T eam
HFSC'S	H ome F ire S afety C heck's
LCR	L iverpool C ity R egion
LGBT	L esbian, G ay, B isexual and T ransgender
MFRA	M erseyside F ire and R escue A uthority
MFRS	M erseyside F ire and R escue S ervice
PH	P ublic H oliday
PSED	P ublic S ector E quality D uty
USAR	U rban S earch A nd R escue

Merseyside Fire & Rescue Authority

Equality, Diversity & Inclusion Annual Report

April 2024 to March 2025



Alternative Formats

We are committed to ensuring that all our information is fully accessible for all communities across Merseyside. Our website is supported by ReciteMe which offers several accessibility functions including, read aloud and translation. To access this please click on the accessibility button on the toolbar at the top of our home page.

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Welcome to the 2024 - 2025 Equality, Diversity, and Inclusion (ED&I) Annual Report.

Foreword

Chief Fire Officer Nick Searle

I am proud to introduce our Equality, Diversity, and Inclusion (EDI) Annual Report for 2024–25. This report reflects our continued commitment to fostering a culture of fairness, respect, and belonging across Merseyside Fire and Rescue Service. It is both a celebration of the progress we have made and a reaffirmation of our dedication to creating an inclusive environment for our staff and the communities we serve.

Over the past year, we have taken meaningful steps to embed EDI into every aspect of our organisation. From improving recruitment practices and enhancing staff development opportunities, to engaging with underrepresented groups and listening to lived experiences, our efforts have been guided by a clear purpose: to ensure that everyone feels valued, heard, and empowered. This report outlines the initiatives we have undertaken, the challenges we have faced, and the impact of our work so far.

We recognise that inclusion is not a destination, but a continuous journey. Our commitment goes beyond internal improvements—it extends to addressing the inequalities that affect our communities. By collaborating with partners, listening to diverse voices, and acting with integrity, we aim to build trust and strengthen relationships across Merseyside. This work is essential to ensuring that our services are equitable, accessible, and responsive to the needs of all.

Our goal is clear: to make Merseyside a safer place to live and Merseyside Fire and Rescue Service a truly great place to work. We remain steadfast in our belief that diversity enriches our organisation and inclusion drives excellence. I invite you to explore this report and join us in our ongoing journey toward a more inclusive future.

As leaders within the fire and rescue sector, we understand the importance of setting the tone from the top. That is why we have embedded EDI into our strategic planning, governance, and performance frameworks. Our leadership actively champions inclusive practices, making EDI a lived experience across all levels. We remain committed to transparency—publishing

workforce data and engaging staff networks to ensure accountability. This initiative-taking approach helps our service evolve with the communities we serve, staying resilient, responsive, and representative



Introduction and Governance of Equality, Diversity & Inclusion

Merseyside Fire and Rescue Authority is proud to publish this report as a reflection on the work delivered across the organisation in pursuit of Equality, Diversity & Inclusion (ED&I) excellence. This report presents the public and other stakeholders with success stories about the work we do on a day-to-day basis to ensure that the services we deliver provides our diverse communities with confidence that we are addressing their needs.

Therefore, as part of our commitment to delivering services and employing staff in accordance with the Equality Act 2010, and in line with the responsibilities placed on the Authority by the Act, we have established five equality objectives below which contribute to eliminating discrimination, harassment, and victimisation; advancing equality of opportunity; and fostering good relations.

1. Create a strong Inclusive organisation that is positive to rising to the future challenges we face
2. Ensure that people from diverse communities receive equitable services that meet their needs
3. Reducing fires and other incidents amongst vulnerable people in the protected groups and deprived areas
4. To continue to evolve the Service's cultural competence based on community insight so that all staff can undertake their role recognising the value of difference. This strengthens our approach to Equality (equity), diversity and inclusion, meaning our staff are well equipped to engage with our diverse communities and are sensitive to their needs.
5. To continue to aspire for equality, diversity, and inclusion excellence; measuring ourselves against best practice and benchmarking tools within the Fire & Rescue Service and other sectors

This report also demonstrates our commitment to ensuring compliance with the Equality Act 2010 and the Public-Sector Equality Duty (PSED) in relation to:

1. Publishing, at least annually, information to demonstrate our compliance with the Equality Act 2010 and the PSED.

2. Preparing and publishing one or more specific and measurable objectives that help to achieve the aims set out in the PSED.
3. Publishing equality information and the objectives in a manner that is accessible to the public.

ED&I is embedded in each area (Function) of the organisation, with ED&I priorities included in Functional annual plans and our Station Plans, which in turn become part of our Service Delivery Plan. This ensures we are incorporating ED&I at all levels of the organisation, supporting not only our staff but understanding and knowing the communities that we service.

In addition, ED&I has been an integral part of the work on our leadership message, which sets out our Vision, Purpose, Aims and associated behaviours. Furthermore, the Fire Standards and Fire Service Core Code of Ethics have also provided other ways of ensuring ED&I and the associated ED&I objectives are an integral part of the business of MFRS.

Discussions on ED&I matters form the basis of regular equality engagement meetings with the Representative Bodies (trade unions), Staff Inclusion Networks, and a variety of other stakeholders to ensure that they are aware of the ED&I developments and have an opportunity to contribute to the consideration of the ways in which ED&I influences the provision of our fire and rescue services.

Equality Impact Assessments (EIAs) are carried out on policies, strategic plans, and service delivery (including changes). EIAs play a crucial role in the design of services and enabling the Service to measure outcomes but also demonstrate due regard.

EIAs are attached to the governance documents to be considered when approved by the Authority and they are published on our website www.merseyfire.gov.uk with Authority papers.



Equality Objective 1 - Create a strong Inclusive organisation that is positive to rising to the future challenges we face

At MFRS we produce a detailed report, analysing of our workforce and employment data each year. This report also includes our Gender Pay and Ethnicity Pay Gap reporting for 31st March 2025. The Equality Analysis Workforce & Employment Data Report, 1st April 2024 to 31st March 2025, report can be found on our website.

Key highlights of the report include:

- As of 31st March 2025, data shows that we had 84 female firefighters (an increase of 3 since March 2024) which represented 13.8% of our total firefighters. Nationally the percentage for female fighters is 9.3% (March 2024)
- As of 31st March 2025, we had 23 women in the roles of Crew and Watch Manager, representing 10.9% of supervisory managers. This compared to 21 in 2023-24, representing an increase of 0.1%. Figures produced from the Fire Statistic returns for the Home Office (published October 2024) show that nationally women at the rank of Crew and Watch Manager make up 11.0% of all firefighters. (607)
- Figures produced from the Fire Statistic returns for the Home Office (published October 2024) that nationally firefighters from an Ethnic Minority background, equates to 5.4% firefighters. By comparison in MFRS we currently have 48 of firefighters from an ethnic minority background.
- In 2024-25 we had 16 members of staff working in support services representing 4.5% of the total who are from an Ethnic Minority background. Which is a slight decrease of 1 when compared to 2023-24. When the 2024-25 gender pay gap¹ is compared to the previous year the gap has reduced from 8.4% to 8.3% overall. For Support Staff the gap has risen slightly from 9.4% during 2023/24 to 10.2% during 2024/25. For operational staff, the gender pay gap has decreased from 8.8% during 2023/24 to 7.3% during 2024/25.
- When looking at the 2024/25 Ethnicity Pay Gap figures, the mean gap is 5.4% or £1.04 per hour. For operational staff only, the gap is 6.5% and for support staff the gap has

¹ The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31st March 2017. The regulations stipulate that organisations that employ more than 250 people must publish a report on their gender pay gap. There is a slight difference in the regulation for public sector organisations, in so much as we must publish an annual "snapshot" of our gender pay as of the 31st of March each year in our annual report.

fallen to 2.9%. This is based on a total of 980² staff in scope for this exercise; 905 (92.3%) were White British/ Irish and 75 (7.7%) were from an Ethnic Minority background.

² A number of employees weren't included in the Gender Pay Gap Figures because they were not "Full Pay Relevant". This means that, for the reasons detailed below an individual did not receive a full month's salary for the reporting period.

- Staff who joined the service part way through the pay period
- Staff who left the service part way through the pay period
- Staff in receipt of childcare vouchers
- Staff on maternity leave
- Staff with deductions for unpaid leave / jury service
- Staff with deductions for half/no pay due to sickness

Equality Objective 2 - Ensure that people from diverse communities receive equitable services that meet their needs

In May 2024, as part of the Community Risk Management Plan consultation process, our Community Engagement Team brought together 17 representatives of our local communities to talk about our plans for the future. This engagement was the result of several months of relationship building, which laid the foundation for open, honest conversations about the services we provide, their impact on different communities and how we can ensure equitable access for all.

One powerful outcome of this engagement was a visit by representatives of our deaf communities to Fire Control. This allowed them to see first-hand the facilities available to support deaf individuals in emergency situations, and to provide valuable feedback on how we can continue to improve accessibility.

During the tragic events that affected Southport in July 2024 and the civil unrest that followed, the relationships that we had built with our communities proved vital. These connections enabled us to support, protect and reassure residents during these times of heightened tension and concern, while helping to maintain safety and promote community cohesion when it was needed most.

We have developed a Communications and Engagement Strategy, which will assist us in ensuring engagement is always meaningful, and as part of this have updated our community guidance. This reference book provides information about diverse communities on Merseyside to help staff to engage with confidence.”



Case Study

We have enhanced our relationships with Asylum Seekers and Refugees. Our Community Engagement Advisor and a member of the REACH Staff Network were invited to attend a cookery class at Asylum Link Merseyside. As a result of this engagement, they organised collections of winter clothing, baby products and food from other MFRS staff members. The donations were gratefully received.

Equality Objective 3 - Reducing fires and other incidents amongst vulnerable people in the protected groups and deprived areas

Our Prevention Function provides reassurance, support, and advice. Alongside our partners, we protect the most vulnerable and reduce inequalities.

Key highlights include:

- Through completing 51,242 **Home Fire Safety Checks 2024-25 (HFSC)** we continue to ensure interventions to keep people safe in their home. Home Fire Safety Checks and Safe and Well visits are targeted and we use data collected in line with protected characteristics³ to support our future planning activity.
- In terms of **Safe and well visits**, on 96.3% % of occasions the occupier of the dwelling told us their ethnicity. 3.7% of Safe and Well visits have been conducted in homes where the resident identifies as Ethnic Minority compared to a Merseyside Ethnic Minority of 8.3%. It should be noted that Safe and Well visits primarily target the over 65's and according to the 2021 Census, the over 65 Ethnic Minority population is 2.27% of the total, therefore the 3.8% achieved reinforces the effectiveness of the approaches taken.
- **Youth engagement activities** and engaging with the young diverse population shows continuing progress and success. In terms of the work of the **King's Trust** engage with young people 16-25 who are not in employment or education. There were more male attendees than female, with 58.3% being male. In addition, 19.8% were from a LGBTQ+ background and 77.1% considered themselves to have a disability.
- In terms of the **Fire Cadets** (for teenage participants); the majority 96.2% White British/White Irish, with 29.6% of participants being young women and 20.4% considered themselves to be disabled.

³ As detailed in the [Equality Act 2010](#) are: Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Race, Religion or belief, Sex, Sexual orientation and Pregnancy and Maternity

Detailed reporting and analysis of our Home Fire Safety Checks and Safe and Well visits can be found in our Equality Analysis Workforce and Employment Data Report for the period 1st April 2024 to 31st March 2025.

Case study

The Beacon Team received a prestigious Certificate of Commendation at the Merseyside Police Chief Superintendent's Rewards & Recognition Ceremony on 11 February. Presented by the Chief Superintendent, the award recognises their "exceptional leadership and partnership working" in delivering the Beacon Project, which provides young people across Merseyside with safe, positive experiences and essential life skills.

Our Beacon Manager said: We are delighted to receive this recognition from Merseyside Police. It highlights the importance of our work in helping young people develop personally, emotionally, and socially. The vital support from the Merseyside Violence Reduction Partnership and their funding has been crucial in delivering the Beacon Course and helping to make Merseyside safer and stronger."

Thank you to the Merseyside Violence Reduction Partnership for continuing to empower the Beacon Team to make a lasting impact.



Equality Objective 4 - To continue to evolve the Service's cultural competence based on community insight so that all staff can undertake their role recognising the value of difference. This strengthens our approach to Equality (equity), Diversity and Inclusion, meaning our staff are well equipped to engage with our diverse communities and are sensitive to their needs.

This year has seen a number of significant achievements and events that reflect our commitment to excellence, inclusion, and collaboration across Merseyside Fire and Rescue Service (MFRS).

Key Highlights include:

- Race Equality and Cultural Heritage (REACH) staff network held their culture and inclusion event, Diaspora, at the Black-E in Liverpool's iconic Chinatown. Colleagues from Fire Services across the country, partner organisations and MFRS staff were among the attendees, with the aim of Diaspora to encourage discussion and debate, learning and unlearning; and sharing of thoughts and ideas.
- MFRS hosted an extensive and complex national training exercise at the Training and Development Academy. Urban Search and Rescue (USAR) teams from across the country, including Tyne and Wear, Lancashire, West Yorkshire, and Lincolnshire, and our local HART team participated in a series of simulated emergency scenarios.
- We proudly hosted the British Firefighter Challenge at Liverpool's Pier Head, welcoming teams from across the country. This high-profile event celebrated the skill, strength, and dedication of firefighters, while engaging the public and promoting the role of fire and rescue services in keeping communities safe. The event also coincided with the Annual Pride in Liverpool March, which saw its highest attendance yet.
- International collaboration was also a highlight, with a team from Malta's St John Rescue Corps participating in Urban Search and Rescue training at our new National Resilience Centre of Excellence. This exchange of knowledge and expertise underscores our commitment to global best practice and continuous improvement.



Equality Objective 5 - To continue to aspire for equality, diversity, and inclusion excellence; measuring ourselves against best practice and benchmarking tools within the Fire & Rescue Service and other sectors

As an organisation we continue to aspire for excellence and measure ourselves against best practice. This section outlines some of the work undertaken.

The key highlights include:

Workplace Wellbeing Charter

MFRS has reaccredited the Workplace Wellbeing Charter. The charter demonstrates the organisation's commitment to proactively championing a healthy workplace culture. The charter looks at:

MFRS Accreditation Results 2024

1	Leadership	Excellence
2	Absence Management	Excellence
3	Health and Safety	Excellence
4	Mental Health	Excellence
5	Intoxicants	Achievement
6	Physical Health	Excellence
7	Environment and Sustainability	Commitment
8	Inclusion and Culture	Excellence

The level of awards giving against each area are determined after a thorough evaluation of the evidence submitted, the Organisational Wellbeing Assessment, and consultations with members of the Health and Wellbeing Team.

MFRS awarded The Fair Employment Charter – Aspiring Level.

The Fair Employment Charter is one of Metro Mayor Steve Rotherham's Mayoral Manifesto pledges, and it is all about making our region, the fairest, most equitable place in the country to work in, and celebrate fair employment practices where they are in place and drive-up standards elsewhere.

To achieve Aspiring status, we had to provide the following evidence across four key commitments;

- safe workplaces supporting a healthy workforce.

- fair pay and fair hours.
- An inclusive workplace that supports staff to grow and develop.
- voice for staff to help deliver justice in the workplace with opportunities available for young people.

Gaining 'Aspiring status,' of the Employment charter supports our Vision to be the best Fire & Rescue Service in the UK and demonstrates how we both support and develop our staff, and the display the values that drive us forward as an employer and service provider.

North West Protection Governance Structure

As part of the protection governance structures across the North West, MFRS along with colleagues from Cheshire, Cumbria, Greater Manchester and Lancashire participate in and contribute to a regional peer initiative.

This involves inspections and reviews of business premises and facilities to ensure compliance against a range of Fire Safety Legislation. This framework was developed by Protection staff at MFRS and allows for colleagues to review aspects of each others inspection processes and share learning.

White Ribbon accreditation

As an organisation MFRS is committed to preventing violence against women and girls through White Ribbon accreditation. This builds on our longstanding safeguarding efforts and aligns with established domestic abuse protocols.

In November 2024 MFRS signed up to the White Ribbon accreditation process and formed a steering group, supported by senior leadership, which has been created to drive these efforts. The accreditation process includes collaborative partnerships with local authorities, domestic abuse charities, and health services across Merseyside. The aim is to maximise impact and establish MFRS as a leader in community safety and support for abuse victims.

All staff have been asked to consider signing up as a White Ribbon Ambassador or Champion.

AFSA Award Winners

Merseyside Fire & Rescue Service has been celebrated for its exceptional commitment to equality, diversity, and inclusion (ED&I) at the Annual Asian Fire Service Association (AFSA) Awards in November 2024.

The service received two accolades, highlighting its pioneering initiatives and unwavering dedication to fostering inclusivity and supporting local communities. We received the ED&I Champion Award for 2024. This prestigious recognition celebrates the innovative work in engaging staff through meaningful conversations about race equality. By facilitating vital discussions and sharing lived experiences.

We were also honoured with the Shining Light Award, which is presented annually to a fire and rescue service for outstanding contributions to ED&I. This recognition follows the Service's commendable efforts in supporting local communities during the Southport disturbances. MFRS demonstrated its deep commitment to community cohesion by working tirelessly to rebuild trust and understanding during a challenging time for the region.



Closing Statement & Summary

This ED&I Annual Report demonstrates the continual work taking place across the organisation to create a welcoming and inclusive environment for everyone. In addition to complying with our statutory obligations, we invest significant time, effort and dedication to initiatives and activities to increase diversity, inclusion and belonging in the organisation.

Looking ahead, we remain focused on building upon progress made over the past 12 months. Our priorities for the coming year include:

- Continuing delivery of our **Culture Action Plan** and the **EDI Action Plan**.
- Rolling out **EDI, Core Code of Ethics, and Values training** across the organisation.
- Developing **new training packages** to support inclusive leadership and cultural awareness.
- Creating a **new EDI Action Plan** to guide our next phase of work.
- Strengthening our partnership with the **Liverpool City Region Race Equality Hub**.
- Renewing our commitment to the **Liverpool City Region Fair Employment Charter** through a submission for **Accredited Member** status.

We are proud of the progress we have made, but we know there is always more to do. With the continued support of our staff, partners, and communities, we will keep working to ensure that Merseyside Fire and Rescue Service is not only a great place to work, but also a service that reflects and respects diversity of the people we serve.

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Equality Analysis
Workforce and Employment Data
1st April 2024 to 31st March 2025

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Introduction

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. The introduction of the Public Sector Equality Duty (PSED) in 2011 required Public Bodies to publish equality information pertaining to the makeup of its workforce on an annual basis.

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
- Flexible Working Requests
- Gender and Ethnicity Pay Gap
- Data from Fire Cadets, Princes Trust participants and other youth education programmes
- Discipline and Grievance cases

Executive 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. This report is published annually and provides detailed charts, tables, and narrative to support our analysis of the changes within our workforce.

The analysis provides an overview of the last three years from 2022/23 to 2024/25 in relation to the **number of staff in post** during that period. We are asked 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. These figures do not include the operational staff who also have retained contracts which increases the availability of staff to respond to incidents across Merseyside.

- The total number of staff employed by Merseyside Fire & Rescue Authority has increased from 982 in 2022/23 to 996 as of 31st March 2025, an increase of 14¹

In relation to the total workforce:

Metric	MFRS as of 31/03/2025	National F&RS Average as of 31/03/24	Variance
% of wholetime staff that are female	13.80%	9.78%	4.02%
Female wholetime CM/WM as a % of the workforce	3.79%	1.96%	1.83%
Female wholetime CM/WM as a % of all CM/WM	10.90%	6.31%	4.59%
% of wholetime staff are from an ethnic minority	7.91%	6.50%	1.41%
Ethnic minority wholetime CM/WM as a % of the workforce	1.81%	1.38%	0.43%
Ethnic minority wholetime CM/WM as a % of all CM/WM	5.21%	4.42%	0.79%
% of wholetime staff disclosed as LGBT	7.91%	4.05%	3.86%
LGBT wholetime CM/WM as a % of the workforce	2.14%	0.83%	1.31%
LGBT wholetime CM/WM as a % of all CM/WM	6.16%	2.67%	3.49%

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

Metric	MFRS as of 31/03/2025	National F&RS Average as of 31/03/24	Variance
Females as a % of Fire Control Staff	87.18%	76.30%	10.88%
% of Fire Control staff from an ethnic minority	0%	4.27%	-4.27%
% of Fire Control staff disclosed as LGBT	2.56%	5.12%	-2.56%

Metric	MFRS as of 31/03/2025	National F&RS Average as of 31/03/24	Variance
Females as a % of Support Staff	52.00%	54.35%	-2.35%
% of Support staff from an ethnic minority	5%	8.06%	-3.49%
% of Support staff disclosed as LGBT	3.43%	3.54%	-0.11%

Metric	MFRS as of 31/03/2025	National F&RS Average as of 31/03/24	Variance
Females as a % of All Staff (combined)	30.12%	19.86%	10.26%
% of All Staff (combined) from an ethnic minority	6%	5.49%	0.94%
% of All Staff (combined) staff disclosed as LGBT	6.12%	3.49%	2.63%

In relation to the Gender and Ethnicity Pay gap:

Metric	MFRS as of 31/03/2025	National UK Average as of 31/03/24	Variance
Uniformed Gender Pay Gap	7.30%	13.10%	-5.80%
All Staff Gender Pay Gap	8.33%	13.10%	-4.77%
Uniformed Ethnicity Pay Gap	6.53%	23.50%	-16.97%
All Staff Ethnicity Pay Gap	5.39%	23.50%	-18.11%

Merseyside – Changing Regional Demographics

The 2021 census data for Merseyside highlights changes in the age structure of the population, ethnic composition of the population as well as the significance of disability, socio economic factors and the lives of residents. This information will have implications in terms of workforce representation and how services are delivered as well as wider social cohesion.

Merseyside sits on the mouth of the river Mersey and is made up of five councils: Knowsley, Liverpool, Sefton, St Helens, and Wirral. It spans 249 square miles and is a mix of built-up urban areas, suburbs, semi-rural and countryside locations.

The Merseyside population overview has been sourced from the Office of National Statistics 2021 census data.

Population Summary: Census 2021

	Number	Percentage
Total Population	1,423,285	/
Males	690,711	48.5%
Females	732,574	51.5%
Children (0-14 years)	235,594	16.55%
Working age (15-64)	914,332	64.24%
Older People (65+)	273,360	19.21%

Gender

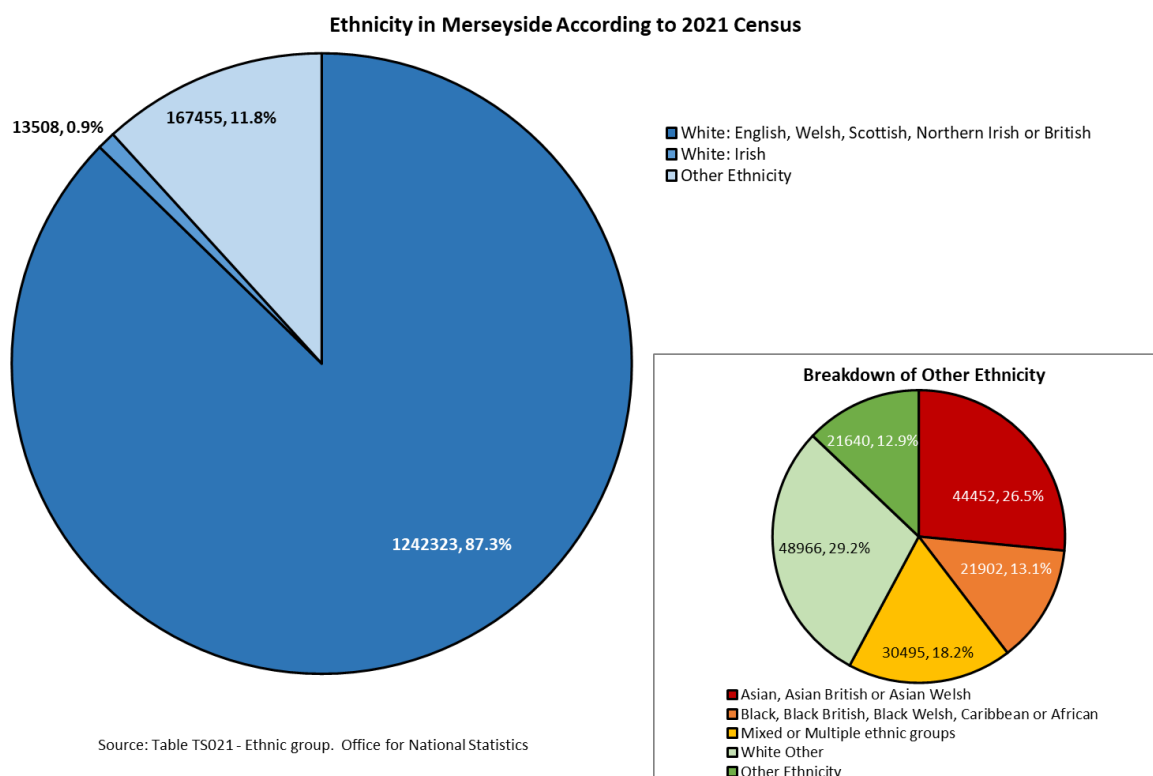
Males account for 48.5% of the Merseyside population and females 51.5%.

Age

When looking at the population of Merseyside has the following breakdown in relation to age: children make up 16.6% of the population, 64.2% of the population is of working age and 19.2% is aged over 65.

Ethnicity

The charts below outline the diversity of the population of Merseyside. 11.8% of the population of Merseyside is from an Ethnic Minority² with the population of Liverpool having the most diverse population, with 21.3% from an Ethnic Minority background.



Sexual Orientation

In the 2021 Census 123,367 people in Merseyside described their sexual orientation as gay or lesbian, bisexual, pansexual, asexual, queer or did not specify an answer. This represents 8.2% of the region. In comparison, the national figure is 3.2%.

Religion & Belief

Data from the 2021 census reveals the largest religious group in Merseyside is Christian, which accounts for nearly 60% of the population.

Other key figures for consideration are as follows:

²

- **Buddhist** population stands at 4,585 people or 0.3% of the population in Merseyside
- **Hindu** - 7,356 people or 0.5%,
- **Jewish** - 2,576 people or 0.2%,
- **Muslim** - 33,578 people or 2.4%
- & Other - 523,768 people or 36.8%.

Disability

The 2021 census revealed 22% of the population of Merseyside is declared as disabled under the Equality Act.

Socio Economic

The Merseyside has significant employment, unemployment and economic inactivity gaps remaining for women, those from an ethnic minority, those with a disability, young people, and older people.

Evidence indicates deprivation scores across all the Merseyside local authorities are significantly higher than the England national average and is linked to protected characteristics and wider causes of vulnerability.

Merseyside is one of the most deprived areas in England. When looking at individual councils' areas, Knowsley is the third most deprived local authority in England and Liverpool the fourth. There are areas, for example in West Wirral and North Sefton, which are more economically affluent, but large areas of Merseyside fall within the highest ratings of social deprivation, which has the side effects of high levels of poverty, social exclusion, and crime.

Therefore, our communities are diverse in so many ways and our staff are also part of a team of diverse people undertaking different roles but working together to achieve outstanding impact.

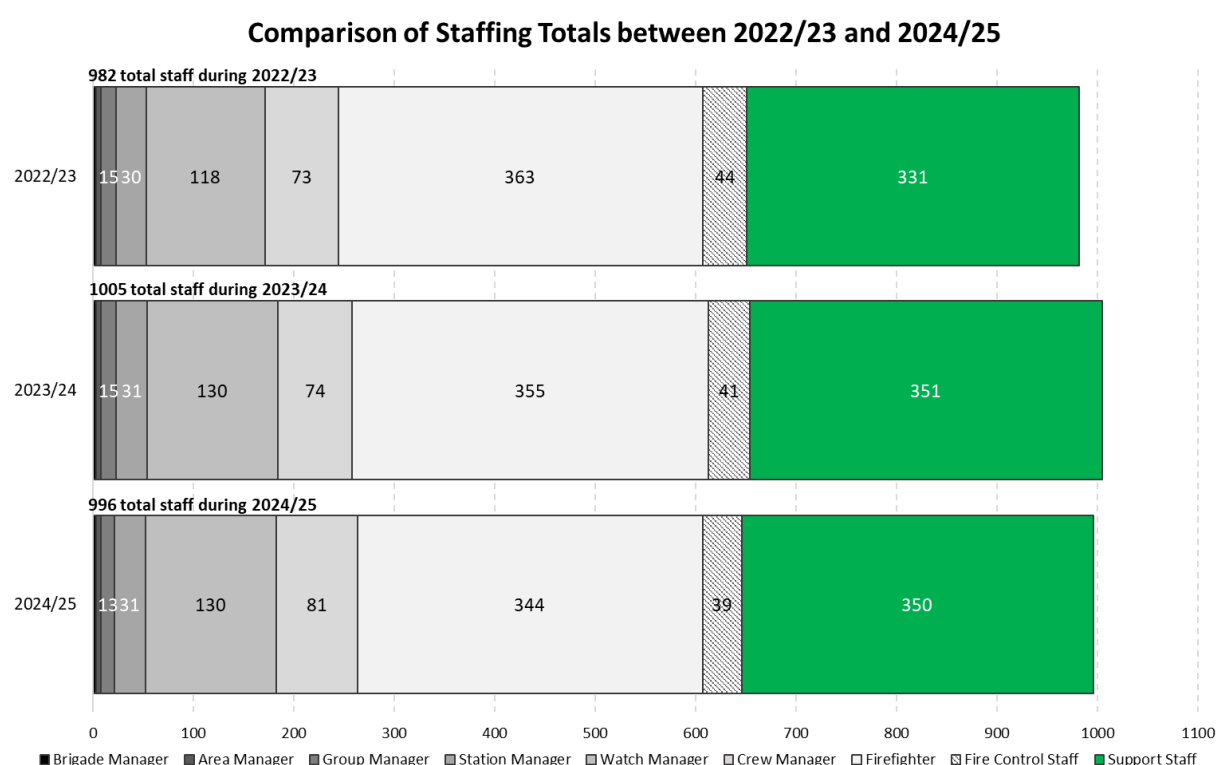
While the information above shows the levels of diversity found across Merseyside, our Community Engagement Advisor works closely with all our staff to understand these statistics and engage with the communities within their station area. By expanding the relationship between our crews on station and the surrounding communities we can build a strong relationship, put faces and names to these statistics. To learn more about the people we serve, because we are part of our community - it's where we are from, it's where we have brought up our families. We reflect our area - looking after each other and showing kindness. Our teams continue to shape our story, putting our community at the heart of everything we do.

Merseyside Fire & Rescue Authority Staffing Data 2024-25

In the following section of this report, you will find the detailed analysis of MFRA's staffing data as of 31st March 2025. This data covers the period 1st April 2024 to 31st March 2025. Included within this section you will also find our Gender and Ethnicity Pay Gap for the same period.

Analysis of workforce from 2022/23 to 2024/25

Data chart: Staffing Structure over time



Key Results – Analysis of the staffing structure over time

Data chart above provides the staffing structure of Merseyside Fire & Rescue Service (MFRS) over the past 3 years. The chart identifies:

- Over the 3-year period, total employees have increased by 14, from 982 during 2022/23 to 996 during 2024/25. When compared to the previous year, overall employees have dropped from 1005 to 996 (a total of 9).
- Overall Operational personnel (shown as grey in the chart above) account for 60.9% of total staff (or 607)

- Though Firefighters have fallen to 344 during 2024/25, the number of crew managers has increased to 81 (from 74 the year prior).
- Watch Managers have increased over the 3-year period to 130 during 2024/25.
- Station Managers have remained generally consistent over the 3-year period.
- Fire Control staff saw a reduction from 44 during 2022/23 to 39 during 2024/25.
- Support staff numbers have gradually risen over the 3-year period, from 331 during 2022/23 to 350 during 2024/25.

Analysis of MFRS Staffing 2024/25

Data table: Analysis of staffing by Gender

Role	Position	Total	Gender		
			Male	Female	% Female
Operational Staff	Brigade Manager	3	3	0	0.0%
	Area Manager	5	5	0	0.0%
	Group Manager	13	13	0	0.0%
	Station Manager	31	27	4	12.9%
	Watch Manager	130	117	13	10.0%
	Crew Manager	81	71	10	12.3%
	Firefighter	344	287	57	16.6%
	Sub Total	607	523	84	13.8%
Fire Control Staff	Group Manager	1	0	1	100.0%
	Station Manager	2	0	2	100.0%
	Watch Manager	11	2	9	81.8%
	Crew Manager	7	1	6	85.7%
	Firefighter	18	2	16	88.9%
	Sub Total	39	5	34	87.2%
Support Staff	Grades 12+	49	28	21	42.9%
	Grades 6-11	212	103	109	51.4%
	Grades 1-5	78	32	46	59.0%
	Apprentices	11	5	6	54.5%
	Sub Total	350	168	182	52.0%
Grand Total		996	696	300	30.1%

Key results – of staffing by gender

The data table above identifies the following when looking at the data by gender for 2024/25:

- There were 300 women working for MFRS, accounting for 30.1% of the total workforce.
- Women account for 84 or 13.8% of Operational staff, 34 or 87.2% of Fire Control staff and 182 or 52% of Support Staff.
- The highest ranked role for Operational women was Station Manager and for Group Manager for Fire Control. For Support Staff, 21 (42.9%) of the 49 posts Grade 12 and above, are held by women, an increase of 7.2% on the previous year.

Analysis of Staff by Ethnicity

Data Table: Breakdown of Ethnic Origin by role

Role	Position	Total	White British / Irish	Any other Ethnicity	Prefer Not to Say	No Data
Operational Staff	Brigade Manager	3	3	0	0	0
	Area Manager	5	5	0	0	0
	Group Manager	13	11	1	0	1
	Station Manager	31	29	1	1	0
	Watch Manager	130	119	7	2	2
	Crew Manager	81	76	4	1	0
	Firefighter	344	303	35	5	1
	Sub Total	607	546	48	9	4
Fire Control Staff	Group Manager	0	1	0	0	0
	Station Manager	2	2	0	0	0
	Watch Manager	11	11	0	0	0
	Crew Manager	7	7	0	0	0
	Firefighter	18	18	0	0	0
	Sub Total	39	39	0	0	0
Support Staff	Grades 12+	49	48	1	0	0
	Grades 6-11	212	193	13	2	4
	Grades 1-5	78	75	2	0	1
	Apprentices	11	11	0	0	0
	Sub Total	350	327	16	2	5
Total		996	912	64	11	9

Key results by Ethnic Origin by role

The Data chart above identifies that in 2024/25:

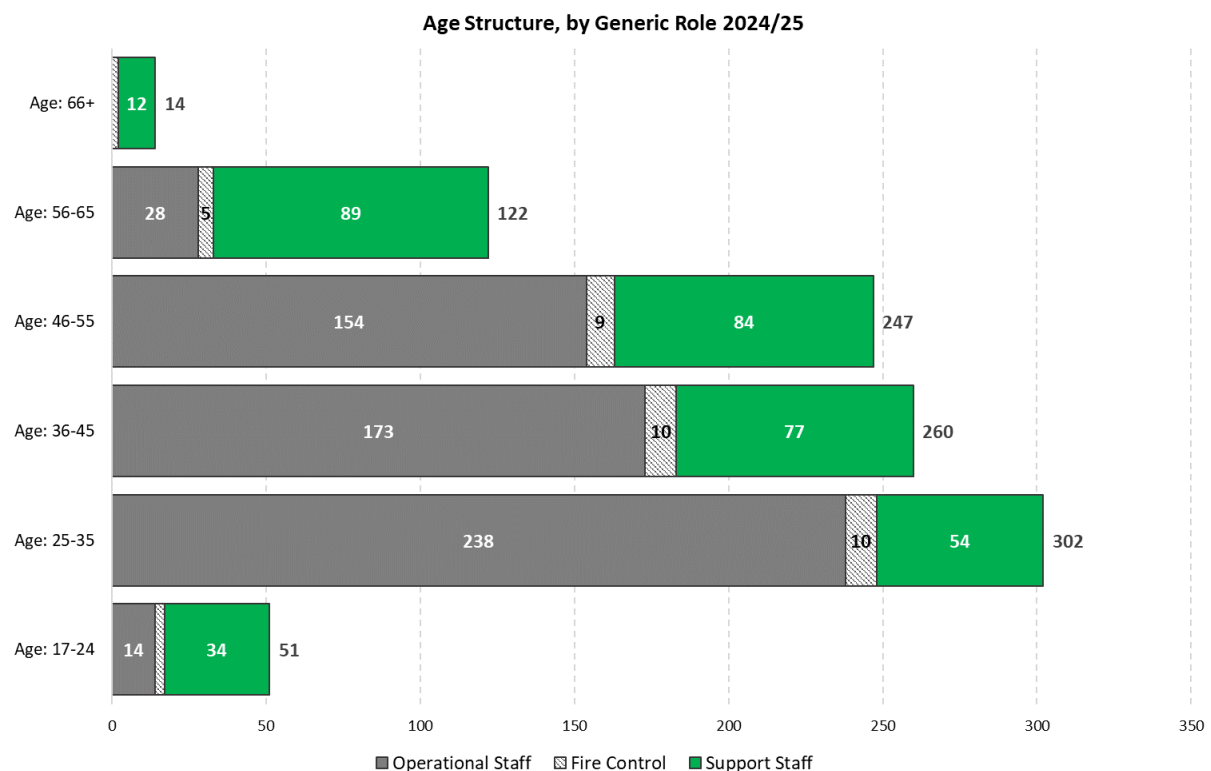
- Regardless of role, the most prominent ethnicity at Merseyside Fire & Rescue Service was White British with 912 members of staff or 91.5% overall.
- In total 64 members of staff (6.4%) were classified as Ethnic Minority, 11 preferred not to say and 9 had no data assigned.

The data table also provides further breakdown of staff ethnicity by role, there were:

- 1 senior member of staff from a non-White British background (Group Manager)1 Station Managers
- 7 Watch Managers
- 1 Support Staff grade 12+
- 13 Support Staff grade 6-11

Analysis of staff age structure by role (Uniformed, Support Staff and Fire Control)

Data chart: Analysis of staff age structure



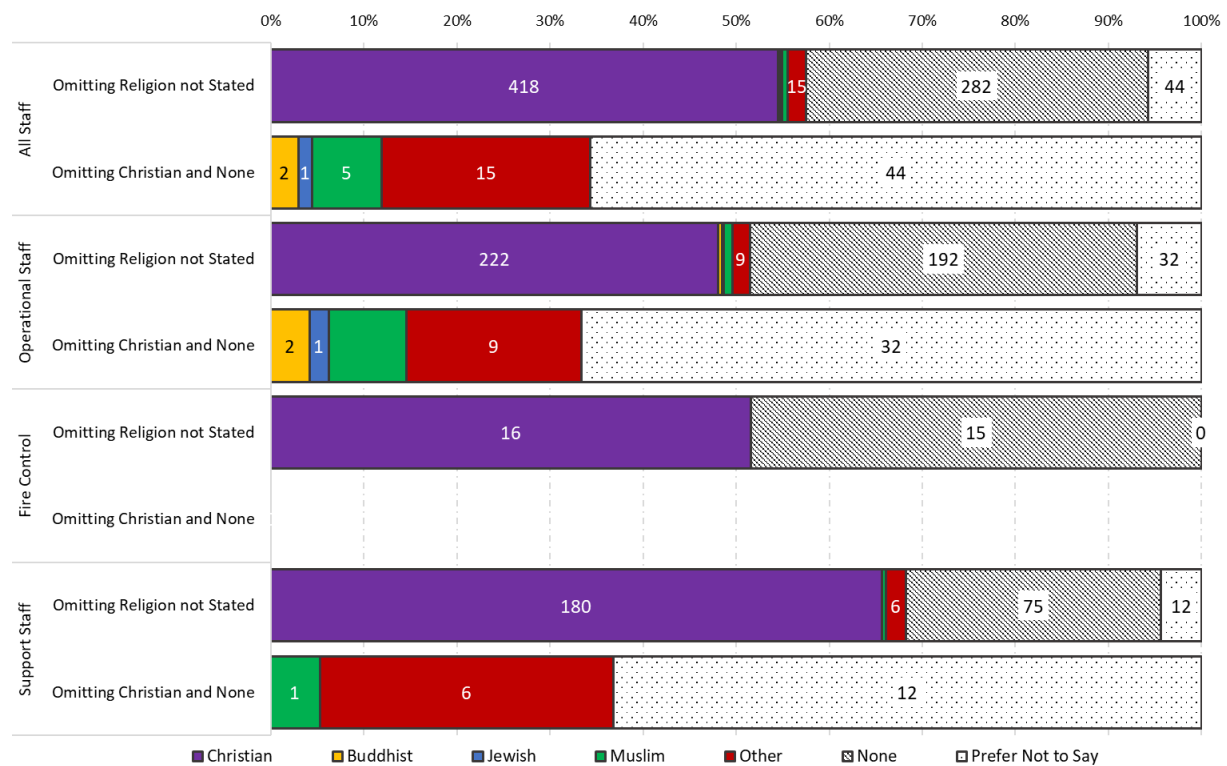
Key Results – Staffing by Age

The data chart above identifies that in 2024/25:

- Most staff (regardless of role) were between the age of 25-35, this is heavily influenced by counts of Operational staff.
- Concerning ages above age 56 – 65, there were fewer Operational Staff members (28) with the majority being Support Staff, (89)
- There were no Operational Staff above the age of 66+
- When looking at the lower age range, there was a total of 51 staff aged 17-24, of which 14 are Operational Staff, 34 are Support Staff and 3 members of Fire Control.

Analysis of Staff Religion Structure

Data chart: Analysis of Staff Religion



Key Results – Breakdown of religion across the service.

The data chart above provides a breakdown of religion across the service, based on valid data (the data that has been provided to us by staff). The chart identifies that:

- Christianity is the most common religion with 418 members of staff stating that they are Christian. This is 54.5% of the valid data.
- This is then followed by staff who have no religion, accounting for 282 or 36.8% of the valid data.
- Minority religions including Judaism, Buddhism, and Islam account for 2.7% of the valid data.

Analysis of Staff Disability

Data table: Analysis of Staff Disability

Role	Position	Total	Yes	No	No Data
Operational Staff	Brigade Manager	3	0	3	0
	Area Manager	5	0	4	1
	Group Manager	13	0	9	4
	Station Manager	31	1	19	11
	Watch Manager	130	3	87	40
	Crew Manager	81	3	59	19
	Firefighter	344	6	266	72
	Sub Total	607	13	447	147
Fire Control Staff	Group Manager	1	0	0	1
	Station Manager	2	0	1	1
	Watch Manager	11	1	6	4
	Crew Manager	7	1	4	2
	Firefighter	18	0	18	0
	Sub Total	39	2	29	8
Support Staff	Grades 12+	49	2	35	12
	Grades 6-11	212	8	145	59
	Grades 1-5	78	3	55	20
	Apprentices	11	0	8	3
	Sub Total	350	13	243	94
Total		996	28	719	249
% of Total Responses			2.8%	72.2%	25.0%
% of Valid Data (count = 729)			3.7%	96.3%	

Key Results – in relation to disabilities

The data table above shows that:

- In relation to disability, 75% of data is valid, meaning that this proportion of staff have updated their records with disability data. This is a 2.5% improvement on the previous year's data. We will continue to encourage staff to provide this data to ensure we have a full picture of how disability affects our workforce.

- Where staff have provided this data, it shows that there are 28 members of staff who feel they have a disability, this equates to 3.7% of the valid data.

Where staff tell us that they have a disability, we work with them and Access to Work (an organisation that helps people with disabilities) to make reasonable adjustments to help them conduct their role. Some staff also confirm while they may have a disability (such as a neurodiversity) they do not feel that it has negative impact on their daily lives, so choose not to record it as a disability.

Analysis of staff Sexual Orientation

Data table: Analysis of staff Sexual Orientation

Role	Position	Total	Hetero- sexual	Gay/ Lesbian	Bi- sexual	Self Describe	Other	Prefer not to say	No Data
Operational Staff	Brigade Manager	3	3	0	0	0	0	0	0
	Area Manager	5	4	0	0	0	0	0	1
	Group Manager	13	8	0	0	0	0	0	5
	Station Manager	31	14	2	0	0	0	2	13
	Watch Manager	130	66	3	2	2	0	7	50
	Crew Manager	81	54	3	2	0	1	5	16
	Firefighter	344	240	17	14	0	2	15	56
	Sub Total	607	389	25	18	2	3	29	141
Fire Control Staff	Group Manager	1	0	0	0	0	0	0	1
	Station Manager	2	0	0	0	0	0	0	2
	Watch Manager	11	7	0	0	0	0	0	4
	Crew Manager	7	6	0	0	0	0	0	1
	Firefighter	18	16	0	1	0	0	1	0
	Sub Total	39	29	0	1	0	0	1	8
Support Staff	Grades 12+	49	36	1	0	0	0	0	12
	Grades 6-11	212	147	4	3	0	1	8	49
	Grades 1-5	78	63	0	1	0	1	2	11
	Apprentices	11	9	0	1	0	0	0	1
	Sub Total	350	255	5	5	0	2	10	73
Total		996	673	30	24	2	5	40	222
% of total response			67.6%	3.0%	2.4%	0.2%	0.5%	4.0%	22.3%
% of valid data (count = 774)			87.0%	3.9%	3.1%	0.3%	0.6%	5.2%	

Key Results – in relation to sexual orientation

The data table above shows that:

- Across the Authority, 22.3% of staff have not recorded their sexual orientation, however, this is improving year on year, based on the valid count of 774 (up from 731 the year before).
- We will continue to encourage staff provide this information and the importance of recording it.

- Based on valid data, provided by MF&RS staff:
 - 87.0% of staff reported that they were Heterosexual
 - 3.9% said they were either Gay/Lesbian,
 - 3.1% described themselves as Bisexual,
 - 5.2% preferred not to say
 - 0.9% reported that they were either self-describing or other.

New Starters and Leavers

Data table 5: Analysis of New Starters by Gender

Role	Position	Total	Gender		
			Male	Female	% Female
Operational Staff	Brigade Manager	0	0	0	0.0%
	Area Manager	0	0	0	0.0%
	Group Manager	0	0	0	0.0%
	Station Manager	1	1	0	0.0%
	Watch Manager	1	1	0	0.0%
	Crew Manager	0	0	0	0.0%
	Firefighter	30	27	3	10.0%
	Sub Total	32	29	3	9.4%
Fire Control Staff	Group Manager	0	0	0	0.0%
	Station Manager	0	0	0	0.0%
	Watch Manager	0	0	0	0.0%
	Crew Manager	0	0	0	0.0%
	Firefighter	0	0	0	0.0%
	Sub Total	0	0	0	0.0%
Support Staff	Grades 12+	5	2	3	60.0%
	Grades 6-11	16	10	6	37.5%
	Grades 1-5	20	7	13	65.0%
	Apprentices	7	3	4	57.1%
	Sub Total	48	22	26	54.2%
Total		80	51	29	36.3%

Key Results – New Starters by Gender

Data table 5 shows that during 2024/25:

- There was a total of 80 new employees within MFRS.
 - Of these new starters, they were predominantly men; 51 of the total (63.4%).
 - Concerning Operational (fire fighter) recruitment, there were 3 women, which equated to 9.4% of new recruits.
 - Within Fire Control there were no new starters.
 - Support staff; 26 new starters were women, equal to 54.2%.

Data table: Analysis of Leavers by Gender

Role	Position	Total	Gender		
			Male	Female	% Female
Operational Staff	Brigade Manager	1	1	0	0.0%
	Area Manager	0	0	0	0.0%
	Group Manager	2	1	1	50.0%
	Station Manager	4	4	0	0.0%
	Watch Manager	17	17	0	0.0%
	Crew Manager	1	1	0	0.0%
	Firefighter	27	26	1	3.7%
	Sub Total	52	50	2	3.8%
Control Staff	Group Manager	0	0	0	0.0%
	Station Manager	0	0	0	0.0%
	Watch Manager	0	0	0	0.0%
	Crew Manager	0	0	0	0.0%
	Firefighter	2	0	2	100.0%
	Sub Total	2	0	2	100.0%
Support Staff	Grades 12+	5	3	2	40.0%
	Grades 6-11	23	16	7	30.4%
	Grades 1-5	10	2	8	80.0%
	Apprentices	0	0	0	0.0%
	Sub Total	38	21	17	44.7%
Total		92	71	21	22.8%

Key Results – leavers by Gender

The data table above shows that during 2024/25:

- 92 members of staff left MFRS.
 - Leavers were predominantly men, accounting for 71 (77.2%).
 - Concerning Operational leavers, 2 were women, equating to 3.8%, with 50 or 96.2% men leaving the organisation.
 - Within Fire Control there were 2 leavers, both were women.
 - Support staff; there were 38 leavers, with 17 women, equal to 44.7% of leavers.
 - When leavers and new starters are compared there were proportionally more women joining (36.3%) than leaving (22.8%).

Leavers can complete exit questionnaires and interviews if they wish too, and we act upon any matters that arise from those returns by sharing those questionnaires / interview which contain any recommendations with Senior Managers for that department to implement if feasible/appropriate.

Flexible Working

In total there were 19 requests for flexible working, of which 16 were accepted by the panel.

When analysed by gender; 10 requests were from women and 9 were from men.

When analysed by age, there were:

- 3 requests from staff between the ages of 31-40
- 3 requests from staff between the ages of 41-50
- 3 requests from staff between the ages of 61-70
- 1 request was from a member of staff above the age of 70
- There were 9 requests where the age was unknown

When analysed by ethnicity, the majority of requests (9) were White British or Irish, the remaining 10 were unknown.

6 members of staff stated they were not disabled, with 13 being unknown.

Gender Pay Gap

The gender pay gap reporting obligations are included in the Public Sector Equality Duty (PSED). This section reports on our gender pay gap exercise which is based on data taken as of 31st March 2025. Gender pay gap figures are based on a total of 980³ staff in scope for this exercise; 693 (70.7%) were men and 287 (29.3%) were women.

Measure 1: Mean gender pay gap

This measure is the difference between the mean (average) hourly rates of pay for men and women's full pay for relevant employees. A positive percentage indicates that women are paid less than men and a negative pay gap reflects the opposite.

Data table: Mean Gender Pay Gap 2024/25

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	Previous Pay Gap
All staff	£19.69	£18.05	£1.64	8.3%	8.4%
Operational Staff (inc Fire Control)	£19.58	£18.15	£1.43	7.3%	8.8%
Support staff	£20.04	£17.99	£2.05	10.2%	9.4%

Across the organisation, the mean gender pay gap is 8.3% or £1.64 per hour. For operational staff only, the gap is 7.3% and for support staff the gap is slightly wider at 10.2%.

³ A number of employees weren't included in the Gender Pay Gap Figures because they were not "Full Pay Relevant". This means that, for the reasons detailed below an individual did not receive a full month's salary for the reporting period.

- Staff who joined the service part way through the pay period
- Staff who left the service part way through the pay period
- Staff in receipt of childcare vouchers
- Staff on maternity leave
- Staff with deductions for unpaid leave / jury service
- Staff with deductions for half/no pay due to sickness

When the 2024/25 gender pay gap is compared to the previous year, the table identifies that overall, the gender pay gap has reduced marginally from 8.4% to 8.3%. For Support Staff the gap increased from 9.4% during 2023/24 to 10.2% during 2024/25. For operational staff, the gender pay gap fell from 8.8% during 2023/24 to 7.3% during 2024/25.

The impact of having relatively low numbers of women at higher grades has an important bearing on the overall Gender Pay gap for operational staff and this is being addressed through our Equality Objective 1 – in relation to our Positive Action strategy and the People Plan.

Measure 2. Median gender pay gap

This is the difference between the median hourly rate of pay of men and women full-pay for relevant employees.

Data table: Median Gender Pay Gap 2024/25

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	Previous Pay Gap
All staff	£18.27	£17.58	£0.69	3.8%	3.4%
Operational Staff (inc Fire Control)	£17.89	£17.36	£0.53	3.0%	2.3%
Support staff	£18.79	£17.88	£0.91	4.8%	7.2%

When compared to the median gender pay gap, the difference between men and women staff is narrower, with a 3.8% difference at a MFRA level, a 3% difference for operational staff and 4.8% difference for support staff. In the median comparison we have seen a raise for all staff of 0.4% and for operational staff of 0.7% and a decrease of 2.4% for support staff on the previous year's figures.

Measure 3. Mean bonus gap

This is the difference between the mean bonus paid to men (relevant employees) and that paid to women (relevant employees). This measure is not applicable as there are no bonus payments made to MFRA staff.

Measure 4. Median bonus gap

This is the difference between the median bonus paid to men (relevant employees) and that paid to women (relevant employees). This measure is not applicable as there are no bonus payments made to MFRA staff.

Measure 5. Bonus proportions

The proportions of men and women relevant employees who were paid bonus pay during the relevant period. This measure is not applicable as there are no bonus payments made to MFRA staff.

Measure 6. Quartile⁴ pay bands

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

Quartile pay bands

Data table: Quartile Pay Bands 2024/25

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# of males	%	# of females	%
4. Upper	£20.77	£92.89	191	78.0%	54	22.0%
3. Upper Middle	£17.89	£20.77	177	72.2%	68	27.8%
2. Lower Middle	£17.19	£17.89	191	78.0%	54	22.0%
1. Lower	£8.59	£17.19	134	54.7%	111	45.3%

The table identifies that the gender pay gap within quartiles 2 (Lower Middle) and 3 (Upper Middle), the hourly rates are very similar; suggesting that pay parity is close between men and women, within these two quartiles, with a 5.8% difference between the two. Within the Lower quartile there is a difference between hourly rates of £8.60, this increases in the Upper quartile (where there is a difference of £72.12 between hourly rates).

⁴ If a set of data is split into 4 equal parts, then each part is a quartile. The Lower / 1st Quartile is the first quarter of a dataset, the Lower Middle / 2nd Quartile is the equivalent of the Median, the Upper Middle / 3rd Quartile is the 3rd Quarter of a dataset and the Upper / 4th Quartile is the final quarter of the dataset.

Ethnicity Pay Gap

The ethnicity pay gap reporting obligations are included in the Public Sector Equality Duty (PSED). This section reports the ethnicity pay gap based on data taken as of 31st March 2025. Ethnicity pay gap figures are based on a total of 980⁵ staff in scope for this exercise; 905 (92.3%) were White British / Irish and 75 (7.7%) were from an Ethnic Minority background.

Measure 1: Mean ethnicity pay gap

This measure is the difference between the mean (average) hourly rates of pay for White British/Irish and an Ethnic Minority full pay relevant employees. A negative percentage indicates that Ethnic Minority staff are paid more than White British/Irish and a positive pay gap reflects the opposite.

Data table: Mean Ethnicity Pay Gap 2024/25

Staff group	White British/Irish hourly pay £	Ethnic Minority hourly pay £	Pay gap £	Pay gap %	Previous Pay Gap
All staff	£19.29	£18.25	£1.04	5.4%	6.1%
Operational Staff (inc Fire Control)	£19.44	£18.17	£1.27	6.5%	6.0%
Support staff	£19.03	£18.47	£0.56	2.9%	6.7%

Across the organisation, the mean ethnicity pay gap is 5.4% or £1.04 per hour, this is an improvement on the previous where the gap was 6.1%. For operational staff only, the gap is 6.5%, a slight increase of 0.5% on the previous year. For support staff the gap has dropped significantly to 2.9% which is a drop of 3.8% on the previous year.

⁵ A number of employees weren't included in the Gender Pay Gap Figures because they were not "Full Pay Relevant". This means that, for the reasons detailed below an individual did not receive a full month's salary for the reporting period.

- Staff who joined the service part way through the pay period
- Staff who left the service part way through the pay period
- Staff in receipt of childcare vouchers
- Staff on maternity leave
- Staff with deductions for unpaid leave / jury service
- Staff with deductions for half/no pay due to sickness

Measure 2. Median Ethnicity pay gap

This is the difference between the median hourly rate of pay of ethnic minority staff and White British/Irish full-pay relevant employees.

Data table: Median Ethnicity Pay Gap 2024/25

Staff group	Non Ethnic Minority hourly pay £	Ethnic Minority hourly pay £	Pay gap £	Pay gap %	Previous Pay Gap
All staff	£17.92	£17.29	£0.63	3.5%	0.9%
Operational Staff (inc Fire Control)	£17.75	£17.19	£0.56	3.2%	1.4%
Support staff	£18.27	£17.88	£0.39	2.1%	0.0%

When compared to the mean ethnicity pay gap, the difference between White British/Irish and Ethnic Minority staff is narrower, with a 3.5% difference at a MFRA level, 3.2% for operational staff and 2.1% for support staff. When compared to the previous year, the gap has increased for all three cohorts.

Measure 3. Mean bonus gap

This is the difference between the mean bonus paid to White British/Irish relevant employees and that paid to Ethnic Minority relevant employees. This measure is not applicable as there are no bonus payments made to MFRA staff.

Measure 4. Median bonus gap

This is the difference between the median bonus paid to White British/Irish relevant employees and that paid to Ethnic Minority relevant employees. This measure is not applicable as there are no bonus payments made to MFRA staff.

Measure 5. Bonus proportions

The proportions of White British/Irish and Ethnic Minority relevant employees who were paid bonus pay during the relevant period. This measure is not applicable as there are no bonus payments made to MFRA staff.

Measure 6. Quartile⁶ pay bands

The proportions of White British/Irish and Ethnic Minority full-pay relevant employees in the Lower (1), Lower Middle (2), Upper Middle (3) and Upper (4) quartile pay bands.

Quartile pay bands

Data table: Quartile Pay Bands 2024/25

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# Non-Ethnic Minority	%	# Ethnic Minority	%
4. Upper	£20.77	£92.89	230	93.9%	15	6.1%
3. Upper Middle	£17.89	£20.77	231	94.3%	14	5.7%
2. Lower Middle	£17.19	£17.89	219	89.4%	26	10.6%
1. Lower	£8.59	£17.19	225	91.8%	20	8.2%

The table identifies that the gender pay gap within quartiles 2 (Lower Middle) and 3 (Upper Middle), the hourly rates are very similar; suggesting that pay parity is close between white British and ethnic minority staff, within these two quartiles. Within the Lower quartile there is a difference between hourly rates of £8.60, this increases in the Upper quartile (where there is a difference of £72.12 between hourly rates).

Drivers for change within our Gender and Ethnicity Pay Gaps

Gender and ethnicity pay gaps are affected by a number of impacts could these include:

- Many organisations are likely to see more women choosing to work part-time, to accommodate family and caring responsibilities.
- Women are more likely to take career interruptions or choose not to apply for progression because of the potential impact on family and childcare.

⁶ If a set of data is split into 4 equal parts, then each part is a quartile. The Lower / 1st Quartile is the first quarter of a dataset, the Lower Middle / 2nd Quartile is the equivalent of the Median, the Upper Middle / 3rd Quartile is the 3rd Quarter of a dataset and the Upper / 4th Quartile is the final quarter of the dataset.

- Changes in workforce composition can have a significant impact when working with small numbers such as number the female firefighters or ethnic minority staff. These changes can significantly affect the pay gap.
- Figures will expand before contracting as women and ethnic minority staff progress through an organisation.
- It takes significant time for staff to progress from recruit firefighter to competent firefighter and then to progress up the ranks. This means it will be a number of years before significant changes within the pay gaps are reported.

Home Fire Safety Checks 2024 – 25 (HFSC)

The following data tables below show the number of HFSC's conducted by our operational staff during the period 1st April 2024 to 31st March 2025 (these figures were correct on the date of extraction (10th June 2025)), from the Service's information management system⁷.

Data table: HFSC's conducted by Operational Crews by Ethnicity

Ethnicity	2024/25 Total Visits	% Overall	% Omitting "PNTS"	% of Merseyside Resident Population	% of Over 65 Population
White - British	45,188	88.2%	94.2%	87.3%	95.6%
White - Irish	178	0.3%	0.4%	0.9%	1.3%
White - Other	635	1.2%	1.3%	3.4%	0.8%
Asian - Bangladeshi	34	0.1%	0.1%	0.3%	0.1%
Asian - Chinese	199	0.4%	0.4%	0.9%	0.5%
Asian - Indian	311	0.6%	0.6%	0.8%	0.3%
Asian - Other	161	0.3%	0.3%	0.8%	0.1%
Asian - Pakistani	78	0.2%	0.2%	0.3%	0.1%
Black - African	419	0.8%	0.89%	1.1%	0.2%
Black - Caribbean	70	0.1%	0.1%	0.2%	0.1%
Black - Other	112	0.2%	0.2%	0.2%	0.1%
Mixed - Other	103	0.2%	0.2%	0.6%	0.1%
Mixed - White & Asian	95	0.2%	0.2%	0.5%	0.1%
Mixed - White & Black African	57	0.1%	0.1%	0.5%	0.1%
Mixed - White & Black Caribbean	49	0.1%	0.1%	0.5%	0.1%
Other Ethnic Group	305	0.6%	0.6%	1.5%	0.3%
<i>Prefer not to say</i>	3,248	6.3%			
Total	51,242	100.0%			

Key Results – HFSC Equality data for Ethnicity

The data table above identifies that:

- On 6.3% of occasions the occupier did not state their ethnicity.

⁷ Please note both Home Fire Safety Check and Safe and Well performance figures contained within this report differ to those published in the Service Delivery Plan. When a high-risk re-visit occurs this overwrites the pre-existing visit – therefore when the data is refreshed; visits that were recorded in the previous year now have an updated visit date and therefore no longer appear in historical data.

- 88.2% of our HFSCs have been conducted in homes where the resident identifies as White British, if Prefer not to say is omitted, then this increases to 94.2%.
- 4.2% of HFSC have been carried out in homes where the resident identifies as non-white compared to a Merseyside population of 8.3%, however given that HFSC's are targeted at the over 65 population the 3.8% is in fact an over performance as according to the 2021 Census the over 65 Merseyside non-white population is 2.2%.

Data table: HFSC's Conducted by Operational Crews by Religion

Religion	2024/25	% Overall	% Omitting "PNTS"	% of Merseyside Resident Population
Christian	26,835	52.4%	62.5%	59.8%
Atheist / None	12,114	23.6%	28.2%	31.0%
Other	3,359	6.6%	7.8%	0.4%
Muslim	350	0.7%	0.8%	2.4%
Jewish	38	0.1%	0.1%	0.2%
Buddhist	64	0.1%	0.1%	0.3%
Hindu	126	0.2%	0.3%	0.5%
Sikh	25	0.0%	0.1%	0.1%
<i>Unknown</i>	8,331	16.3%		5.3%
Total	51,242	100.0%		

Key Results – HFSC Equality Data for Religion

The data table above identifies that at the time the data was extracted from the MFRS information management system:

- On 16.3% of occasions the occupier did not state their religion which is a slight improvement on the previous year (16.4%).

Based on valid data i.e. omitting the Prefer not to say category:

- 62.5% of responses indicated that they were of the Christian faith
- 28.2% were Atheist or had no religion
- Judaism, Buddhism, Islam, Hindu, and Sikh accounted for 1.4% of valid data
- The remaining 8.7% indicated other (data is not available to explore further)

We are working to improve the number of responses we get when we ask people about their ethnicity and religion and we are confident that our continued efforts to introduce more diversity into our workforce (including actions in our Community Risk Management and People Plans), plus providing more information to explain why we want this data and further guidance for staff will help improve these responses.

Safe and Well Visits 2024 – 25 (S&W)

The following data tables represent the number of Safe and Well visits conducted by our Prevention team during the period 1st April 2024 to 31st March 2025 (these figures were correct on the date of extraction (10th June 2025)), from the Service's information management system.

Data table: Safe and Well Visits conducted by Prevention Team by Ethnicity

Ethnicity	2024/25 Total Visits	% Overall	% Omitting "PNTS"	% of Merseyside Resident Population	% of Over 65 Population
White - British	9,813	91.1%	94.5%	87.3%	95.6%
White - Irish	70	0.6%	0.7%	0.9%	1.3%
White - Other	111	1.0%	1.1%	3.4%	0.8%
Asian - Bangladeshi	14	0.1%	0.1%	0.3%	0.1%
Asian - Chinese	42	0.4%	0.4%	0.9%	0.5%
Asian - Indian	39	0.4%	0.4%	0.8%	0.3%
Asian - Other	28	0.3%	0.3%	0.8%	0.1%
Asian - Pakistani	16	0.1%	0.2%	0.3%	0.1%
Black - African	73	0.7%	0.7%	1.1%	0.2%
Black - Caribbean	13	0.1%	0.1%	0.2%	0.1%
Black - Other	23	0.2%	0.2%	0.2%	0.1%
Mixed - Other	21	0.2%	0.2%	0.6%	0.1%
Mixed - White & Asian	22	0.2%	0.2%	0.5%	0.1%
Mixed - White & Black African	17	0.2%	0.2%	0.5%	0.1%
Mixed - White & Black Caribbean	31	0.3%	0.3%	0.5%	0.1%
Other Ethnic Group	46	0.4%	0.4%	1.5%	0.3%
<i>Prefer not to say</i>	394	3.7%			
Total	10,773	100.0%			

Key Results – Safe and Well Equality data for Ethnicity

The data table above identifies that:

- On 3.7% of occasions the occupier did not state their ethnicity.

- 91.1% of Safe and Well visits have been conducted in homes where the resident identifies as White British, this increases to 94.5% if prefer not to say data is omitted
- 3.7% of Safe & Well visits have been conducted in homes where the resident identifies as Ethnic Minority compared to a Merseyside population of 8.3%. It should be noted that Safe and Well visits primarily target the over 65 population, according to the 2021 Census, the over 65 Ethnic Minority population 2.27% of the total, therefore the 3.8% achieved is an over performance.

Data table: Safe and Well Visits Conducted by Prevention Team by Religion

Religion	2024/25	% Overall	% Omitting "PNTS"	% of Merseyside Resident Population
Christian	6,607	61.3%	65.7%	59.8%
Atheist / None	3,199	29.7%	31.8%	31.0%
Other	94	0.9%	0.9%	0.4%
Muslim	108	1.0%	1.1%	2.4%
Jewish	13	0.1%	0.1%	0.2%
Buddhist	22	0.2%	0.2%	0.3%
Hindu	19	0.2%	0.2%	0.5%
Sikh	1	0.0%	0.0%	0.1%
Unknown	710	6.6%		5.3%
Total	10,773	100.0%		

Key Results – Safe and Well Equality Data for Religion

The data table above identifies that at the time the data was extracted from the MFRS information management system:

- On 6.6% of occasions the occupier did not state their religion.

Based on valid data:

- 65.7% of people responding indicated that they were of the Christian faith
- 31.8% were Atheist or had no religion.
- Judaism, Buddhism, Islam, Hindu, and Sikh accounted for 1.6% of valid data
- 0.9% indicated other (data is not available to explore further).

Youth Education Team

King's Trust Summary

During 2024/25 there was a total of 96 attendees on our Kings Trust courses.

Data table: Kings Trust Attendees by Age and Gender

Age	Total	Gender			% Female
		Male	Female	Other	
16	24	14	9	1	37.5%
17	21	12	8	1	38.1%
18	11	4	7		63.6%
19	10	7	3		30.0%
20	10	8	2		20.0%
21	8	4	4		50.0%
22	5	3	2		40.0%
23	3	3			0.0%
24	3		3		100.0%
25	1	1			0.0%
26	0				0.0%
Total	96	56	38	2	39.6%
%		58.3%	39.6%	2.1%	

Key Results – Kings Trust Attendees by Age and Gender

The data table above identifies:

- There were more male attendees than female, with 58.3% being male
- The most populous age for attending the course was 16 with 24 attendees. The age of 17 was the second most common.

When analysing Kings Trust data further:

- 92.7% (89) of attendees were White British
- 70.8% (68) were Heterosexual, 19.8% (19) were LGBT and 9.4% (9) preferred not to say
- 77.1% (74) of attendees considered themselves to have some kind of disability
- 72.9% (70) of attendees had no religion, 16.7% (16) were Christian, 1% (1) was a Muslim. 9.4% (9) preferred not to say

Fire Cadets Summary

During 2024-25 there was a total of 54 attendees participating in our Fire Cadet groups.

When broken down by gender⁸:

- 70.4% of attendees were male
- 29.6% of attendees were female

When analysed by ethnicity, the following was identified:

- The majority of attendees were White British (52 attendees)
- 2 attendees were white other.

11 attendees were disabled to some degree

The breakdown of ages is as follows:

- 4 attendees were 13 years old
- 11 attendees were 14 years
- 14 attendees were 15 years
- 13 attendees were 16 years
- 12 attendees were 17 years

Beacon Course Summary

During 2024/25 there was a total of 241 attendees participating in our Beacon Courses.

When broken down by gender:

- 57.3% (138) of attendees were male
- 42.7% (103) of attendees were female

⁸ At the time of writing this report the details of 1 attendee were unknown

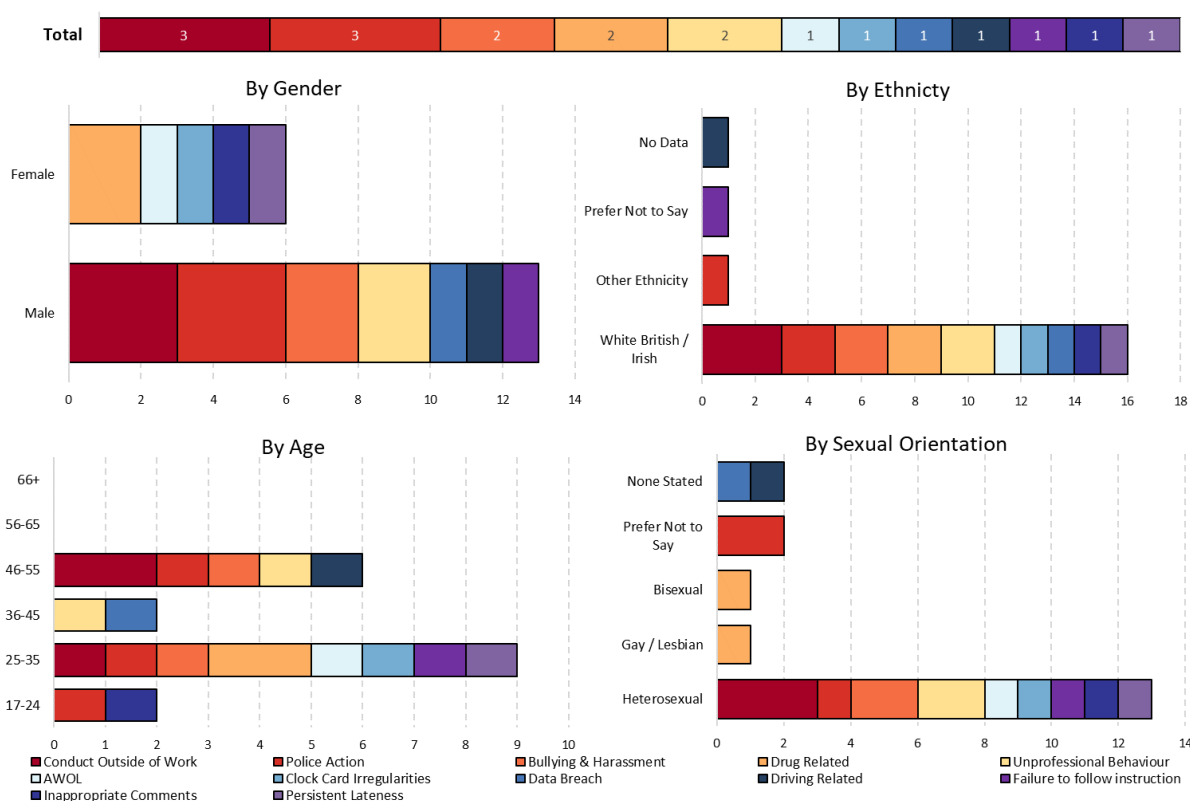
When broken down by age

- Most participants were in the 10-year-old group with 109 attendees
- Followed by 9-year-olds with 90 attendees

Staff Discipline Cases

During 2024/25 there was a total of 19 disciplinary cases, this is higher than the five-year average of 15.5 per year. The following section analyses this data by gender, age, ethnicity, and sexual orientation - as well as reference to the reasons for and outcomes from the disciplinary cases.

Data chart: Disciplinary cases by cause and protected characteristic



Key Results – Disciplinary cases by cause and protected characteristic

The data chart above shows that during 2024/25:

- The most common disciplinary cases were related to police action or conduct outside of work with 3 each.

When looking at the disciplinary cases by gender:

- 13 (68.4%) were related to men
- 6 (31.6%) were related to Women

When comparing the disciplinary cases by age:

- There were 0 cases involving an employee above the age of 56
- 2 cases involved 17-24 year olds
- 9 cases involved 25-35 year olds
- 2 cases involved 36-45 year olds
- 6 cases involved 46-55 year olds

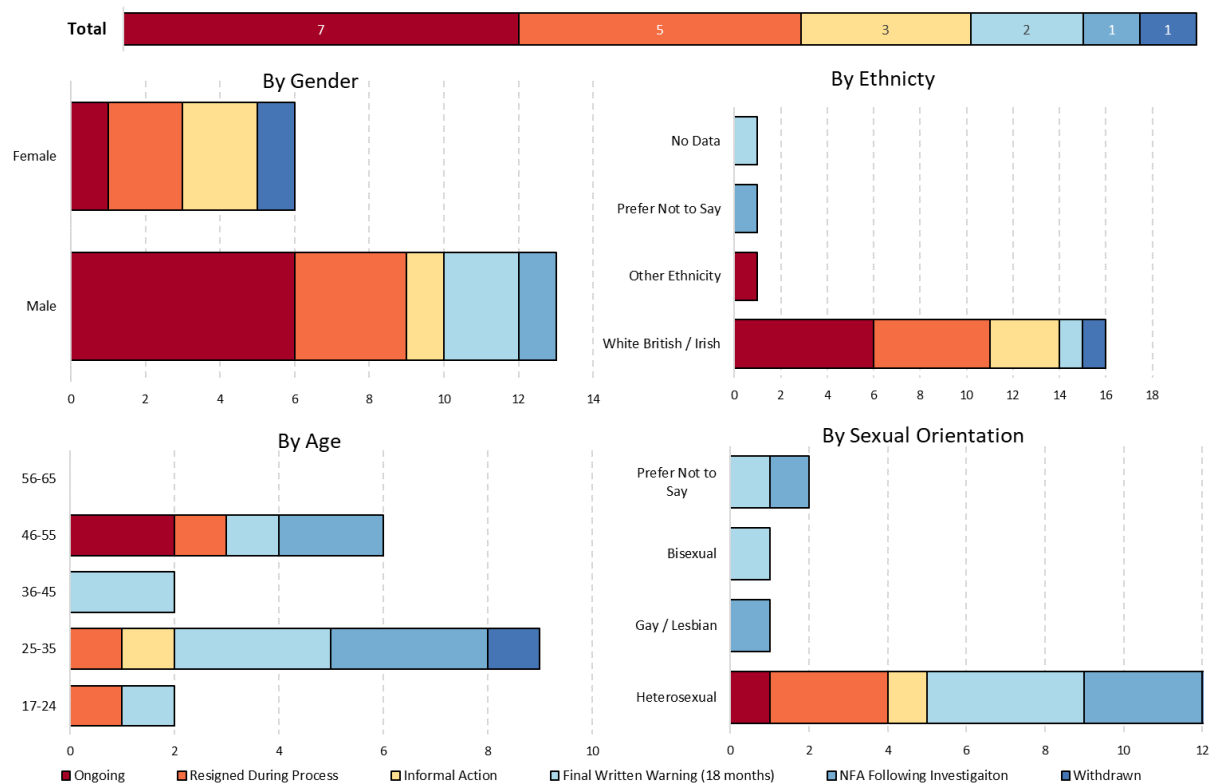
Concerning Ethnic Origin:

- 16 were White British / Irish
- 1 was another ethnicity
- 1 preferred not to say
- 1 had no available data

Concerning sexual orientation:

- 13 cases involved heterosexual people
- 1 person identified as Gay / Lesbian
- 1 person was identified as bisexual
- 2 people preferred not to say
- 2 cases had no available data

Data chart: Disciplinary cases by outcome and protected characteristic

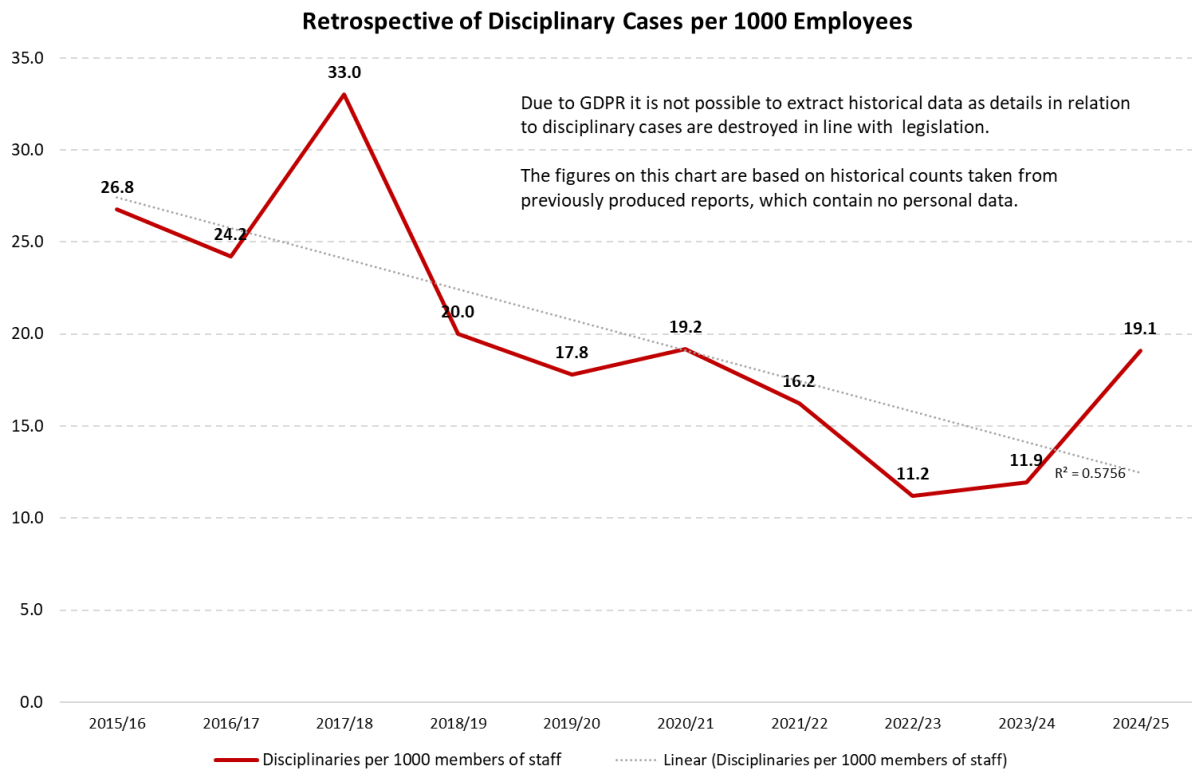


Key Results – Disciplinary cases by outcome and protected characteristics

The data chart above shows the Disciplinary cases by outcome and protected characteristics and shows that:

- 7 cases are still ongoing
- 5 resigned during the process
- 3 involved informal action
- 2 were issued with a final written warning
- 1 involved no further action
- 1 was withdrawn

Data chart: Retrospective Disciplinary cases, per 1000 Employees



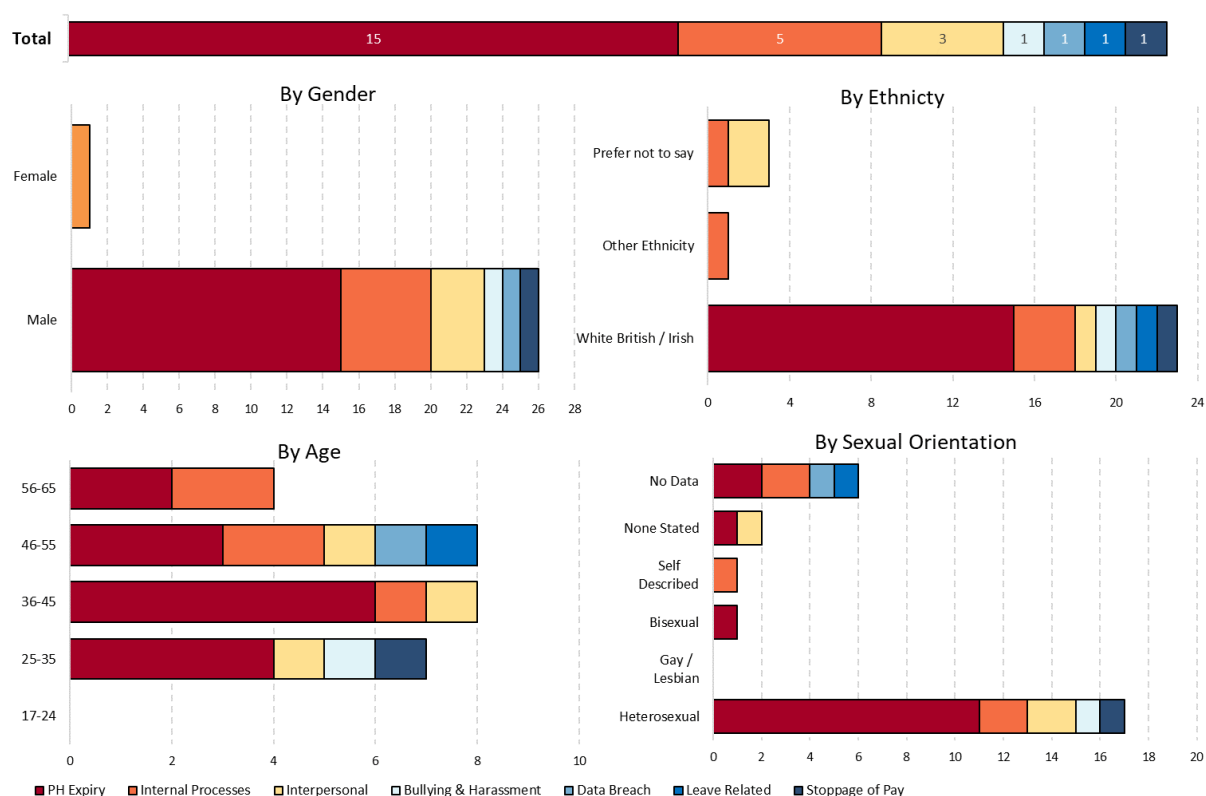
Key results – Retrospective of Disciplinary cases per 1000 employees

The data chart above shows that over the 10-year period (2015/16 – 2024/25), the number of disciplinary cases per 1000 members of staff has gradually fallen overall. With the increase in 2017/18 showing 33 cases and the increase during 2024/25, (total of 19 cases) we will continue to monitor this to see if this is a reoccurring trend or a one off.

Staff Grievance

During 2024/25 there were 27 reported grievances, which is lower than the five-year average of 30 grievances per year. 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.

Data chart: Grievances by cause and protected characteristic



Key Results – Grievances by cause and protected characteristic

The data chart above shows that during 2024/25:

- 15 cases involved public holiday (PH) leave
- 5 were process related
- 3 cases involved interpersonal issues
- Data breach, bullying and harassment, leave and stoppage of pay had 1 case each

When looking at the grievances by gender:

- The majority were from males (26)
- 1 was from a female

When grievances are split by age:

- 9 grievances involved 25-35 year olds
- 6 cases involved 36-45 year olds
- 8 cases involved 46-55 year olds
- 4 cases involved 56-65 year olds

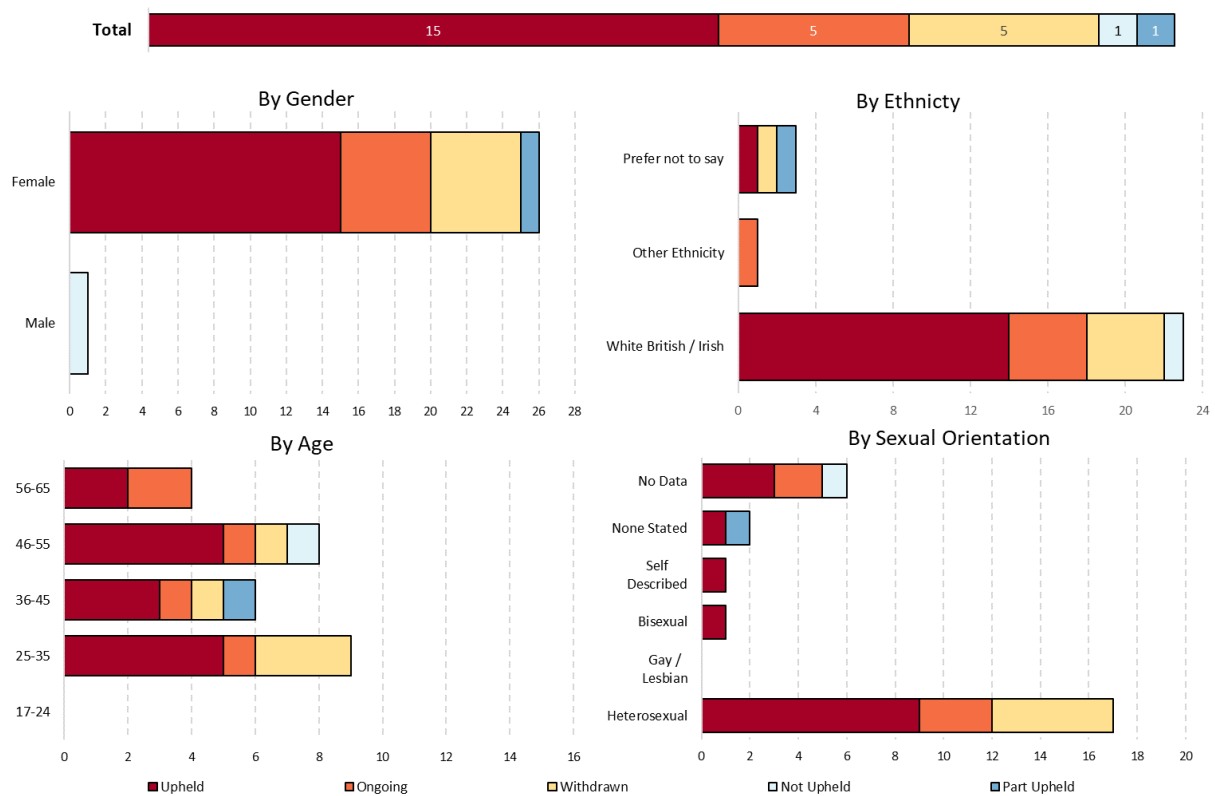
Taking ethnicity into account:

- 23 grievances were raised by staff who were White British/Irish
- 1 was from an individual of other ethnicity
- 3 preferred not to say

Concerning sexual orientation, less information was available. Of the valid data:

- 17 were heterosexual
- 1 were Gay / Lesbian
- 1 self-identified
- 2 preferred not to say

Data chart: Grievance Outcomes by Protected Characteristic

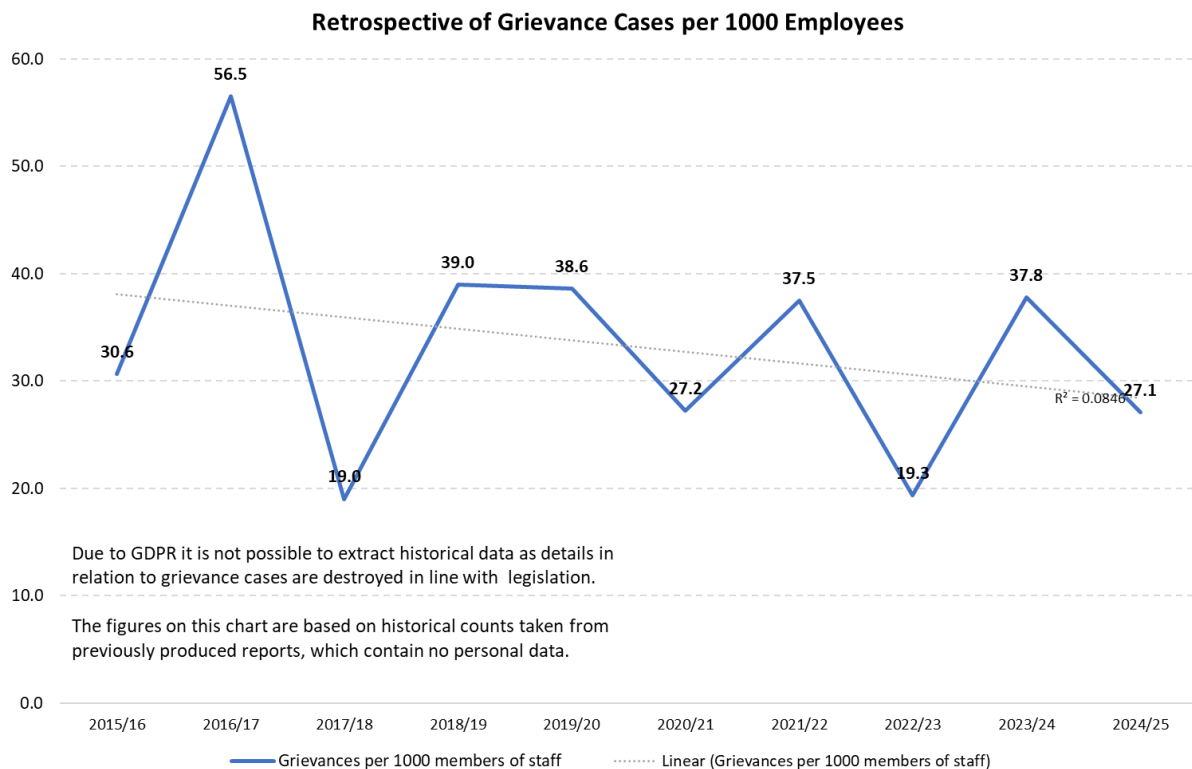


Key Results – Grievance outcomes by protected characteristic

The data chart above shows that concerning outcomes

- 15 were upheld, with a further 1 being partially upheld
- 5 are still ongoing
- 5 were withdrawn
- 1 was not upheld

Data chart: Retrospective of Grievance cases per 1000 Employees



Key results: Retrospective of Grievance cases per 1000 employees

The data chart above shows that whilst there is evidence to suggest that disciplinary cases have fallen over the 10-year period (2015/16 – 2024/25), grievance cases haven't seen the same reduction. The data suggests that grievances fluctuate year by year, with a narrow downward trend.

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