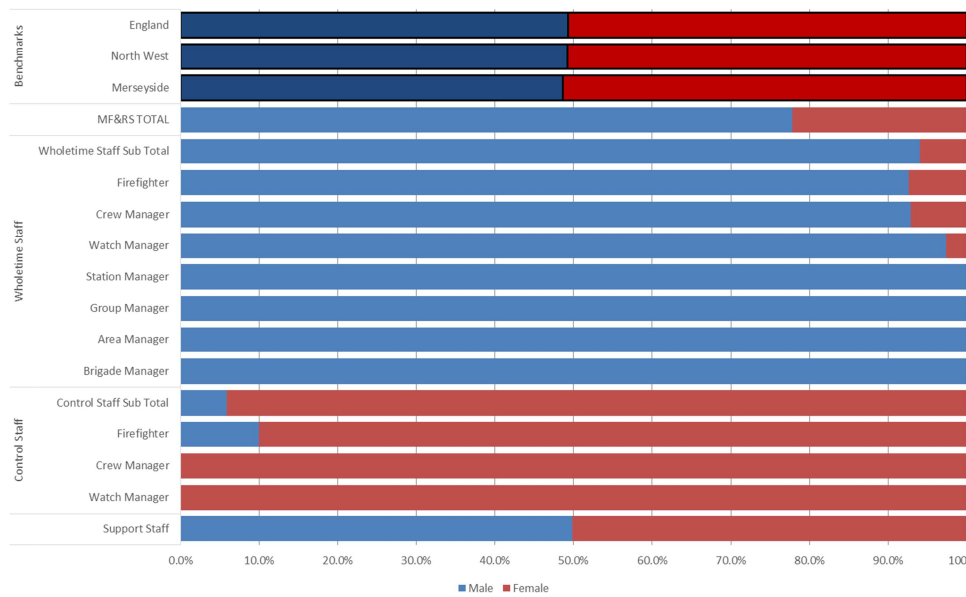


Workforce and Employment Data – 31st March 2016 - Benchmarking

Comparison of Gender balance, comparing MFRA staffing to Official ONS¹ Population %'s²

Gender Comparison of MFRA Staffing by Rank and Category, Against Population Benchmarks



The chart compares the proportions of MFRA employees by gender and rank. As a means of comparison the chart also benchmarks the staff data with the: local, regional and national gender splits.

The chart identifies that within wholetime “uniform” staff – regardless of rank - males dominate. For Control Staff, the opposite is true with proportionally more females than males.

Only Support Staff (Non Uniform) come close to the benchmarks with an approximate 50/50 split, between male and female.

Comparison of %'s of female staff by FRS and rank - based on HO Operational Statistics – 2015/16

Location	Total Staff		Total firefighters		Fire Control		Support Staff	
	% female	Rank	% female	Rank	% female	Rank	% female	Rank
Tyne & Wear FRS	19.02%	1 ♂	6.88%	1 ♂	71.88%	4	54.89%	2 ♀
Merseyside FRS	19.01%	2 ♀	6.07%	3 ♀	93.94%	1 ♀	50.00%	5
West Midlands FRS	18.96%	3 ♀	5.43%	5	91.23%	2 ♀	54.47%	3 ♀
South Yorkshire FRS	16.78%	4	5.60%	4	70.37%	5	47.50%	6
Greater Manchester FRS	16.26%	5	2.17%	7	-	-	56.01%	1 ♀
West Yorkshire FRS	14.34%	6	4.13%	6	65.85%	6	52.08%	4
London FB	13.33%	7	6.85%	2 ♀	76.70%	3 ♀	44.90%	7
England (Baseline)	14.56%		4.98%		75.67%		51.34%	

The table identifies that when compared to other Metropolitan FRS, Merseyside has the second highest ratio of female to male staff with 19.01% overall.

When compared against the rate for FRS's in England, Merseyside is well ahead of the national FRS rate of 14.56%

Further Comparisons - based on HO Operational Statistics – 2015/16

FRS	% BME ³		Age Related Data					
	BME Workforce %	Local BME / Non White%	Average Age	Rank	% aged between 16-24	Rank	% aged above 56	Rank
Greater Manchester FRS	3.98%	16.19%	42	1 ♂	3.25%	1 ♀	3.94%	1 ♀
London FB	14.74%	40.21%	42	1 ♀	1.10%	5	4.78%	2 ♀
Tyne & Wear FRS	1.83%	6.53%	44	6	0.22%	7	5.50%	3 ♀
South Yorkshire FRS	3.43%	9.37%	42	1 ♀	1.21%	3 ♀	5.74%	4
West Yorkshire FRS	3.82%	18.25%	43	5	1.07%	6	6.03%	5
West Midlands FRS	10.02%	29.87%	42	1 ♀	1.19%	4	6.37%	6
Merseyside FRS	3.89%	5.49%	45	7	1.23%	2 ♀	7.00%	7
England FRS	4.35%	14.03%	42		3.16%		6.74%	

The chart above compares a BME populations against FRS workforce as well as further analysis concerning the age ranges in each FRS under consideration.

From a BME perspective though Merseyside has a comparatively low Non White (BME) workforce with 3.89%, it is very close to matching the level of BME % of Merseyside as a whole with 5.49%.

Taking age into consideration, Merseyside performs poorly concerning Average Age, as the FRS has the highest % of employees above the age of 56. However Merseyside performs well in the 16-24 age group.

¹ Glossary: ONS = Office for National Statistics. HO = Home Office. BME = Black and Minority Ethnic. FRS = Fire & Rescue Service

² Male and female populations based on Mid 2015 Population Estimates – Office for National Statistics

³ Based on Census 2011 figures – Office for National Statistics. Please note: HO Figures group all white ethnicities into one, meaning that non British White people are counted within this figure.