



Equality Analysis of Workforce and Employment Data as of 31st March 2018

STRATEGY & PERFORMANCE DIRECTORATE

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Sign-Off List

Name	Position
DCFO Garrigan	Chief Fire Officer
Deb Appleton	Director of Strategy & Performance
Wendy Kenyon	Equality & Consultation Manager
Strategic Equality Group	All Members

Distribution List

Name	Position	I / R
Diversity Action Group		
Strategic Management Group		
Public sharing for Equality Website and Portal		

Related Documents

Ref No.	Title	Author	Version & Date
1.0	Equality Analysis of Workforce and Employment Data as of 31st March 2017	J Fielding, W Kenyon	1.3 22/08/2017

Ownership

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If Yes please state URL: TBC Awaiting authorisation from Strategic Equality Group

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1. Agreement

For the purpose of this report, the following agreement was made between the client and the Strategy and Performance Directorate. This work was requested by Wendy Kenyon, Diversity and Consultation Manager.

The Manager¹ has approved this report/ piece of work can be undertaken by the Strategy and Performance Directorate.

If the scope of the work changes, authorisation must be again obtained and would be noted within the version control document sheet.

Note: The final report, which will always be in PDF format, will be finalised in June 2018 for publishing on the Merseyside Fire & Rescue Authority Website and Portal to meet the Public Sector Equality Duty requirements.

2. Summary

The purpose of this report is to provide equality analysis of workforce data held by Merseyside Fire & Rescue Authority (MF&RA) to meet the requirements of the Equality Act 2010, Public Sector Equality Duty. The report will subsequently be published on the Merseyside Fire & Rescue Authority website and intranet portal to demonstrate our compliance with the specific duties set out in **Appendix A**.

3. Introduction

The introduction of the Public Sector Equality Duty (PSED) in 2011 requires Public Bodies to publish equality information pertaining to the makeup of its workforce on an annual basis. **Appendix A**, sets out the equality duty in more detail.

¹ Deb Appleton

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
- Discipline, Grievance cases and Employment Tribunals
- Career Breaks and Flexible Working Requests
- Gender pay gap
- Data from Fire Cadets and Princes Trust participants

Note: Where information exists to benchmark, this has been done against the report provided during June 2016 by the National Joint Council – Circular NJC/6/16 “Inclusive Fire Service – Cultural & Behavioural Survey – Final Report”².

MF&RA has a number of Equality Objectives that we have adopted to help us achieve our PSED; these can be found at appendix F and are referenced throughout this document.

4. Methodology

Figures used in this report have been extracted from the MyView system.

The data provided by People and Organisational Development was anonymised and analysed using Microsoft Excel 2013.

Data is correct as of **31/03/2018**.

Only valid data has been analysed, any gaps in the data have been identified using the “Not Stated” classification. When “Not Stated” data

² It should be noted that this benchmarking is for Operational Staffing only, an alternative benchmark is available using Home Office data for 2016/17 (2017/18 data has not been published at the time of writing this report) is available in Appendix C.

is removed from the overall count, a valid percentage has been calculated.

Due to data being extracted from different systems - with differing configurations, the descriptors (particularly for age bands) can differ.

Gender pay gap data is based on the following method:

All members of staff who were full time employment as at 31/3/2018

except the following have been included in calculations:

- Secondary contracts for out of hours cover e.g. tender drivers, workshops, and marine unit.
- Individual payments for the incidents that staff have attended whilst retained. On call - retained payments are included.

Contracts are an area that needs to be considered more widely by the sector as to the way in which those calculation re dealt with for the purposes of gender pay gap reporting. ACAS and LGA guidance have not covered rules of application around working hours - due to recent working time regulation case law.

- Staff who were paid less than their full time salary that month have been excluded in line with government guidelines (e.g. unpaid leave, career break, maternity or sickness reductions in pay)

Salary sacrifice has been included in the pay calculations, we feel to remove it would make the figures appear disproportionate for either gender.

For the quartile analysis of pay bands please note that the lower quartile is based on the Apprentice Rate (the lowest hourly rate for a contractual 35 hour a week member of staff is grade 2, and upper quartile is based on a 48 hour week.

No performance related bonuses are paid to staff, therefore three of the gender pay gap reporting requirements are not reportable (mean, median and proportion for bonus payments).

5. Executive Summary

The purpose of this report is to provide equality analysis of workforce data held by Merseyside Fire & Rescue Authority (MF&RA) 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 2015/16 to 2017/18 in relation to the number of staff in post during that period.

The total number of staff employed by Merseyside Fire & Rescue Authority has fallen from 1045 in 2015/16 to 999 as at 31st March 2018, a reduction of 46, or 4.4%.

The section highlights the key changes from 2015/16 in relation to staff in post by group:

In relation to the total workforce;

- The percentage of Watch Managers has fallen from 14.6% during 2015/16 to 13.0% during 2017/18.
- The percentage of fire-fighters has fallen from 46.6% during 2015/16 to 43.8% during 2017/18.
- Control staff decreased slightly from 3.3% (34) during 2015/16 to 3.2% (32) during 2017/18.
- The percentage of support staff has increased from 30.3% (317) during 2014/15 to 33.5% (335) during 2017/18.
- Over the three year period, the proportion of operational personnel as a whole has fallen from 66.4% to 63.3%.

The analysis of protected staff across all groups identifies that the count of male staff between 2015/16 and 2017/18 has fallen by 7.6% (62 staff). By contrast the number of females working for Merseyside Fire & Rescue

Authority has increased overall by 6.9% (16). Data has shown that there has been a slight fall in the number of Black Asian Minority Ethnic (BAME) staff over the same three year period. The number of staff who have disclosed their sexual orientation as Lesbian Gay Bisexual or Transgender (LGBT) has doubled from 9 to 18 since 2016/15.

When reviewing the workforce equality data by gender the following observations are made:

- Overall females make up 24.8% (248) of the total staffing at Merseyside Fire & Rescue Authority, a slight increase over the three year period from 22.2% seen during 2015/16.
- Operational staff have a gender split of 92.1% (582) males to 7.9% females (50), which is marginally higher than the UK FRS female FF average of 5%³.

When looking at our staffing by age the breakdown of our current staff is as follows

- 51% (171) of all support staff are aged 46-66+
- 39% (131) of current support staff are aged 25-45
- 27 members of support staff are aged under 24; this is the highest proportion of this age group in the whole organisation.

It is important to note that there has been a change in data collection between 2014/15 and 2016/7 which has seen Merseyside Fire & Rescue Authority move to a self-service system for updating our personal records. This appears to have resulted in a reduction of approximately 70% of staff providing their equality monitoring information for Disability, Ethnicity, Religion and Sexual Orientation.

³ Source: Fire and rescue authorities: operational statistics bulletin for England 2015 to 2016 – Home Office

All staff sexual orientation shows that (including prefer not to say) only 37.3% of staff have declared their sexual orientation, however this is a notable improvement on 2016/17 where 27.3% of staff declared their sexual orientation.

Merseyside Fire & Rescue Authority have carried the gender pay gap analysis for 2017/18, using data as at 30th March 2018. Our gender pay gap figures are based on a total of 940⁴ staff in scope for this gender pay exercise, 712 (75.7%) were male and 228 (24.3%) were female.

Across the organisation, the mean gender pay gap is -11.7% or £1.77 per hour compared to -12.1% for 2016/17 a positive difference of 0.4%.

⁴ A number of employees weren't included in the gender pay gap figures because they were not "Full Pay Relevant". This means that for some reason, 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

6. Detailed Results

Introduction

The following sections provide detailed charts and tables and also provide an narrative analysis. They also, where possible , provide opportunities to compare 2017/18 with National Joint Council bench marks taken from this document [\(Insert link to bench mark data\)](#)

6.1 Analysis of the Workforce from – 2015/16 to 2017/18

The chart below provides an overview of the last three years data in relation to the numbers of staff in post.

Chart 1: Staffing figures at MF&RA from 2015/16 to 2017/18

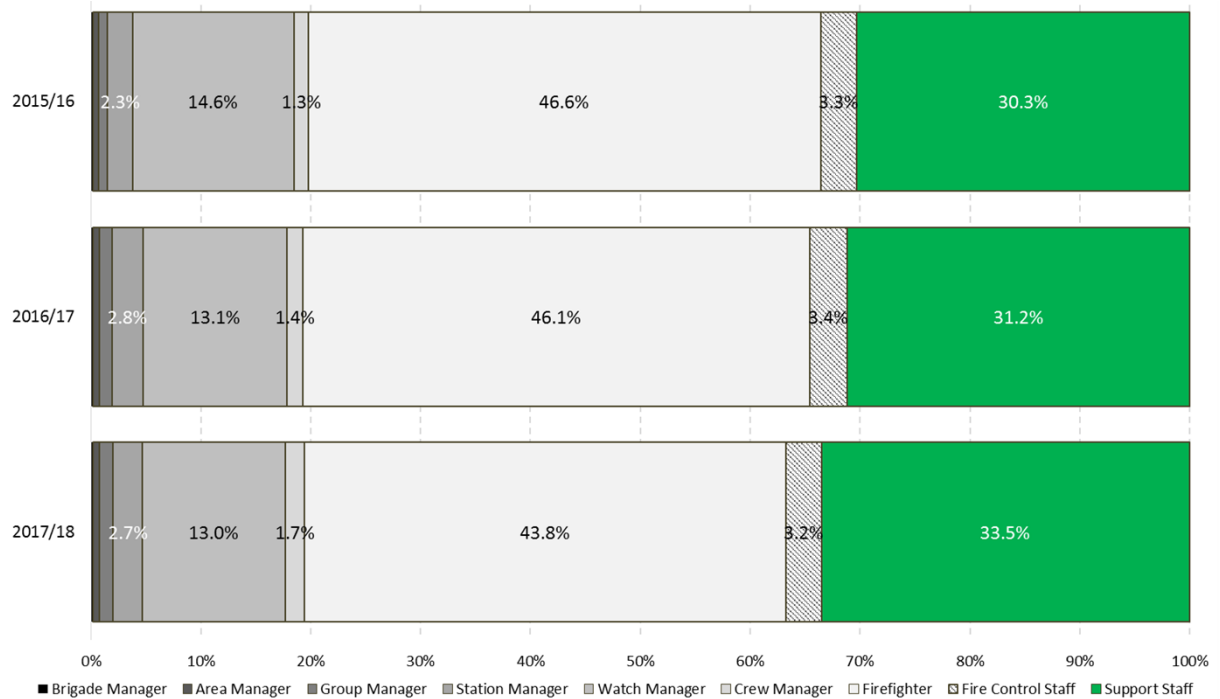


Chart 1 identifies that between 2015/16 and 2017/18, the total count of staff has fallen from 1045 to 999, a reduction of 46 or 4.4%.

The majority of MF&RA staff employed by MF&RA fall into two categories; Grey Book who are operational staff /Uniformed staff and Green Book staff who are support staff/non Uniformed staff .

Grey book staff have reduced with:

- Watch Managers falling from 153 during 2015/16 to 130 during 2017/18, a reduction of 23 or -15%.
- Fire-fighters fell from 487 during 2015/16 to 438 during 2017/18, a reduction of 49 or -10.1%.

Support Staff (Green book) however have increased in number from 317 during 2015/16 to 335 during 2017/18, an increase of 5.7%. There have been very fewer retirements and a number of recruitments into planned growth areas such as ICT and Protection posts.

The planned reduction, particularly in reference to operational personnel (grey shaded sections) are representative of the rates of retirement taking place.

Though the analysis identifies that there has been an increase in Green Book staffing, this increase is a little misleading. If the analysis had been taken over a longer period, it would show an overall reduction in Green Book staffing.

The majority of reductions have been through retirements, staff leavers and reduction in posts in line with our Integrated Risk Management Plan to reduce overall staffing to meet the reductions in budgets

Chart 2: Proportional Retrospective of Staffing at MF&RA

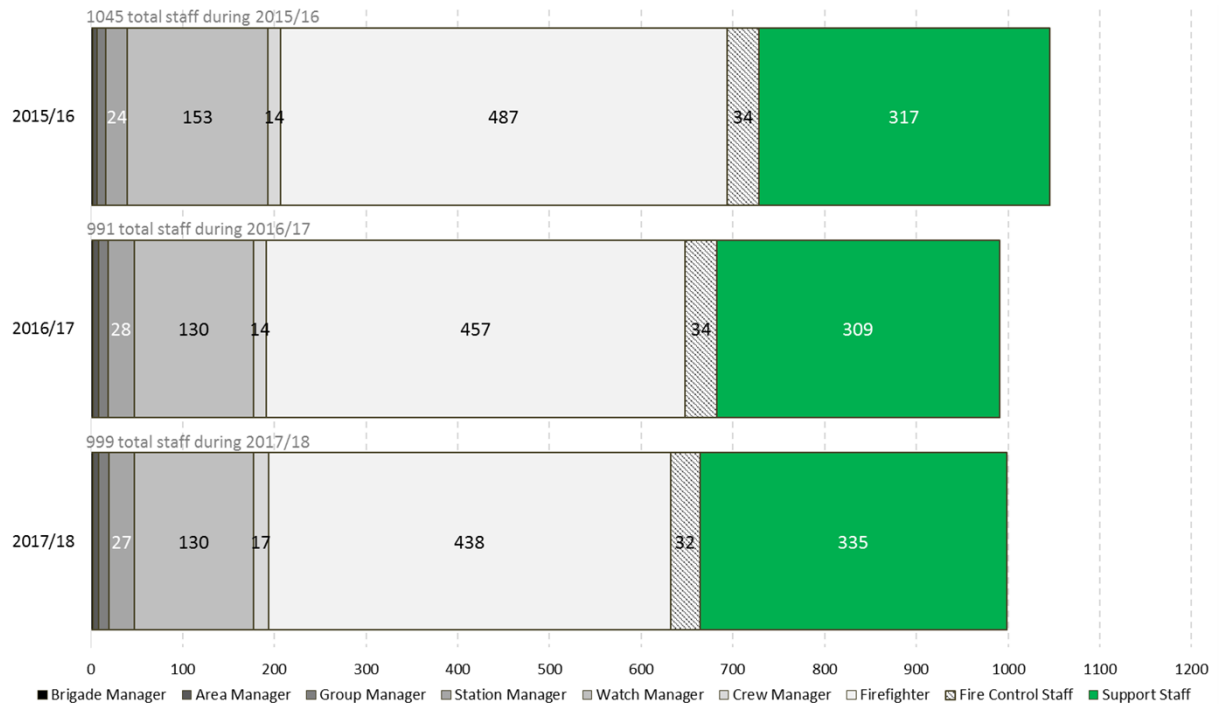


Chart 2 describes the overall breakdown of the staff at MF&RA as a proportion of the total for each year.

The chart identifies that regardless of the reductions in staffing numbers, the proportions for each staffing type has remained relatively consistent.

In summary, the following staff groups has have been impacted most:

- Watch Managers fell from 14.6% during 2015/16 to 13.0% during 2017/18.
- Fire-fighters fell from 46.6% during 2015/16 to 43.8% during 2017/18.
- Control Staff decreased slightly from 3.3% (935) during 2015/16 to 3.2% (32) during 2017/18.
- Support Staff increased from 30.3% during 2014/15 to 33.5% during 2017/18.

Over the three year period, the proportion of Operational personnel as a whole fell from 66.4% to 63.3%.

6.2 Analysis of Protected Groups between 2015/16 and 2017/18.⁵

Table 1: Retrospective Analysis of Protected Groups – All Staff

Position	Criteria	2015/16	2016/17	2017/18	Difference	% Change
Total Staff	Total	1045	991	999	-46	-4.4%
	Male	813	754	751	-62	-7.6%
	Female	232	237	248	16	6.9%
	Age >= 46	616	588	580	-36	-5.8%
	Disability	51	11	11	-40	-78.4%
	BAME	41	43	39	-2	-4.9%
	LGBT	9	15	18	9	100.0%

Table 1 shows that the count of males between 2015/16 and 2017/18 has fallen by 62 or -7.6%. By contrast the count of females shows an overall 6.9% increase in staffing. The increase in females in the workforce is in part due to Equality Objective 1 to increase the diversity of our workforce and volunteers at all levels across the organisation.

It is important to note that there has been a change in data collection between 2014/15 and 2016/7 which has seen Merseyside Fire & Rescue Authority move to a self-service system for updating our personnel records. This appears to have resulted in a reduction of approximately 70% of staff providing their equality monitoring information for Disability, Ethnicity, Religion and Sexual Orientation.

Concerning Black Asian Minority Ethnic (BAME) staff, over the three year period the number has fallen slightly. For Lesbian, Gay, Bisexual, Transgender (LGBT) the number has grown over the three year period.

Section 5.9 provides data and analysis in relation to staff leavers from the organisation.

⁵ Further breakdowns by Role are found in Appendix B

6.3 Workforce Profile by Gender

Table 2: All Staff by position by gender

Role	Position	Total	Gender		
			Male	Female	% Female
Operational Staff	Brigade Manager	2	2	0	0.0%
	Area Manager	6	6	0	0.0%
	Group Manager	12	12	0	0.0%
	Station Manager	27	26	1	3.7%
	Watch Manager	130	127	3	2.3%
	Crew Manager	17	17	0	0.0%
	Firefighter	438	392	46	10.5%
	<i>Operational Staff Sub Total</i>	632	582	50	7.9%
Fire Control Staff	Group Manager	0	0	0	0.0%
	Station Manager	0	0	0	0.0%
	Watch Manager	10	0	10	100.0%
	Crew Manager	4	1	3	75.0%
	Firefighter	18	2	16	88.9%
	<i>Fire Control Staff Sub Total</i>	32	3	29	90.6%
Support Staff	Grades 12+	35	21	14	40.0%
	Grades 6-11	211	113	98	46.4%
	Grades 1-5	82	28	54	65.9%
	Apprentices	7	4	3	42.9%
	<i>Support Staff Sub Total</i>	335	166	169	50.4%
Grand Total		999	751	248	24.8%

Please note:
For the 6 Area Managers, 2 of these roles involve staff seconded to roles outside the organisation.

Table 2 provides a breakdown of the of the 999 total workforce population:

- There are 632 operational posts, representing 63.2% of the total workforce population.
- 335 staff are in support posts, representing 33.5% of the total workforce population.
- 32 are fire control staff, representing 3.2% of the total workforce population.

When reviewing the gender equality data by position, the data with green shading identifies proportions of female staff in those particular staff groups. The following observations can be made :

- Overall, females make up 24.8% (248) of the total workforce at MF&RA, an increase on the 22.2% seen during 2015/16.

- Operational staff have a gender split of 92.1% (582) males to 7.9% females (50), which is higher than the UK fire and rescue service female firefighter average of 5%⁶.
- Control staff have a gender split of 90.6% (29) females to 9.4% (3) males, which is an increase in male staffing when compared to the previous year, this is due to 2 female members of fire control leaving the authority. Due to the traditional nature of fire control work, this is generally in line with sector averages, as fire control occupation has high levels of female staff working in those job roles⁷.
- Support staff have a gender split of 50.4% (169) females to 49.6% (166) males. There are more females in the lower paid roles – including staff working grades 1-5 (65.8%, 54 out of 82). Within medium pay bands (grades 6-11) there is a difference in the male to female balance, with 46.4% (98 from 211) being female.

MFRS has a set of five Equality and Diversity objectives see

http://www.merseyfire.gov.uk/asp/pages/equality/pdf/Appendix_B_Equality_Objectives_2017-2020.pdf.

Objective 1 is designed to Increase the diversity of our workforce and volunteers at all levels across the organisation and this will focus on providing Positive action in supporting BAME and female staff to apply for development and promotion as they are currently underrepresented in operational , supervisory and management roles.

Benchmarking: MF&RA against NJC (2016) Report

During 2016, The National Joint Council (NJC) for Fire and Rescue Services produced a survey across fire services nationally to understand the diversity of the workforce. Further details of the report can be found

⁶ Source: Fire and rescue authorities: operational statistics bulletin for England 2015 to 2016 – Home Office

⁷ We will continue to support Positive Action for recruitment to increase the number of underrepresented applicants in various areas of Merseyside Fire & Rescue Service including, increasing the number of men within our Fire Control, and Recruitment of bi-lingual Business Safety Advisors

here <https://www.local.gov.uk/sites/default/files/documents/njc-616-inclusive-fire-se-7d6.pdf>

Table 3: Benchmark of gender by operational rank

Position	MF&RS		NJC Report	
	Male	Female	Male	Female
Area Manager	100.0%	0.0%	97.4%	2.6%
Group Manager	100.0%	0.0%	96.1%	3.9%
Station Manager	96.3%	3.7%	97.5%	2.5%
Watch Manager	97.7%	2.3%	96.2%	3.8%
Crew Manager	100.0%	0.0%	96.3%	3.7%
Firefighter	89.5%	10.5%	94.4%	5.6%
<i>Operational Staff Sub Total</i>	92.1%	7.9%	95.2%	4.8%

When the proportions of male to female for both MF&RA and the NJC report are compared the following findings are apparent:

- Overall MF&RA has a higher proportion of female operational staff than other fire and rescue authorities.
- The largest difference between the MF&RA and the NJC report is in relation to the rank of fire-fighter, with 10.5% of fire-fighters being female at MF&RA and other authorities being 5.6%.
- In roles above fire-fighter, there are proportionally more women in these posts in other authorities than MF&RA; with the exception of Station Manager.

Positive action in recruitment will continue to assist in attracting more females to apply for fire-fighter roles and progression to higher ranks. The introduction of the MF&RA People Strategy and associated implementation plan will also focus on attracting and developing female staff into more senior roles.

6.4 Staff in Post: by Age

Chart 3: All Staff by Age

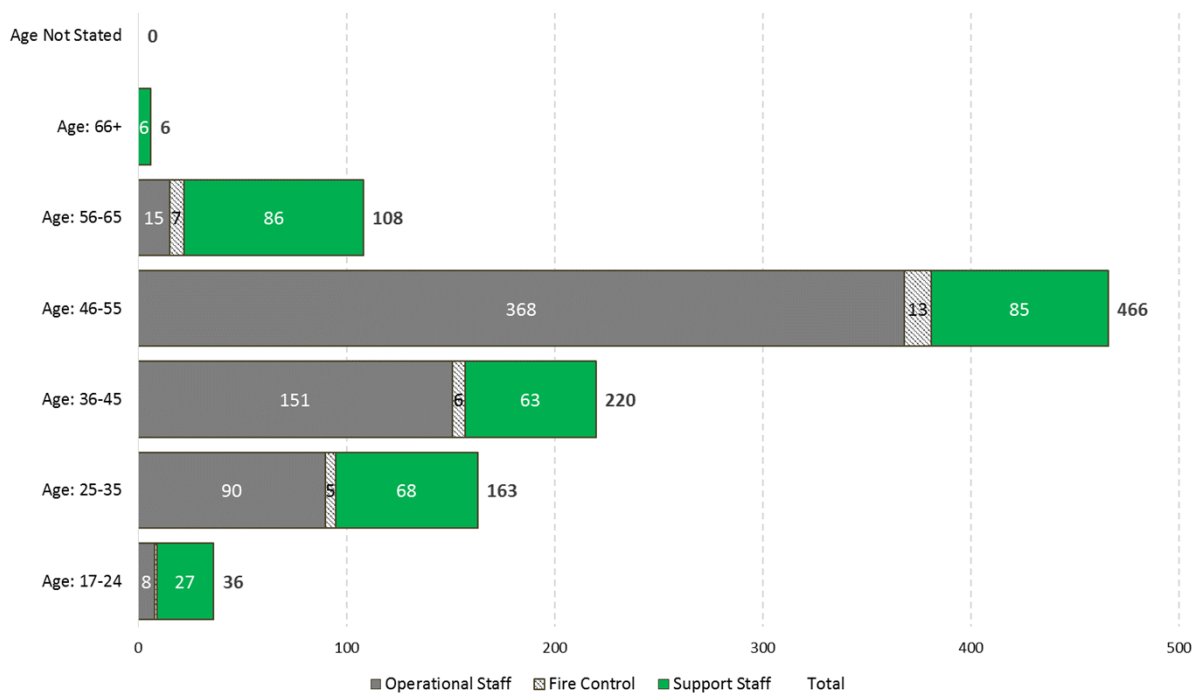


Chart 3 identifies that the majority⁸ of staff within MF&RA (466 or 46.6%) belong to the 46-55 age group. As an overall picture, the chart identifies the staffing structure to be top heavy, with more personnel above the age of 46 than below it.

In summary, the chart identifies the following:⁹

- For Operational personnel, 58.2% (368) are aged between 46-55, 23.9% (151) are aged between 36-45 and 14.2% (90) are aged between 25-35.
- For Support staff, the largest single age group is the 56-65 group with 25.7% (86) of total support staff. The 46-55 age group accounts for 25.4% (85), 18.8% (63) of staff make up the 36-45 age group and 20.2% (68) make up the 25-35 group. For the 17-24 age group, Support staff make up the majority with 27 out of 36.

⁸ For a breakdown of age by rank, please refer to appendix B

⁹ Note that comparisons to NJC benchmark figures for the FRS sector averages are not able to be compared due to different age bandings. MFRS uses the CLG age bandings for annual reporting.

- The majority of Fire control staff belong to the 46-55 age group accounting for 40.6% (13) of total Fire control staff. The 56-65 age group accounts for 21.9% (7) of total Fire control staff.

As MF&RA has an aging workforce, without significant recruitment and the removal of the default retirement age, this could lead to a higher average age for employees and this issue is being addressed.

Employment policies will need to take account of this as part of on-going Equality Impact Assessments and for future workforce succession planning.

6.5 Staff in Post: by Disability

It is reported that 20% of the UK population are classed as having some form of disability whether visible or hidden. It is thought that many disabled people will not declare their disability for fear of victimisation or discrimination or they may be unaware that they are classed as having a disability under the Equality Act 2010.

It is therefore important to note that the MF&RA figures in the table below may not be a true reflection of the total staff with a disability. For that reason, the Equality Act places a clear duty on employers and providers of goods and services to anticipate all types of disabilities and requires them to make adjustments to its employment and service practice to ensure that disabled people can participate fully in public life.

Table 4: All Staff Disability

Role	Position	Yes	No	Not Stated	Total	% Valid Data
Operational Staff	Brigade Manager		2		2	100.0%
	Area Manager		2	4	6	33.3%
	Group Manager		5	7	12	41.7%
	Station Manager		15	12	27	55.6%
	Watch Manager	1	49	80	130	38.5%
	Crew Manager		3	14	17	17.6%
	Firefighter	2	120	316	438	27.9%
	<i>Operational Staff Sub Total</i>	3	196	433	632	31.5%
Fire control Staff	Group Manager				0	0.0%
	Station Manager				0	0.0%
	Watch Manager		4	6	10	40.0%
	Crew Manager			4	4	0.0%
	Firefighter		3	15	18	16.7%
	<i>Fire control Staff Sub Total</i>	0	7	25	32	21.9%
Support Staff	Grades 12+	1	17	17	35	51.4%
	Grades 6-11	6	91	114	211	46.0%
	Grades 1-5	1	25	56	82	31.7%
	Apprentices			7	7	0.0%
	<i>Support Staff Sub Total</i>	8	133	194	335	42.1%
Total		11	336	652	999	34.7%

On face value, Table 4 identifies there are few members of staff (11, 1.1%) with a disability, with the majority primarily being support staff (8).

Of the total 999 members of staff, only 34.7% of the data is actually valid, however when compared to 2016/17, this is a marked improvement in data quality as only 26.2% of data was valid.

Based on the valid data, the proportion of disabled members of staff is 4.2% - which is much lower than the Merseyside figures for eligibility for disability living allowance at 21.7% (source DFWP-2008) and the Census 2011 disability data with 20%.

6.6 Staff in Post: by Ethnicity

The following section provides an analysis of Merseyside Fire & Rescue Authority staffing by ethnic origin.

Chart 4: Distribution of Ethnicity by Generic role¹⁰

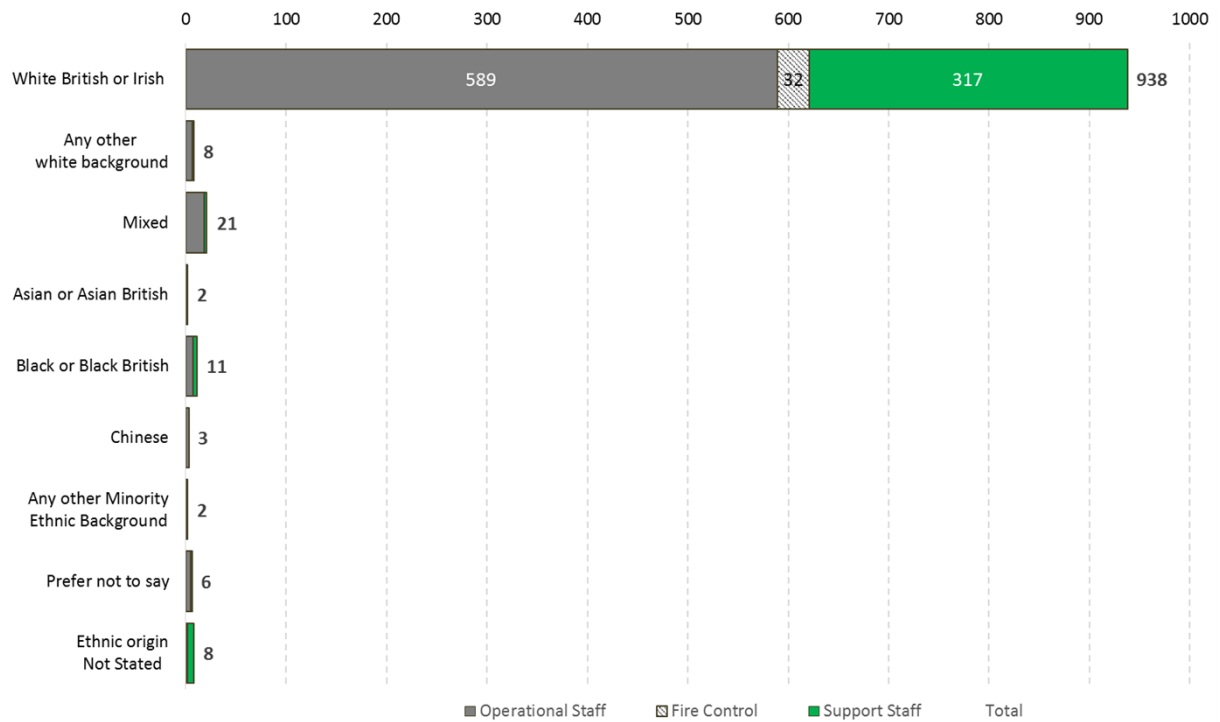


Table 5: Minorities by Group

Role	Other white background	Mixed	Asian or Asian British	Black or Black British	Chinese	Other BAME Background
Operational Staff	6	18	0	7	3	2
Fire control Staff	0	0	0	0	0	0
Support Staff	2	3	2	4	0	0
Total	8	21	2	11	3	2

¹⁰ For a breakdown of Ethnicity by Rank, please refer to Appendix B

The figures show that 93.9% (938) of staff at MF&RA are of White British or Irish origin, with 4.7% (47) being BAME - which is marginally lower than the Merseyside BAME population Figure at 5.5%.

100% of control staff are White British or Irish.

There were 6 staff members who preferred not to state their ethnicity and a further 8 who did not provide any data.

Benchmarking: MF&RA against NJC 2016 Report

Table 6: Benchmark of ethnicity for operational staffing¹¹

Ethnicity	MF&RA	NJC Report
White	93.9%	95.0%
BAME	4.7%	5.0%
Undeclared	1.4%	-
Total	100.0%	100.0%

Table 6 identifies a marginal difference between the proportion of BAME staff at MF&RA and the figures published in the NJC report.

Equality Objective 1 and our Positive action in recruitment will continue to assist in attracting more BAME applications for future fire-fighter roles.

¹¹ Note: the MF&RA "White" count includes Other White Background.

6.7 Staff in Post: by Sexual Orientation

The following section provides an analysis of Merseyside Fire & Rescue Authority staffing by sexual orientation.

Table 7: All Staff Sexual Orientation

Role	Position	Total	Hetero- sexual	Gay / Lesbian	Bisexual	Other	Prefer not to say	Not Stated
Operational Staff	Brigade Manager	2	2					
	Area Manager	6	2					4
	Group Manager	12	4					8
	Station Manager	27	12				3	12
	Watch Manager	130	33				4	93
	Crew Manager	17	2				1	14
	Firefighter	438	111	8	4		9	306
<i>Uniformed Staff Sub Total</i>		<i>632</i>	<i>166</i>	<i>8</i>	<i>4</i>	<i>0</i>	<i>17</i>	<i>437</i>
Fire control Staff	Area Manager							
	Group Manager							
	Watch Manager	10	1				1	8
	Crew Manager	4						4
	Firefighter	18	9					9
<i>Fire control Staff Sub Total</i>		<i>32</i>	<i>10</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>1</i>	<i>21</i>
Support Staff	Grades 12+	35	17					18
	Grades 6-11	211	90	1	2	1	5	112
	Grades 1-5	82	42	1	1			38
	Apprentices	7	5				2	
<i>Support Staff Sub Total</i>		<i>335</i>	<i>154</i>	<i>2</i>	<i>3</i>	<i>1</i>	<i>7</i>	<i>168</i>
Total		999	330	10	7	1	25	626
% of total response			33.0%	1.0%	0.7%	0.1%	2.5%	62.7%
% of valid data (count = 348)			88.5%	2.7%	1.9%	0.3%	6.7%	

Including prefer not to say, only 37.3% of staff have declared their sexual orientation, however this is a notable improvement on 2016/17 where 27.3% of staff declared their sexual orientation.

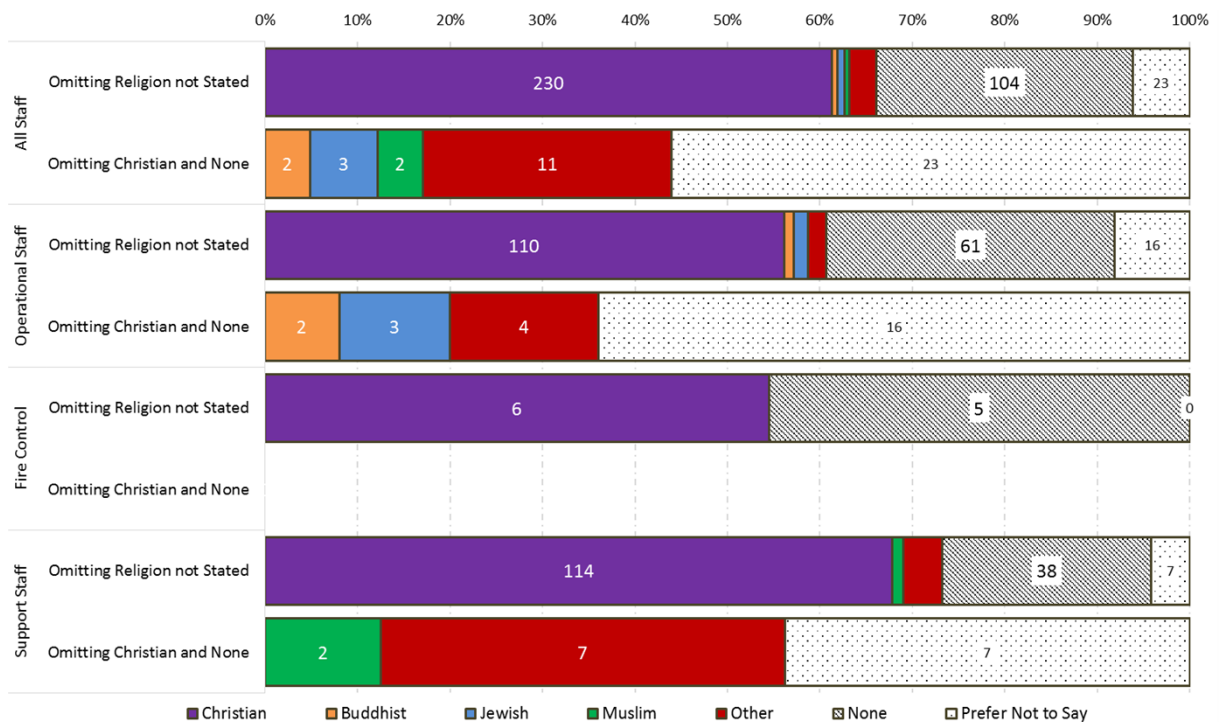
If only valid data is taken into account (i.e. where sexual orientation has been declared) this is a total of 373 employees (again including prefer not to say). Of this, 88.5% (330) are heterosexual, with 1.8% of staff being Gay/Lesbian. Individuals who preferred not to say what their sexual orientation was accounted for 2.5% of the total workforce.

6.8 Staff in Post: by Religion/Belief and No Belief

Of the 999 members of staff¹², 375 or 37.5% provided their religious / belief information, an improvement on 2016/17 where 27.9% of MF&RA staff provided religion/belief data. Based on valid responses, overall 230 (61.3%) were Christian, with 104 (27.7%) having no religion. "Other", minority religions including Judaism, Buddhism and Islam, account for 18 (4.8%) staff¹³. There were 23 members of staff who preferred not to state what their religion was.

As 62.5% of respondents did not state their religion, the data is inconclusive, and therefore difficult to draw any conclusions in line with 2011 Census data.

Chart 5: Proportion and counts of valid Religion / Belief data



Based on valid data, following are the breakdowns by broad role:

¹² For a breakdown of Religion by Rank, please refer to Appendix B

¹³ No Hindus or Sikhs submitted religion / belief data.

- Concerning operational staff there were 196 valid responses, of which: 110 (56.1%) are Christian, with 61 (31.1%) having no religion. Minority religions including: Judaism, Buddhism and Islam account for 9 (4.6%) and Prefer Not to Say accounted for 16 (8.2%) of Operational staff.
- For Fire control there were 11 valid responses, of which: 6 (54.5%) are Christian, with 5 (45.5%) having no religion. There were no other reported minority religions / prefer not to say in the Fire control data.
- For support staff, there were 168 valid responses, of which: 114 (67.9%) are Christian, with 38 (22.6%) having no religion. Including “other”, minority religions including Judaism, Buddhism and Islam account for 9 (5.4%) and Prefer Not to Say accounted for 7 (4.2%) members of staff.

6.9 New Starters

During 2017/18 MF&RA recruited a total of 77 new members of staff with 32 being whole-time fire-fighters, 7 for fire control and 38 support staff.

Table 8: Breakdown 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	0	0	0	0.0%
	Watch Manager	0	0	0	0.0%
	Crew Manager	0	0	0	0.0%
	Firefighter	32	26	6	18.8%
	<i>Operational Staff Sub Total</i>	32	26	6	18.8%
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	7	1	6	85.7%
	<i>Fire Control Staff Sub Total</i>	7	1	6	85.7%
Support Staff	Grades 12+	1	1	0	0.0%
	Grades 6-11	15	11	4	26.7%
	Grades 1-5	16	9	7	43.8%
	Apprentices	6	4	2	33.3%
	<i>Support Staff Sub Total</i>	38	25	13	34.2%
Total		77	52	25	32.5%

Table 8 identifies that the majority of new whole-time fire-fighters were male, accounting for 26 of the 32 recruits (81.3%). For fire control, there were 7 new recruits with 6 (85.7%) being female. Concerning support staff, 25 from 38 new starters were male¹⁴ (65.8%).

¹⁴ During 2016/17, there was close to parity between the sexes with 51.7% of new Support Staff starters being female.

Table 9: Breakdown of New Starters by Ethnicity

Ethnicity	Operational Staff	Fire control Staff	Support Staff	Total
White British or Irish	26	7	37	70
Any Other White	0	0	0	0
BAME	5	0	0	5
Prefer Not To Say	1	0	0	1
Not Stated	0	0	1	1
Total	32	7	38	77

Table 9 identifies there were 5 new starters that were BAME (Black Asian Minority Ethnic) – all of which were operational staff. Overall 70 of the 77 new recruits were White British or Irish.

Chart 6: Breakdown of New Starters by Age

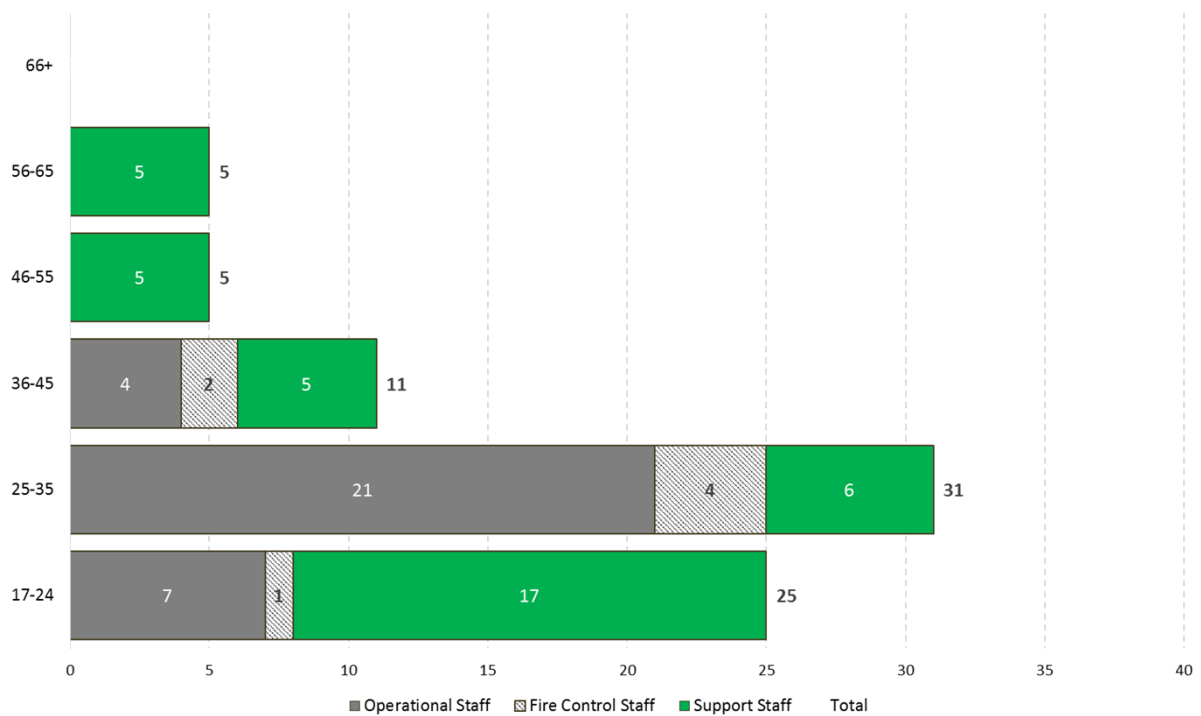


Chart 6 identifies that the majority of new recruits were between the ages of 25-35 with 31 in total - 21 of which were fire-fighters and 4 were recruited to Fire control. Concerning support staff, the majority of new starters belong to the 17-24 age group (17 of the 25).

6.10 Staff Leavers

The following section provides an analysis of Merseyside Fire & Rescue Authority leavers.

Table 10: Breakdown of Leavers by Gender

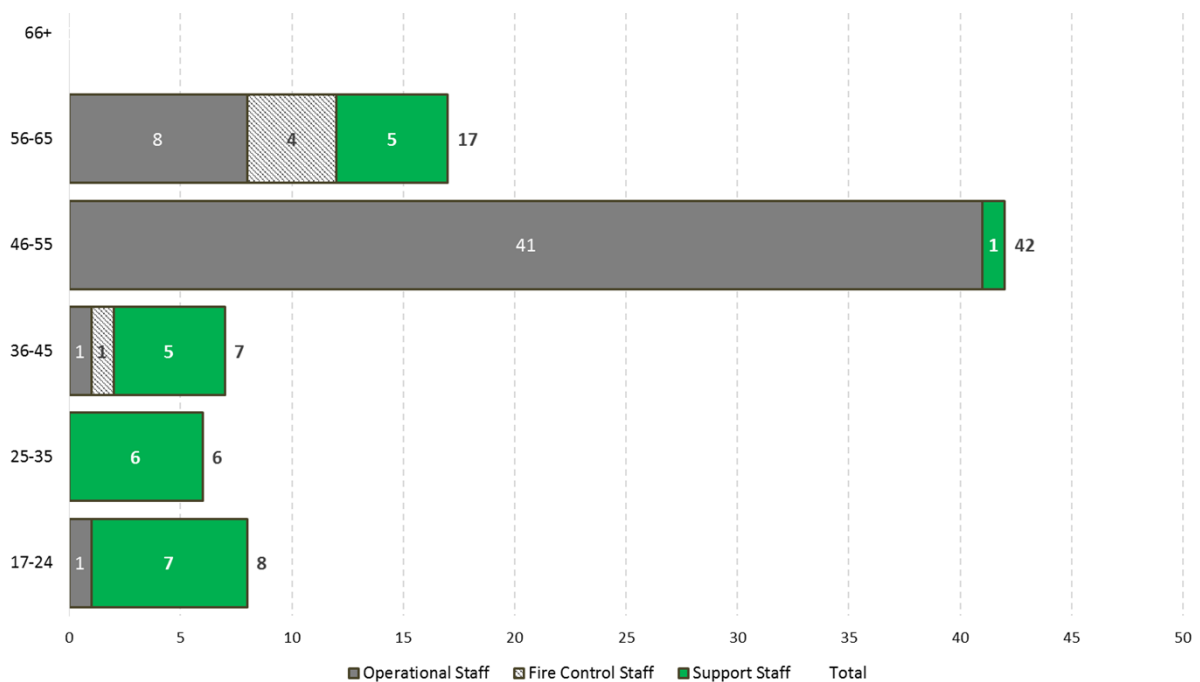
Role	Position	Total	Male	Female
Operational Staff	Brigade Manager	0		
	Area Manager	0		
	Group Manager	0		
	Station Manager	3	3	
	Watch Manager	8	8	
	Crew Manager	2	2	
	Firefighter	38	37	1
	Operational Staff Sub Total	51	50	1
Fire control Staff	Group Manager	0		
	Station Manager	0		
	Watch Manager	2		2
	Crew Manager	0		
	Firefighter	3		3
	Fire control Staff Sub Total	5	0	5
Support Staff	Grades 12+	0		
	Grades 6-11	14	9	5
	Grades 1-5	6	5	1
	Apprentices	4	3	1
	Support Staff Sub Total	24	17	7
Total		80	67	13

Table 10 identifies that during 2017/18 there were 80 leavers, with 67 being male and 13 being female. The majority of leavers were Operational staff accounting for 63.8% (51) of overall leavers – 1 leaver was female. For Fire control staff there were 5 leavers – all of which were female and for Support staff there were 24 leavers with 17 being male.

Concerning operational staff roles , 38 leavers (74.5%) were fire-fighters and 8 (15.7%) were Watch Managers. Of the remainder, 3 were Station Managers and 2 were Crew Managers. Taking support staff into consideration the majority of leavers were in the Grades 6-11 where 14 individuals left the organisation.

Chart 7 provides an overview of leavers by age group. The chart identifies that for operational staff the majority of leavers were in the 46-55 age range – likely linked to retirement ages for grey book staff. Fire control staff leavers were mainly in the 56-65 age group – again this is likely to be linked to retirement. Support staff leavers tended to be in the younger age groups between 17-24 and 36-45.

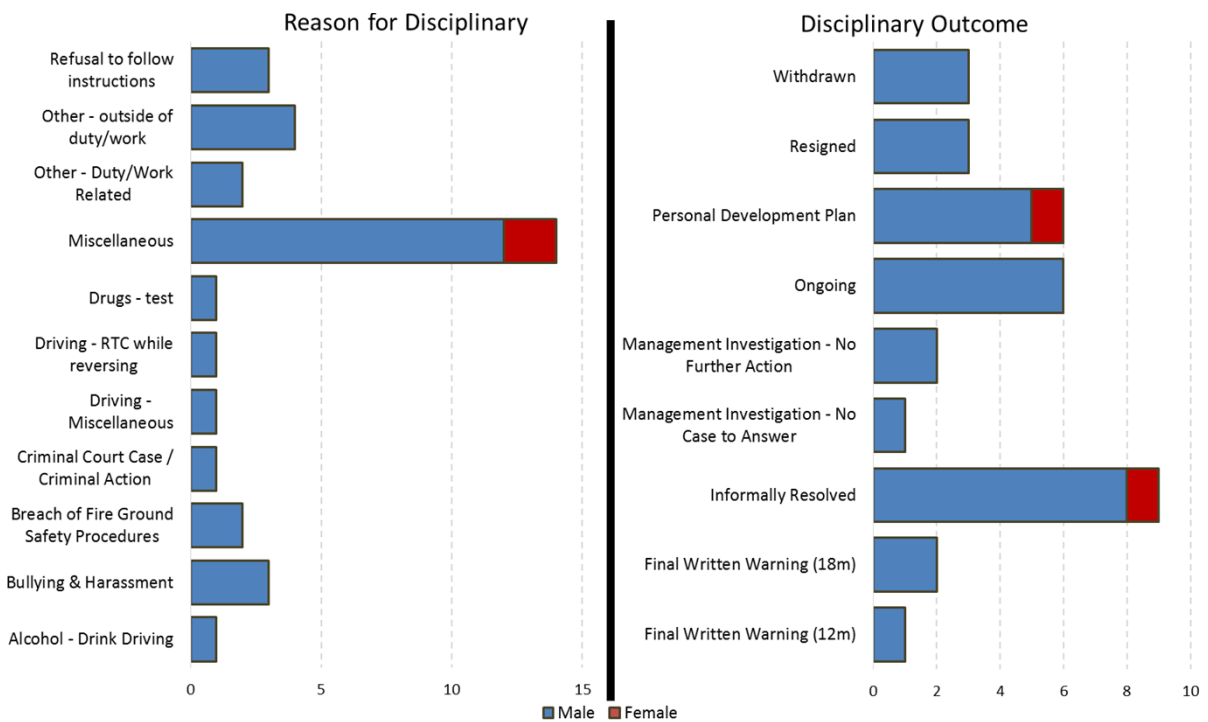
Chart 7: Leavers by generic role and age



6.11 Discipline

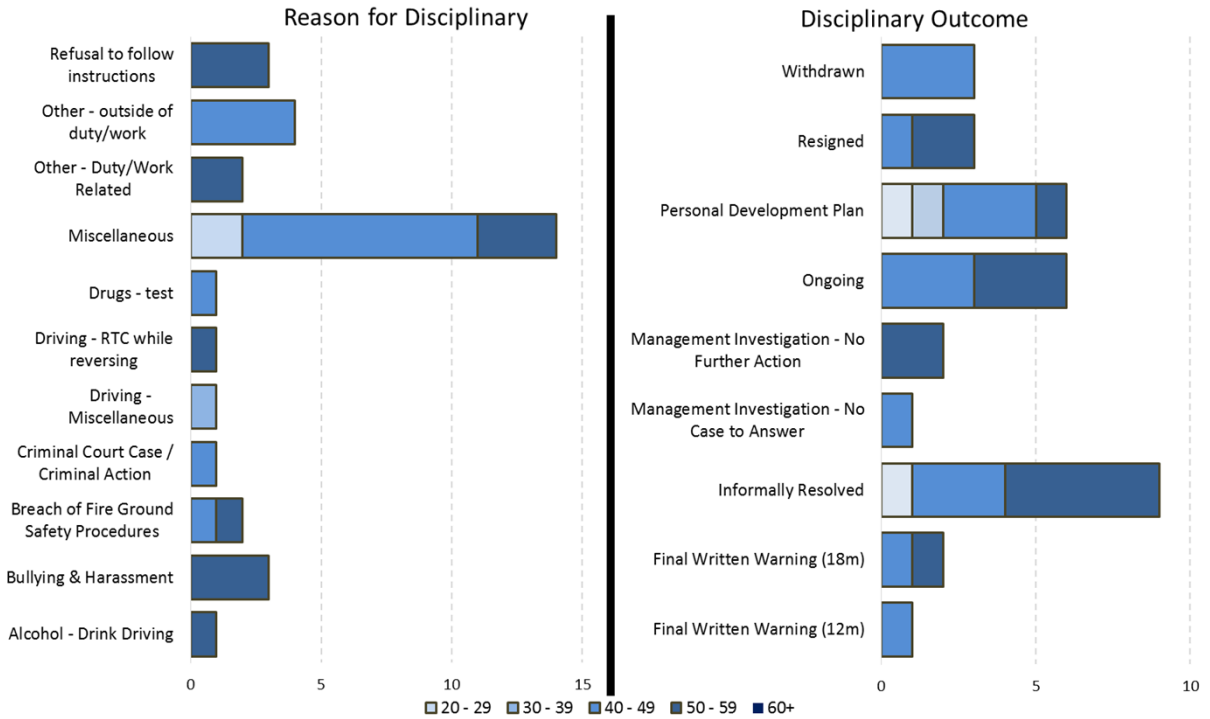
During 2017/18 there was a total of 33 disciplinary cases, this was an increase on 2016/17, where 24 took place. The following section analyses this data by, gender, age, ethnicity and sexual orientation - as well as reference to the reasons and outcomes from the disciplinary.

Chart 8: Disciplinary cases by cause and outcome, by gender



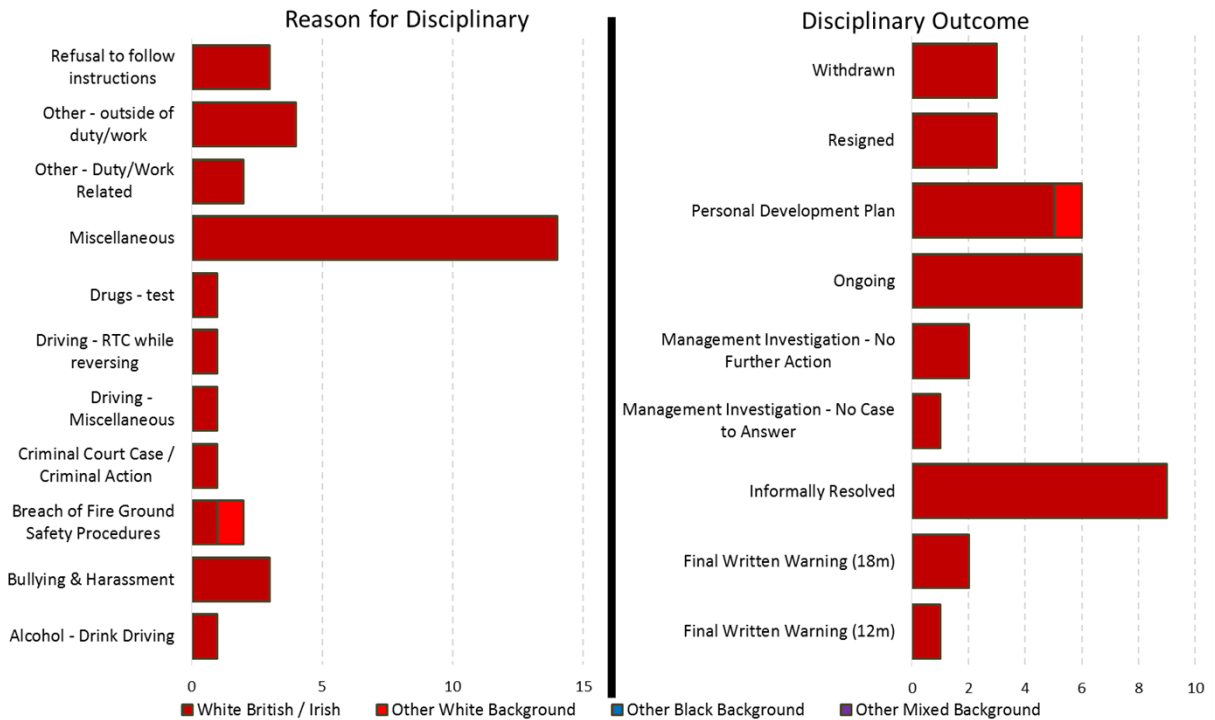
Of the 33 disciplinary cases, 31 (93.9%) were male and 2 (6.1%) were female. Concerning outcomes: 3 staff members were issued Final Written Warnings, 9 were informally resolved, 3 required Management Investigations – with either no case to answer or no further action required. There were 6 Personal Development plans issued, 3 withdrawals and 3 resignations. There are at the time of writing this report 6 ongoing disciplinary investigations that commenced in 17/18. Of the female members of staff, the disciplinary matters were resolved either Informally or by the use of the Personal Development Plan.

Chart 9: Disciplinary cases by cause and outcome, by age



When disciplinary cases are grouped by age, 2 cases involved 20-29 year olds, 1 case involved 30-39 year olds, 16 cases involved 40-49 year olds and 14 cases involved 50-59 year olds. There were no disciplinary cases affecting individuals above the age of 60.

Chart 10: Disciplinary cases by cause and outcome, by ethnicity



The vast majority of people who entered the disciplinary process (32 or 97%) were White British / Irish, 1 was from a white – other background.

Concerning sexual orientation, the majority of the data was missing, as 26 of the 33 individuals did not state their sexual orientation. Of the remaining data, 6 were heterosexual and 1 gay / lesbian.

Benchmarking: MF&RA against NJC 2016 Report

The following section uses the benchmarking figures for disciplinary and grievance cases from the National Joint council in 2016 who surveyed fire & rescue services nationally to establish a baseline of equality data for the workforce.

This data has not been updated but is still usefull to benchmark to for this year to examine where MF&RA sits.

Table 11: Benchmarking Disciplinary cases by Gender

Gender	MF&RA	NJC Report
Male	93.9%	92.4%
Female	6.1%	7.6%
Total	100.0%	100.0%

MF&RA has a slightly lower rate of female disciplinary action (6.1%) than the NJC Report (7.6%).

Table 12: Benchmarking Disciplinary cases by Age

Age Group	MF&RA	NJC Report
20-29	6.1%	13.2%
30-39	3.0%	27.0%
40-49	48.5%	36.0%
50-59	42.4%	17.6%
60+	0.0%	1.3%
Not Known	0.0%	4.9%
Total	100.0%	100.0%

At MF&RA, disciplinary action is concentrated in the 40-49 age group (48.5%). When benchmarked against the NJC report, the same age group has the greatest count of disciplinary action, though the overall distribution is a little more balanced.

Table 13: Benchmarking Disciplinary cases by Ethnicity

Ethnic Origin	MF&RA	NJC Report
Asian	0.00%	0.9%
Black	0.00%	2.6%
Mixed Race	0.00%	1.5%
White	100.0%	89.3%
Not Known	0.00%	5.6%
Total	100.0%	100.0%

For both the MF&RA and NJC data, the majority of disciplinary actions are conducted with White staff. Though the numbers are small, there are a higher number of disciplinary cases involving BAME staff in Merseyside compared to the NJC report sector average.

Table 14: Benchmarking Disciplinary cases by Sexual Orientation

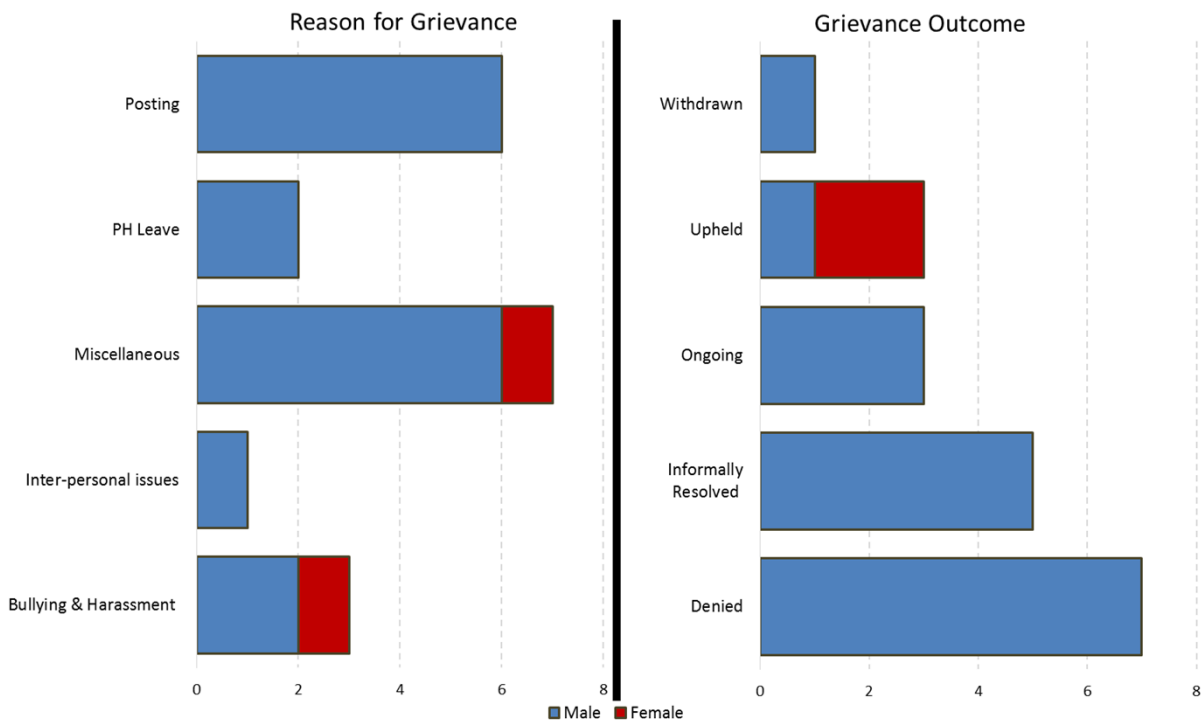
Sexual Orientation	MF&RA	NJC Report
Bisexual	0.00%	0.7%
Gay	3.0%	0.2%
Lesbian	0.00%	0.1%
Heterosexual	18.2%	43.2%
Not Known	78.8%	55.9%
Total	100.0%	100.0%

For both the MF&RA and NJC data, the majority of sexual orientation data is incomplete. Though in both cases the majority of people requiring a disciplinary were heterosexual. LGBT members of staff made up very low percentages at a national level.

6.12 Grievance

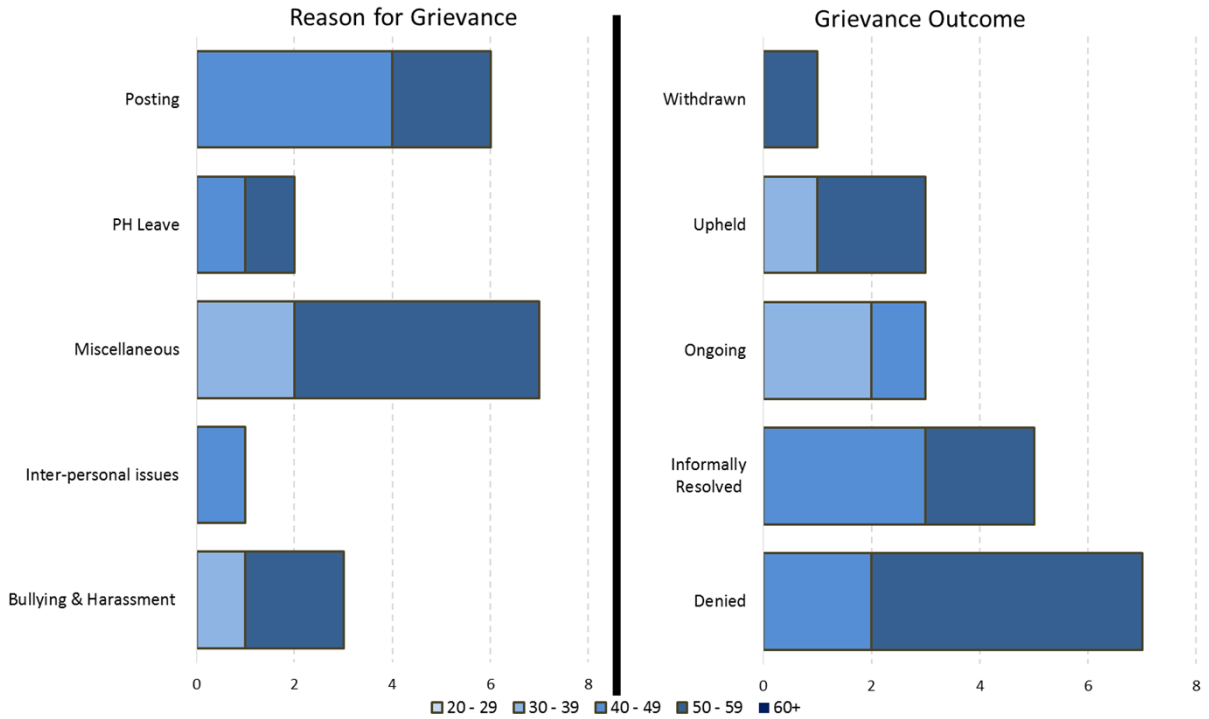
During 2017/18 there were 19 grievance cases raised, this is a reduction on 2016/17, when there were 56. The following section analyses this data by:, gender, age, ethnicity and sexual orientation - as well as reference to the reasons and outcomes from the grievance.

Chart 11: Grievance cause and Response by Gender



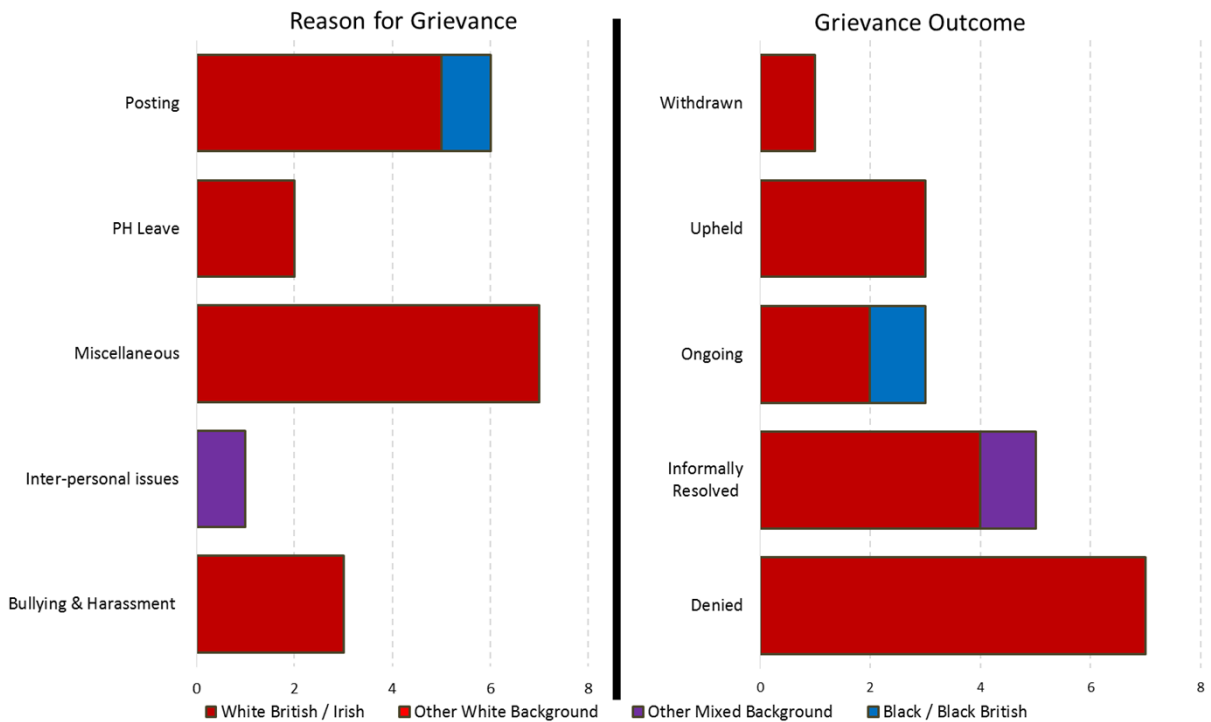
Of the 19 grievances the majority involved males (17). Concerning Outcomes, 7 of the 19 were denied, 5 were informally resolved, 3 were upheld and 1 was withdrawn. There are 3 grievances that are still ongoing. Of the female grievances, both were upheld.

Chart 12: Grievance cause and Response by Age



When grievances are split by age, 3 cases involved 30-39 year olds, 6 cases involved 40-49 year olds and 10 cases involved 50-59 year olds. There were no grievances involving individuals between the ages of 20-29 and above the age of 60.

Chart 13: Grievance cause and Response by Ethnicity



Taking ethnicity into accounting, 17 grievances were raised by individuals who were White British / Irish and 2 were BAME. Of the BAME personnel, 1 grievance was Informally Resolved and 1 is still ongoing.

Concerning sexual orientation, the majority of the data was invalid, as 17 of the 19 individuals did not state their sexual orientation. Of the remaining data, 2 were heterosexual.

Benchmarking: MF&RA against NJC 2016 Report

Table 15: Benchmarking Grievance by Gender

Gender	MF&RA	NJC Report
Male	89.5%	84.9%
Female	10.5%	15.1%
Total	100.0%	100.0%

10.5% of grievances are from female staff which is lower than the NJC proportion of 15.1%.

Table 16: Benchmarking Grievance by Age

Age Group	MF&RA	NJC Report
20-29	0.00%	4.9%
30-39	15.8%	22.9%
40-49	31.6%	42.5%
50-59	52.6%	22.2%
60+	0.0%	1.9%
Not Known	0.0%	5.7%
Total	100.0%	100.0%

At MF&RA, grievances are concentrated in the 50-59 age group (52.6%). Where as in the NJC report, the 40-49 age group had seen most grievances.

Table 17: Benchmarking Grievance by Ethnicity

Ethnic Origin	MF&RA	NJC Report
Asian	0.0%	1.1%
Black	5.3%	2.8%
Mixed Race	5.3%	0.9%
White	89.5%	87.7%
Not Known	0.00%	7.5%
Total	100.0%	100.0%

In both the MF&RA data and the NJC report, the majority of grievances involved White staff. Though the numbers are small, there is a slight bias where BAME staff report grievances more at MF&RA than in the NJC report.

Table 18: Benchmarking Grievance by Sexual Orientation

Sexual Orientation	MF&RA	NJC Report
Bisexual	0.0%	0.3%
Gay	0.0%	0.4%
Lesbian	0.0%	0.4%
Heterosexual	10.5%	39.2%
Not Known	89.5%	59.8%
Total	100.0%	100.0%

In both the MF&RA and NJC data, the majority of data is incomplete. Though in both cases the majority of people with a grievance were heterosexual. LGBT members of staff made up very low percentages within the NJC report and 0% at a MF&RA level.

6.13 Employment Tribunals

Table 19: Employment Tribunals during 2017/18

No of claimants	Nature of claim	Outcome	Notes
2 (joint claim)	Equal pay	Withdrawn day before Employment Tribunal hearing	Costs claim from MF&RA settled
National (all FRAs')	Sex discrimination	Ongoing	Pension issues, partly agreed, but subject to appeal by FRAs'

During 2017/18, there were 2 employment tribunals, 1 was related to equal pay and the other being related to sexual discrimination (although this tribunal affects all FRS in England).

6.14 Career Breaks

During 2017/18 there have been 6 career break requests, this is an increase on 2016/17, where 4 requests were received. The breakdown is as follows:

- All 6 requests were accepted
- Requests were made by 2 males and 4 females.
- 5 of the requests were made between the ages of 41-50, and 1 request was made for the 31-40 age range.
- Concerning ethnicity, all applicants were White British.
- Concerning religion / belief, 2 were Christian, with 4 not stated.
- Concerning sexual orientation, 5 were heterosexual and 1 not stated.
- Concerning disability, 4 reported themselves as not being disabled with the remaining 2 being not stated

6.15 Flexible Working

Table 20: Breakdown of Applications for Flexible Working

Gender	Age	Accepted	Rejected	Total
Female	21-30	1		1
	31-40	5	3	8
	41-50	1		1
	51-60	2	1	3
	61-65			0
	Sub Total	9	4	13
Male	21-30		1	1
	31-40			0
	41-50			0
	51-60	1		1
	61-65			0
	Sub Total	1	1	2
Total		10	5	15

There were 10 successful requests for flexible working. Of this count, 9 were female and 1 male. Concerning females, the majority of accepted applications were in the 31-40 age range (8) for Males it was in the 51-60 age group (1)

In total there were 5 rejected requests for flexible working. Concerning females, 3 were in the 31-40 age group and 1 within the 51-60 group. For males the rejected application was in the 21-30 age group. Although not all initial requests are accepted, all applicants will receive alternative options to consider.

Table 21: Breakdown of Applications for Flexible Working by Ethnic Origin

Ethnic Group	Accepted	Rejected	Total
White British or Irish	7	2	9
Any other white background			0
Mixed			0
Asian or Asian British			0
Black or Black British			0
Chinese			0
Any other Minority Ethnic Background			0
Ethnic origin Not Stated	3	3	6
Total	10	5	15

The majority of flexible working applications came from White British or Irish individuals (9 from 15), there was no data available for the remainder. Of the White British or Irish applications, 7 were accepted and from the applications where the ethnic origin was not stated, 3 were accepted.

Concerning religion, 4 were Christian, with 2 being accepted and 2 being rejected. For the remainder, the religion was not stated.

Concerning sexuality, 10 were heterosexual, 5 did not state their religion.

Concerning Disability, 11 reported no disability, 4 did not state their religion.

6.16 Gender pay gap

The new gender pay gap reporting obligations are now included in the Public Sector Equality Duty (PSED). The deadline for all organisations to publish 30th March 2018 (reporting on data taken as at 31st March 2017). MF&RA had previously chosen to report as soon as the data was available in 2016/17 ([click here for previous report](#)). This section reports on our second gender pay gap exercise which is in relation to data taken as at 30th March 2018.

Gender pay gap calculations for MF&RA as at 31/03/2018

Gender pay gap figures are based on a total of 940¹⁵ staff in scope for this gender pay exercise, 712 (75.7%) were male and 228 (24.3%) were female.

Measure 1: Mean gender pay gap

This measure is the difference between the mean (average) hourly rates of pay for male and female full pay relevant employees

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	Pay gap % 2016/17
All staff	£15.16	£13.39	-£1.77	-11.7%	-12.7%
Operational Staff (inc Fire Control)	£15.29	£13.49	-£1.80	-11.8%	-9.7%
Support staff	£14.69	£13.34	-£1.35	-9.2%	-9.3%

¹⁵ A number of employees weren't included in the Gender Pay Gap Figures because they were not "Full Pay Relevant". This means that for some reason, 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

Across the organisation, the mean gender pay gap is -11.7% or £1.77 per hour. For operational staff only the gap is -11.8% and for support staff the gap is narrower at -9.2%.

When the 2017/18 gender pay gap is compared to the previous year the table identifies that overall the gender pay gap has reduced from -12.7% during 2016/17 to -11.7% during 2017/18. For support staff the gap also slightly reduced from -9.3 during 2016/17 to -9.2 during 2017/18. For Uniformed staff, the gender pay gap actually increased from -9.7% during 2016/17 to -11.8% during 2017/18.

It is possible that this may be due to typically longer service for men and incremental pay rises as a result. Research suggests that Women may take longer to reach the top of their grade if they take time out for maternity, adoption or career breaks for example. The impact of having low number of Female staff at higher grades also has an impact on the overall Gender Pay gap for operational staff and this is being addressed through our Equality Objective 1 – in relation to Positive Action.

Measure 2. Median gender pay gap

This is the difference between the median hourly rate of pay of male and female full-pay relevant employees

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %
All staff	£13.97	£13.42	-£0.55	-3.9%
Operational Staff (inc Fire Control)	£13.97	£13.95	-£0.02	-0.1%
Support staff	£13.67	£12.41	-£1.26	-9.2%

The difference between male and female staff is much narrower, with a -3.9% difference at a MF&RA level, a +0.1% difference for operational staff and -9.2% difference for support staff. The UK median gender pay

gap using Office of National Statistics data shows an average median pay gap for all employees to be 9.1% during 2017¹⁶.

Measure 3. Mean Bonus gap

This is the difference between the mean bonus paid to male relevant employees and that paid to female relevant employees

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %
All staff	N/A no bonus payments are made to MF&RA staff			
Operational Staff (inc. Fire Control)				
Support staff				

Measure 4. Median bonus gap

This is the difference between the median bonus paid to male relevant employees and that paid to female relevant employees

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %
All staff	N/A no bonus payments are made to MF&RA staff			
Operational Staff (inc. Fire Control)				
Support staff				

Measure 5. Bonus proportions

The proportions of male and female relevant employees who were paid bonus pay during the relevant period

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %
All staff	N/A no bonus payments are made to MF&RA staff			
Operational Staff (inc. Fire Control)				
Support staff				

¹⁶

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/understandingthegenderpaygapintheuk/2018-01-17>

Measure 6. Quartile pay bands

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

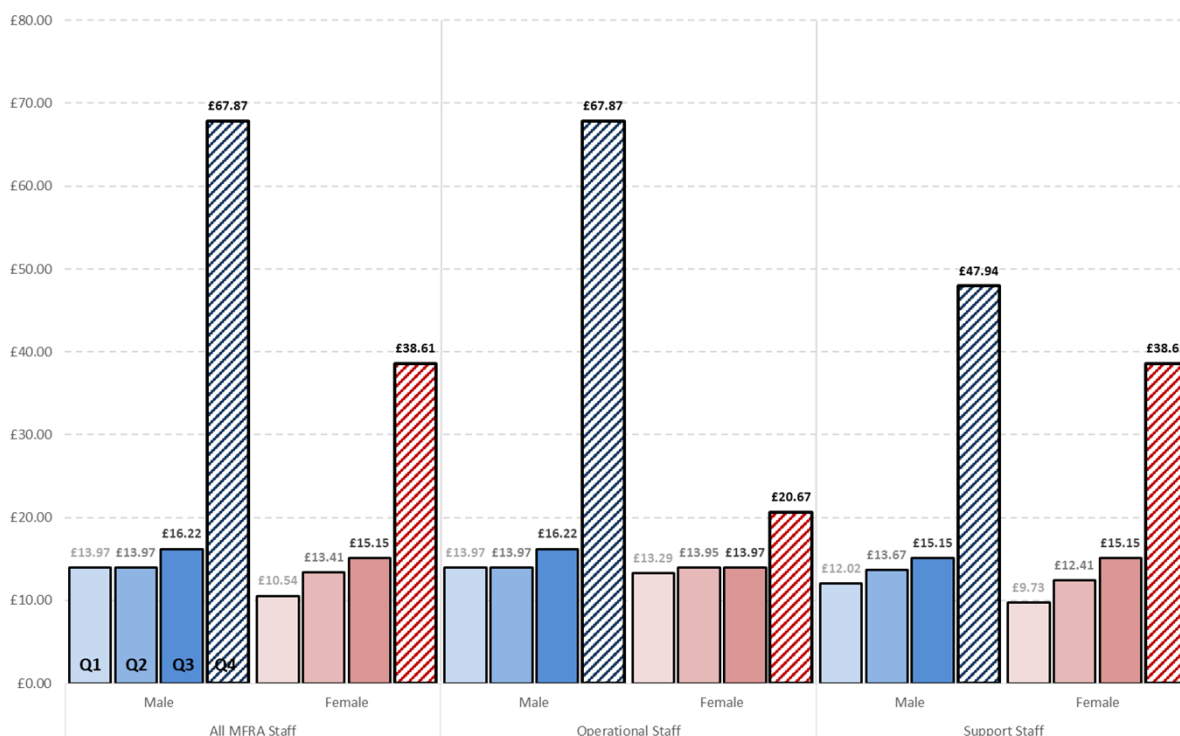
Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# of males	%	# of females	%
171. Lower ¹⁸	£4.05	£13.66	117	49.79%	118	50.21%
2. Lower Middle	£13.66	£13.97	201	85.53%	34	14.47%
3. Upper Middle	£13.97	£15.87	197	83.83%	38	16.17%
4. Upper ¹⁹	£15.87	£67.87	197	83.83%	38	16.17%

The table identifies that within quartiles 2 Lower Middle and 3 Upper Middle, the hourly rates are very similar suggesting that there is close to parity between male and female staff. Within the Lower quartile there is a sizeable gap in hourly rate of £9.61, this however is magnified in the Upper quartile (where there is a gap of £52).

¹⁸ Apprentice Rate (the lowest hourly rate for a contractual 35 hour a week member of staff is grade 2)

¹⁹ Based on a 48 hour week

Chart 14: Quartile Analysis of Pay Equality



In summary Chart 14 provides the following:

- For all MF&RA staff, there is a moderate difference between males and females in quartile 1, a difference of £2.36 per hour. The interquartile range²⁰ for all males at MF&RA is £2.24, while for females it is £4.60. Therefore the data suggests that male pay levels tend to be more consistent than female; as such this is logical as the single largest group of employees at MF&RA are male fire-fighters, accounting for 392 members of staff or 39.2% overall.
- For operational staff there are small variations between quartiles 1 to 3, the interquartile range for males is £2.24 and for females it is £0.68. Previously for females the interquartile range was £1.96, so this reduction in the range reflects that there are now more female operational members of staff.

²⁰ The interquartile range (IQR) is a measure of variability, based on dividing a data set into quartiles. Quartiles divide a rank-ordered data set into four equal parts. The values that divide each part are called the first, second, and third quartiles; and they are denoted by Q1, Q2, and Q3, respectively. Q1 is the "middle" value in the first half of the rank-ordered data set. Q2 is the median value in the set. Q3 is the "middle" value in the second half of the rank-ordered data set.
<http://stattrek.com/statistics/dictionary.aspx?definition=Interquartile%20range>

- For support staff, there is a moderate difference between males and females in quartile 1 of £2.30 per hour. The interquartile range for males is £3.12 and for females, it is £5.42. This identifies that for female staff there are larger differences in pay, with more lower paid / part time females than males.

6.17 Princes Trust

In total during 2017/18 there were 116 attendees on Princes Trust courses operated by Merseyside Fire & Rescue Service. The following section analyses the protected characteristics of these attendees.

- Concerning age and gender, 78 (67%) attendees were male, with 37 (31.9%) being female. Data was unavailable for 1 attendee. When age is concerned the youngest attendees were 16, with the oldest being 26. The most populous age was the 17 year age group which accounted for 21 individuals.
- The majority of attendees were White British (88, 75.9%), BAME attendees accounted for 19 attendees or 16.4%.
- The simple majority of attendees had no religion (38), Christians of various denominations accounted for 26 attendees, minority religions accounted for 14. Religion data was unavailable for 38 attendees.
- The majority of attendees were heterosexual (78), 10 attendees were LGBT. Data was unavailable for 32 attendees.
- Taking disability into consideration, 58 (50%) attendees stated that they had no disability, 42 (36.2%) stated that they were disabled in some form, 1 attendee preferred to say. Data was unavailable for 15 attendees.

6.18 Fire Cadets

During 2017/18, there was a total of 62 individuals who enrolled with Fire Cadets. As such the following is true:

- 14 year olds made up the simple majority of attendees with 24 (38.7%). This was then followed by 15 year olds with 17 attendees, 13 year olds with 13 attendees, 16 year olds with 5 attendees and 17 year olds with 3 attendees.
- Concerning ethnicity data, 51 attendees were White British (82.3%), 6 were BAME and data was unavailable for the 5 remaining individuals.
- Concerning disability, 12 (19.4%) attendees were disabled, 48 were not and data was unavailable for 2.

6.19 Volunteers

During 2017/18, there were a total number of 38 volunteers, therefore the following are true:

- Concerning gender , 68.4% (26) were male and 31.5% (12) were female
- When looking at the age range of our volunteers, the majority of volunteers 39.5%(15) were in the 22-30 age group. Followed by the 16-21 age group with 23.7% (9), then the 31-40 age group with 18.4% (7) volunteers and 41-60 age group with 7.9% (3) volunteers. We have no volunteers aged 61-65 and only 1 aged 66+.
- The Ethnicity of our volunteers is follows White British, 89.5% (34) White other (Irish, Polish and Romanian) 7.9% (3) and Asian 2.6% (1)
- The number of volunteers who have declared a disability is 10.5%, (4) .

We are addressing our diversity, in relation to age and ethnicity in our future volunteer recruitment plans.

Appendices

Appendix A: The Equality Act and Public Sector Equality Duties

The Equality Act and Public Sector Equality Duties Impact on Merseyside Fire and Rescue Authority

The Equality Act became law in October 2010. It streamlines over 110 pieces of anti-discrimination legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995) and ensures consistency in what is needed in employment to make the workplace a fair environment and to ensure that public services are designed without discrimination or unfavourable treatment. The Public Sector Equality Duty (PSED) came into force on 5 April 2011 and replaces all previous separate equality duties for: race, disability and gender.

The PSED consists of a **general duty**, with three main aims (set out in section 149 of the Equality Act 2010) and **specific duties** (set out in the secondary legislation that accompanies the Act). The specific duties are intended to assist public bodies to meet the general duty.

The PSED covers the following protected characteristics, which are the grounds upon which discrimination is unlawful:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race - this includes ethnic or national origin, colour or nationality
- religion or belief - this includes lack of belief
- sex

- sexual orientation

It is also unlawful to discriminate on the grounds of marriage and civil partnership in respect of employment only.

General duty

The general duty has three aims. It requires MFRA to have 'due regard' to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people from different groups. This involves considering the need to:
 - a. remove or minimise disadvantages suffered by people due to their protected characteristics
 - b. meet the needs of people with protected characteristics encourage people with protected characteristics to participate in public life or in other activities where their participation is low
 - c. foster good relations between people from different groups. This involves tackling prejudice and promoting understanding between people from different groups.
3. In order to demonstrate 'due regard', MFRA must consider the three aims of the general duty when making decisions as an employer and provider of fire and rescue services; for example, when:
 - a. developing, evaluating and reviewing policies
 - b. designing, delivering and evaluating services, including fire and rescue provisions
 - c. commissioning and procuring services from others

To comply with the general duty, public bodies may treat some people more favourably than others, as far as this is allowed by UK and European anti-discrimination law.

The General duty also explicitly recognises that disabled people's requirements may be different from those of non-disabled people. MFRA is required to take account of disabled people's impairments and must make reasonable adjustments for disabled people.

Specific Duties

The PSED is supported by specific duties. In England, these commenced on 10 September 2011. The specific duties aim to help public bodies to perform better in meeting the public sector equality duty. The focus of the specific duties is transparency in how public bodies are responding to the equality duty. It is important to note that MFRA must meet both the equality duty and the specific duties - it is not enough to meet the specific duties alone.

There are three specific duties that MFRA has to demonstrate compliance with, as follows:

1. **Publication of information** – to publish – at least annually, information to demonstrate its compliance with the equality duty. Subsequently, information must be published at intervals no greater than one year from the last publication. The Equalities section of the MFRA website contains information that demonstrates our compliance. The Equality and Human Rights Commission (EHRC) monitor public bodies (including Public Authorities) web sites to review how accessible equality information is for the public to use.
2. **Equality objectives** – Fire and Rescue Authorities must prepare and publish one or more specific and measurable objective(s) that it thinks it should achieve to meet any of the three aims of the equality duty. The objective(s) must be published subsequently at intervals of no greater than four years. To help make the equality objectives measurable, link the objective to information collected by the institution. The government will conduct a review of the equality objectives set by public bodies after two years to check

that they are meeting the required levels of transparency and accountability.

3. **Manner of publication** – Fire and Rescue Authorities must publish their equality information and equality objective(s) in a manner that is accessible to the public. As this information is intended to be public facing.

Gender Pay Gap

Who counts as an employee?

For the purposes of gender pay²¹ reporting, the definition of who counts as an employee is set out in the regulations and follows the definition in the Equality Act 2010. This is known as an 'extended' definition that includes:

- employees (those with a contract of employment)
- workers and agency workers (those with a contract to do work or provide services)
- some self-employed people (where they have to personally perform the work)
- police officers and the armed forces

What needs to be reported on?

1. The mean gender pay gap
2. The median gender pay gap
3. The mean bonus gender pay gap
4. The median bonus gender pay gap
5. The proportion of males and females receiving a bonus payment
6. The proportion of males and females in each quartile band

²¹ More details about who counts as an employee can be found in the main Gender Pay Gap guide at www.acas.org.uk/genderpay

Appendix B: Retrospective by Generic Role

Table 22: Retrospective Analysis of Protected Groups – Operational Staff

Position	Criteria	2015/16	2016/17	2017/18	Difference	% Change
Operational Staff	Total	805	694	632	-173	-21.49%
	Male	763	653	582	-181	-23.72%
	Female	42	41	50	8	19.05%
	Age >= 46	460	432	383	-77	-16.74%
	% >= 46	57.1%	62.2%	60.6%		
	Disability	27	27	3	-24	-88.89%
	BAME	31	31	36	5	16.13%
	LGBT	3	4	12	9	300.00%

Table 23: Retrospective Analysis of Protected Groups – Control Staff

Position	Criteria	2015/16	2016/17	2017/18	Difference	% Change
Fire Control Staff	Total	36	34	32	-4	-11.11%
	Male	2	2	3	1	50.00%
	Female	34	32	29	-5	-14.71%
	Age >= 46	28	27	20	-8	-28.57%
	% >= 46	77.8%	79.4%	62.5%		
	Disability	2	1	0	-2	-100.00%
	BAME	0	0	0	0	0.00%
	LGBT	0	0	0	0	0.00%

Table 24: Retrospective Analysis of Protected Groups – Support Staff

Position	Criteria	2015/16	2016/17	2017/18	Difference	% Change
Support Staff	Total	349	317	335	-14	-4.01%
	Male	174	158	166	-8	-4.60%
	Female	175	159	169	-6	-3.43%
	Age >= 46	185	157	177	-8	-4.32%
	% >= 46	53.0%	49.5%	52.8%		
	Disability	28	23	8	-20	-71.43%
	BAME	11	10	11	0	0.00%
	LGBT	3	5	6	3	100.00%

Appendix C: Supplemental Information

Table 25: All Staff by Age & Position

Role	Position	Total	17-24	25-35	36-45	46-55	56-65	66+
Operational Staff	Brigade Manager	2				2		
	Area Manager	6			2	4		
	Group Manager	12			2	10		
	Station Manager	27		1	7	19		
	Watch Manager	130		6	32	90	2	
	Crew Manager	17		3	4	10		
	Firefighter	438	8	80	104	233	13	
	Sub Total	632	8	90	151	368	15	0
Fire Control Staff	Group Manager	0						
	Station Manager	0						
	Watch Manager	10			2	5	3	
	Crew Manager	4		1		3		
	Firefighter	18	1	4	4	5	4	
	Sub Total	32	1	5	6	13	7	0
Support Staff	Grades 12+	34		2	6	12	15	
	Grades 6-11	185	11	46	44	55	51	4
	Grades 1-5	83	10	19	13	18	20	2
	Apprentices	7	6	1				
	Sub Total	335	27	68	63	85	86	6
Total		999	36	163	220	466	108	6

Table 26: Ethnicity by Type and Role

Role	Position	Total	White British or Irish	Any Other White	Mixed	Asian or Asian British	Black or Black British	Chinese	Any Other Minority	PNTS	Not Stated
Operational Staff	Brigade Manager	2	2								
	Area Manager	6	6								
	Group Manager	12	11								1
	Station Manager	27	25		1			1			
	Watch Manager	130	124		3				1	1	1
	Crew Manager	17	14	1			1			1	
	Firefighter	438	407	5	14		6	2	1	3	
	Sub Total	632	589	6	18	0	7	3	2	5	2
Fire Control Staff	Area Manager										
	Group Manager										
	Watch Manager	10	10								
	Crew Manager	4	4								
	Firefighter	18	18								
	Sub Total	32	32	0	0	0	0	0	0	0	0
Support Staff	Grades 12+	35	35								
	Grades 6-11	211	200	2	2	2	2			1	2
	Grades 1-5	82	75		1		2				4
	Apprentices	7	7								
	Sub Total	335	317	2	3	2	4	0	0	1	6
Total		999	938	8	21	2	11	3	2	6	8

Table 27: Breakdown of Religion / Belief by type and role

Role	Position	Total	Buddhist	Christian	Jewish	Muslim	Other	None	PNTS	Not Stated
Operational Staff	Brigade Manager	2		1				1		
	Area Manager	6		2						4
	Group Manager	12		3				1		8
	Station Manager	27	1	8			2	4		12
	Watch Manager	130		24	1		1	8	3	93
	Crew Manager	17		1				1	1	14
	Firefighter	438	1	71	2		1	46	12	305
Sub Total	632	2	110	3	0	4	61	16	436	
Fire Control Staff	Area Manager									
	Group Manager									
	Watch Manager	10		2						8
	Crew Manager	4								4
	Firefighter	18		4				5		9
Sub Total	32	0	6	0	0	0	5	0	21	
Support Staff	Grades 12+	35		15			1	1		18
	Grades 6-11	211		66		2	5	22	5	111
	Grades 1-5	82		31				12	1	38
	Apprentices	7		2			1	3	1	
	Sub Total	335	0	114	0	2	7	38	7	167
Total	999	2	230	3	2	11	104	23	624	

Note: there was no report Hindu or Sikh data submitted

Appendix D: Comparison of “Not Stated” by Protected Group

Table 28: Comparison of “Not Stated” responses by Protected Characteristic

Area	2015/16	% Not Stated	2016/17	% Not Stated	2017/18	% Not Stated
Total Staff	1045		991		999	
Disability	722	69.1%	731	73.8%	652	65.3%
Ethnicity	5	0.5%	13	1.3%	8	0.8%
Sexual Orientation	647	61.9%	720	72.7%	626	62.7%
Religion	524	50.1%	715	72.1%	624	62.5%

Please note: that the data for Gender and Age was complete and therefore no (zero) “Not Stated” returns.

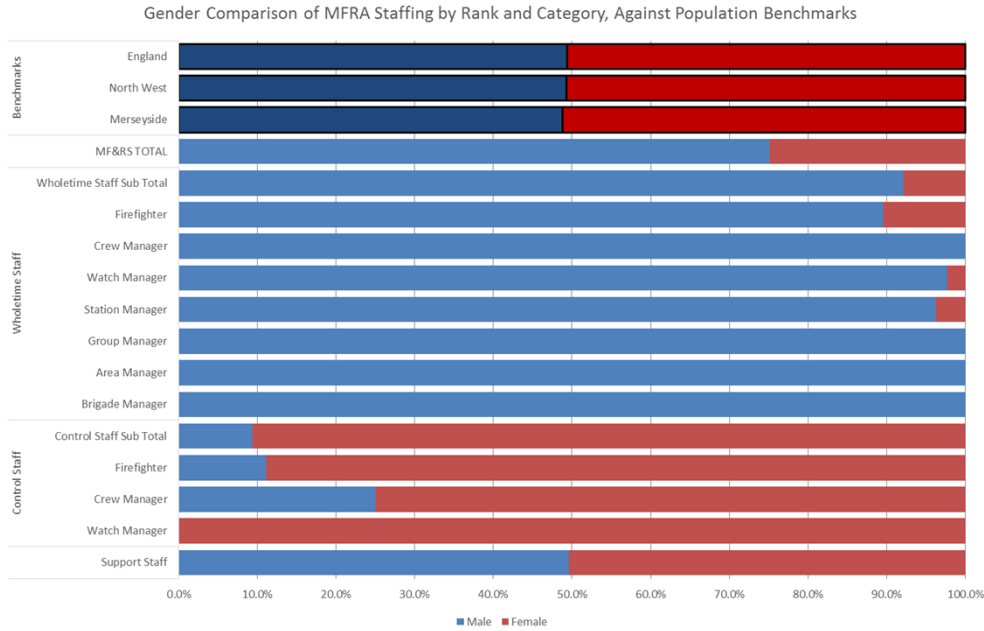
Table 28 provides a comparison of “Not Stated” counts between 2015/16 and 2017/18. The table identifies:

- Between 2016/17 and 2017/18 data quality has improved.
- Disability has the greatest amount of unstated data with 65.3% of staff not providing data for this area up to 2016/17.
- Sexual Orientation has a large amount of unstated data with 62.7% of staff not providing data for this area up to 2016/17.
- Religion has also has a large amount of unstated data with 62.5% of staff not providing data for this area up to 2016/17.
- Ethnicity has a relatively low amount of unstated data with only 0.8% of staff not providing data up to 2016/17.

Appendix E: Home Office Benchmarking 2016/17

Workforce and Employment Data – 31st March 2017 - Benchmarking

Comparison of Gender balance, comparing MFRA staffing to Official ONS²² Population %'s²³



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 wholtime “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 – 2016/17

Location	Total Staff	Total firefighters	Fire Control	Support Staff
Greater London	13.84%	6.94%	76.92%	46.75%
Greater Manchester	16.47%	2.78%	-	57.94%
Merseyside	19.76%	6.92%	91.18%	52.10%
South Yorkshire	16.99%	6.00%	68.00%	46.04%
Tyne & Wear	19.34%	6.49%	67.74%	58.29%
West Midlands	20.15%	5.67%	88.89%	56.03%
West Yorkshire	16.36%	4.47%	71.43%	53.90%
England (Baseline)	15.08%	5.16%	75.98%	52.49%

The table identifies that when compared to other Metropolitan FRS, Merseyside has the second highest ratio of female to male staff with 19.76% overall.

When compared against the rate for FRS's in England, Merseyside is well ahead of the national FRS rate of 15.08%

²² Glossary: ONS = Office for National Statistics. HO = Home Office. BAME = Black Asian Minority Ethnic. FRS = Fire & Rescue Service

²³ Male and female populations based on Mid 2016 Population Estimates – Office for National Statistics

Further Comparisons - based on HO Operational Statistics – 2016/17

FRS	% BAME ²⁴			Age Related Data	
	BAME Workforce %	Local BAME / Non White%	Progress to matching local BAME	% aged between 16-24	% aged above 56
Greater London FRS	15.20%	40.21%	37.80%	1.27%	5.35%
Greater Manchester FRS	4.30%	16.19%	26.55%	2.78%	3.77%
Merseyside FRS	4.00%	5.49%	72.80%	1.83%	8.01%
South Yorkshire FRS	3.70%	9.37%	39.47%	1.03%	5.82%
Tyne & Wear FRS	1.90%	6.53%	29.10%	0.23%	7.15%
West Midlands FRS	10.20%	29.87%	34.15%	1.04%	6.87%
West Yorkshire FRS	4.20%	18.25%	23.01%	1.24%	6.83%
England FRS	4.50%	14.03%	32.08%	3.10%	7.09%

The chart above compares BAME populations against FRS workforce. If Workforce and Local BAME percentages are compared, Merseyside FRS is closest of all the Met FRS to paralleling their local BAME population. As such Merseyside FRS is 72.8% of the way to proportionally matching the local BAME population,²⁵ close to double that of the other Met FRS's.

Considering age, Merseyside FRS has the highest % of employees above the age of 56 and is the second highest for the 16-24 age group.

²⁴ 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.

²⁵ Though Merseyside FRS has a comparatively low Non White (BAME) workforce with 4%, it is very close to matching the BAME % of Merseyside as a whole with 5.49%. Though other Mets do have higher proportions of BAME in their local populations, their workforces don't represent their local population as well as Merseyside FRS.

Appendix F: Equality and Diversity Objectives 2017 – 2020

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

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

Equality Objective 3: Reducing fires and other incidents amongst the vulnerable protected groups

Equality Objective 4: To ensure that staff are better equipped to deliver their roles whilst showing due regard to the need to: “eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who don’t.”

Equality Objective 5: To continue to aspire to achieving excellence, or equivalent in a Fire and Rescue Service Equality Framework