

Merseyside Fire & Rescue Authority

Equality, Diversity & Inclusion Annual Report

April 2019 to March 2020

Alternative Formats

We are committed to ensuring that all our information is fully accessible for all communities across Merseyside, we have included this document on our website which can be accessed from our Webpage <http://www.merseyfire.gov.uk/equality & diversity>

If you would like a copy in Arabic, Bengali, Chinese, French or Somali please contact us at Diversity Team, Merseyside Fire & Rescue Service Headquarters, Bridle Road , Bootle, Liverpool L30 4YD. Telephone 0151 296 4422 or email diversityteam@merseyfire.gov.uk.

Arabic

Diversity: بنا الاتصال يرجى الصومالية، أو الفرنسية، أو الصينية، أو البنغالية، أو العربية، باللغة نسخة أردت إذا: على

Team, MF&RS Headquarters, Bridle Road, Bootle, Liverpool, L30 4YD والمينيكم الهاتف
diversityteam@merseyfire.gov.uk 4422 296 0151 الإلكتروني البريد أو
كبيرة طباعية بحروف أيضاً متوفر.

Bengali

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Chinese

如果你想复制的阿拉伯语，孟加拉语，中国，法国或索马里，请联系 我们多元化的团队， MF & RS总部， 马勒路， 布特尔， 利物浦L30 4YD。 电话和小型机0151 296 4422 或电邮diversityteam@merseyfire.gov.uk。 在较大的打印也可以。

French

Si vous souhaitez obtenir une copie en arabe, bengali, chinois, contactez s'il vous plaît français ou en Somalie nous à la diversité équipe, siège de MF & RS, Bridle Road, Bootle, Liverpool L30 4YD. Téléphone et minicom 0151 296 4422 ou par courriel diversityteam@merseyfire.gov.uk.Egalement disponible en gros caractères.

Somali

Haddii aad rabtid nuqul Carabi, Bangaali, Shinees, Faransiis ama Soomaali fadlan la xiriir kooxda Diversity, Merseyside Fire & Rescue Service, Headquarters Service Bridle Road, Bootle Liverpool L30 4YD. Telefoonka: 0151 296 4422 ama Email: diversityteam@merseyfire.gov.uk Sidoo Kale waxaa heli kartaa iyadoo far waaweyn ah.

This Document is also available in larger print and can be reproduced in Braille on request.

Content

Foreword	2
Introduction to this report and Governance of ED&I	4
Progress against Equality Objectives for 2019-20	6
Equality Objective 1	7
Gender Pay Gap	22
Equality Objective 2	27
Equality Objective 3	35
Equality Objective 4	38
Equality Objective 5	48
Events	50
Looking forward	54
Conclusion	55
Appendix 1 Equality Objective 2017- 2020	56

Foreword

Welcome to the 2019-20 Equality, Diversity and Inclusion (ED&I) Annual Report, this is our seventh report, providing a wide audience with an account of our progress against our strategic ED&I objectives.

Looking back and reflecting across the last year, the pace of change in the ED&I agenda across the Fire and Rescue Service (FRS) nationally has gathered pace and is still very much a significant priority for all FRS. The introduction of inspections by Her Majesty's Inspectorate of Fire and Rescue Services (HMICFRS) in 2018 enabled the evaluation of FRS in relation to their diversity and inclusion practices and we have taken the recommendations from [our inspection report](#) (June 2019) and have focused on them in the last year to deliver the following:

- Developing **Diversity Networks**, supported and championed by senior leaders with clear sponsorship roles, with time made available for Network Chairs and members to focus on helping us make MFRA more inclusive
- Developing and delivering a bespoke and engaging **ED&I training programme**, delivered face to face throughout the organisation.

We have also been able to continue with the ongoing work around:

- Delivering a **Positive Action** strategy to increase the number of people from underrepresented groups in our workforce
- Further developed our **Knowing our Communities** project, ensuring we are engaging with diverse communities in an inclusive way
- Ensured we are delivering **Home Fire Safety Checks** (HFSC) and Safe and Well visits proportionately to reflect our diverse communities.

We are committed to developing a culture that recognises, supports and celebrates equality, diversity and inclusion and works hard to ensure everybody is included.

We will continue to listen to the voice and needs of our diverse staff groups and our communities to ensure we continue to develop and respond to the changing ED&I landscape and make MFRA services and employment inclusive for all.

Chief Fire Officer

Phil Garrigan – Senior Sponsor for ED&I

Introduction to this report and Governance of ED&I

Merseyside Fire and Rescue Authority is pleased 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 many success stories about the work we do on a day to day basis to ensure that the services we deliver provide our diverse communities with confidence that we are addressing their needs.

This year's report provides an overview of:

- Progress made in the third year of our Equality Objectives 2017 – 2020 (including our Gender Pay Gap figures as at March 2020)
- Highlights from our local plans in relation to delivery of ED&I objectives for 2019-20
- Delivery of ED&I events during the year

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, which in turn become part of our Service Delivery Plan. This ensures that ED&I are consistently considered and delivered as part of organisational planning and service development.

The Diversity and Consultation Manager also holds regular equality engagement meetings with the Representative Bodies (trade unions and staff associations), Staff

Diversity Networks, Staff Equality Group 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.

People Impact Assessments (PIAs) are carried out on policy, strategic and service delivery (including changes) , these are attached to the governance documents when approved by the Authority, they are published on our website www.merseyfire.gov.uk with Authority papers.

Equality & Diversity performance reports scrutinised by the Fire & Rescue Authority are made public via the MF&RA website:
www.merseyfire.gov.uk/aspx/pages/fire_auth/authorityContent.aspx

Equality Objectives - Progress 2019-20

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 that are both inward looking (staff related) and outward looking (community and service delivery related)

The objectives below demonstrate how we show due regard to eliminating discrimination, harassment and victimisation, advance equality of opportunity and foster good relations.

- **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

A full copy of our Equality Objectives can be found in Appendix 1 on page 56 of this report.

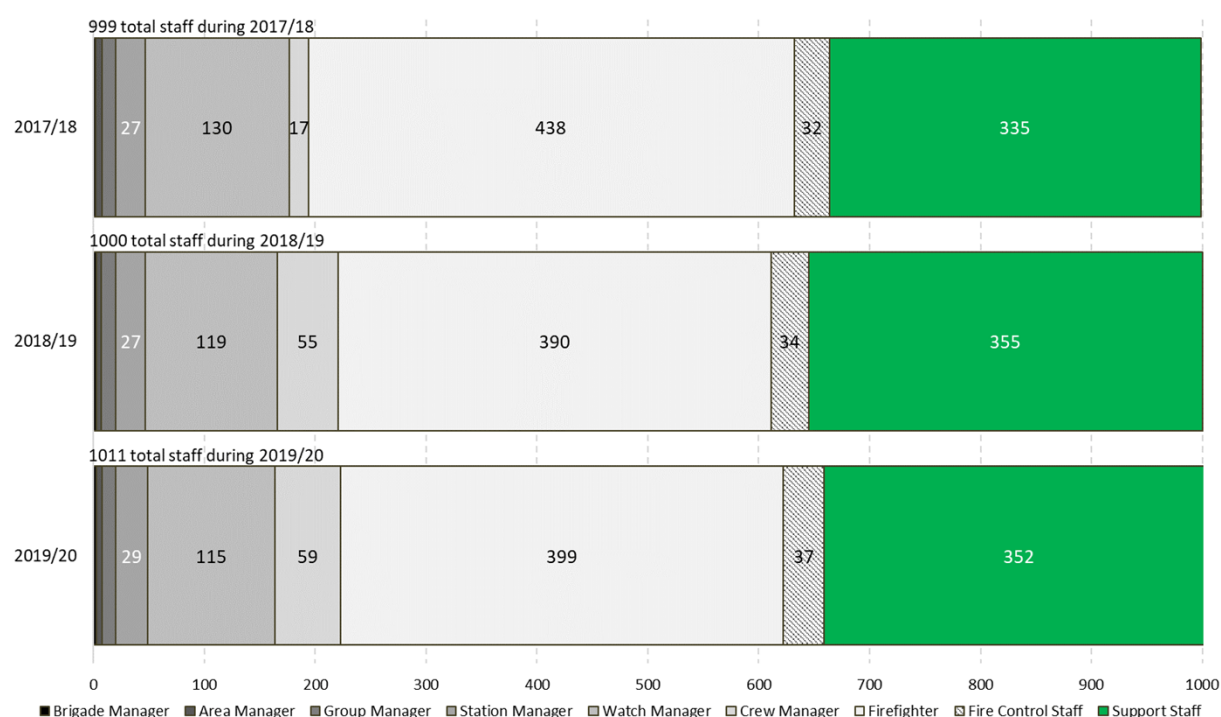
This section of the report focuses on providing an update both through data and narrative in relation to the progress made in achieving our Equality Objectives.

Equality Objective 1-

Create a strong cohesive organisation that is positive to rising to the future challenges we face.

The following equality analysis data tables show our progress in relation to the workforce at MFRA, showing diversity in relation to staff in post, recruitment, leavers and flexible working requests. We have also provided a benchmark to other Fire and Rescue Services to demonstrate our progress in relation to the national diversity agenda. The equality analysis shows the breakdown of the workforce by gender, age, ethnicity, disability and religion and/or belief and sexual orientation. All data provide within this report is based on head count as at 31th March 2020.

Data chart 1: Staffing Structure over time



Key Results – Analysis of the staffing structure over time

Chart 1 provides the staffing structure of Merseyside Fire & Rescue Service (MFRS) over the past 3 years. The chart identifies:

- Over the 3-year period, total staffing has increased by 12, from 999 staff during 2017/18 to 1011 during 2019/20, representing a 1% increase

- Overall Operational personnel (shown in grey above) account for 61.5% of total staff (or 622)
- In combination, Firefighters and Crew Managers have increased by 3, from 455 during 2017/18 to 458 during 2019/20.
- Watch Managers have reduced by 15, from 130 during 2017/18 to 115 during 2019/20.
- Station Managers have increased by 2, from 27 during 2017/18 to 29 during 2019/20.
- Fire control staff have had year on year increases, with an increase of 5 staff since 2017/18, from 32 during 2017/18 to 37 during 2019/20. During 2019/20 Fire Control staff account for 3.7% of total workforce.

Data table 1: Analysis of staffing by Gender

Role	Position	Total	Gender		
			Male	Female	% Female
Operational Staff	Brigade Manager	3	3		0.0%
	Area Manager	5	5		0.0%
	Group Manager	12	12		0.0%
	Station Manager	29	28	1	3.4%
	Watch Manager	115	112	3	2.6%
	Crew Manager	59	56	3	5.1%
	Firefighter	399	338	61	15.3%
	Sub Total	622	554	68	10.9%
Fire Control Staff	Group Manager	0	0	0	0.0%
	Station Manager	0	0	0	0.0%
	Watch Manager	9	0	9	100.0%
	Crew Manager	4	2	2	50.0%
	Firefighter	24	2	22	91.7%
	Sub Total	37	4	33	89.2%
Support Staff	Grades 12+	35	20	15	42.9%
	Grades 6-11	222	115	107	48.2%
	Grades 1-5	82	26	56	68.3%
	Apprentices	13	8	5	38.5%
	Sub Total	352	169	183	52.0%
Grand Total		1011	727	284	28.1%

Key Results – of Staffing by Gender

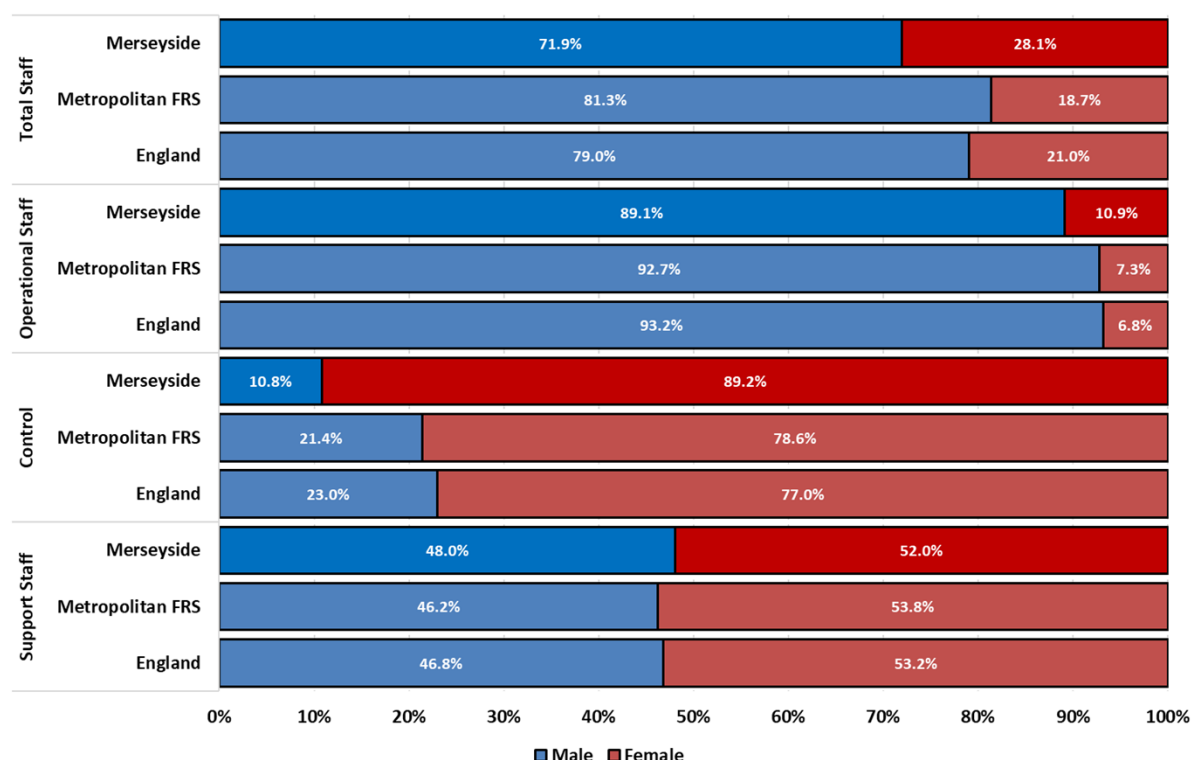
Data table 1 identifies the following when looking at the data by Gender

- There are 284 women working for MFRA, accounting for 28.1% of the total workforce.
- Women account for 68 or 10.9% of Operational staff, which has increased from 55 (9%) in 2018/2019
- There has been an increase in Operational Staff from 611 to 622
- Women account for 33 or 89.2% of Fire Control staff
- And 183 or 52% of Support Staff.

- The highest ranked Operational Female is a single Station Manager.
- For Fire Control, there are 9 Watch Managers
- Within Support Staff, 15 from 35 members of staff, or 42.9%, are Grade 12 and above

Home Office Data – Benchmarking

Data chart 2: Benchmarking Gender using Home Office Data.



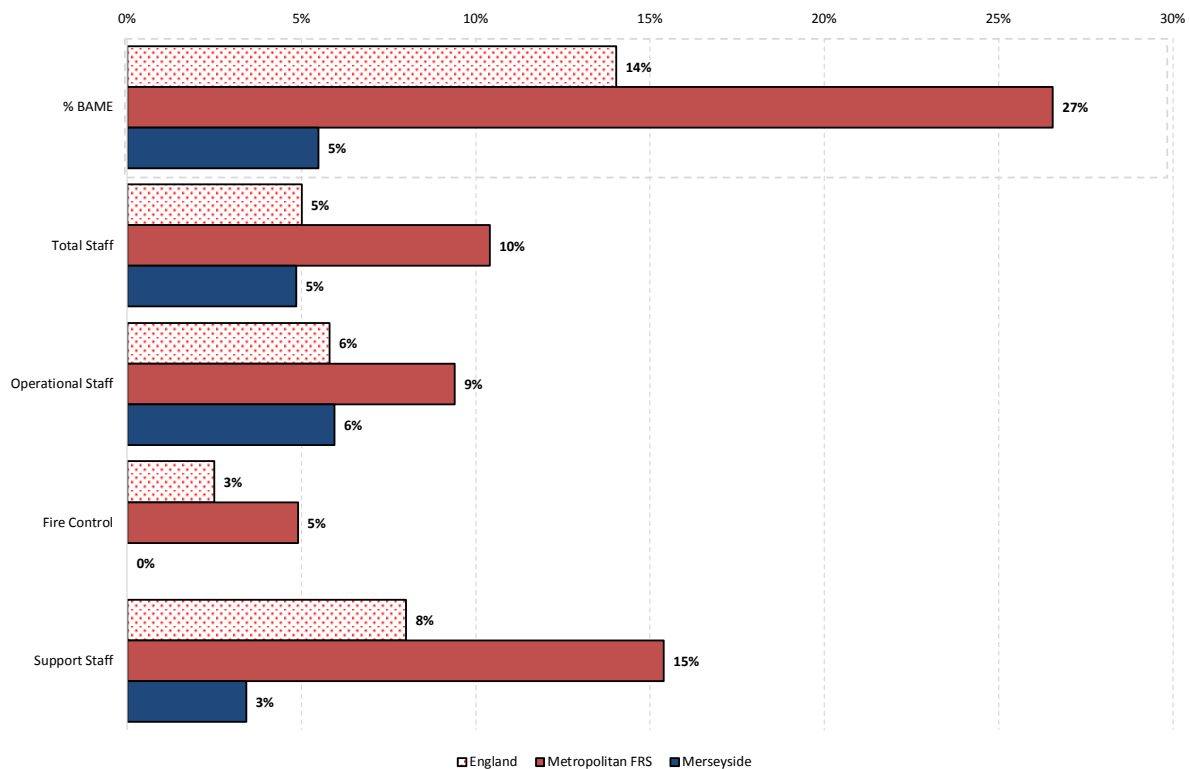
Key Results – Benchmarking gender against the national statistics

Data Chart 2 compares MFRS to the seven Metropolitan Fire & Rescue Services¹ and against 45 Fire and Rescue Services in England on the topic of gender. The chart shows that:

- overall, proportionally Merseyside has more women in the organisation at 28.1% than both the Metropolitan group (18.7%) and for English FRS (21.0%) as a whole.
- Concerning Operational Staff proportionally, Merseyside has a higher percentage of women in role when compared to the bench marking group.
 - Merseyside - 10.9% women,
 - Metropolitan group - 7.3% women
 - English FRS - 6.8%
- Concerning Fire Control, Merseyside has a lower proportion of men (10.8%) than the benchmark groups. (Metropolitan group 21.4%, England FRS 23%)
- For Support Staff Merseyside the proportions of men and women show that the workforce is slightly more balanced than the benchmark groups, with 52% of the workforce being women.

¹ Merseyside fire & Rescue Service is a member of the Metropolitan Fire & Rescue Service (Met) family group. Please note in the Met calculation Merseyside is INCLUDED within this group.

Data Chart 3 Benchmarking Ethnic Origin using Home Office Data



Data Chart 3 – Benchmarking Ethnic Origin against national statistics

Data Chart 3 compares MFRS to the seven Metropolitan Fire & Rescue Services² and against 45 Fire and Rescue Services in England on the topic of ethnic origin.

Data Chart 3a (HMICFRS State of Fire report 2019 – Fig. 11) Benchmarking Ethnic Origin using local population data

We have also compared ourselves against the local Merseyside BAME population which we consider is a more accurate representation of MFRS' success in this area than the comparisons with other FRS where the local populations differ significantly and are therefore not directly comparable. The HMICFRS chart below demonstrates this success.

Key Results – Staffing by Ethnicity

identifies the following when looking at our staff by Ethnicity:

- For operational and support staff, the percentage is higher than the local population (5.5%), at 5.9%.

² Merseyside fire & Rescue Service is a member of the Metropolitan Fire & Rescue Service (Met) family group. Please note in the Met calculation Merseyside is INCLUDED within this group.

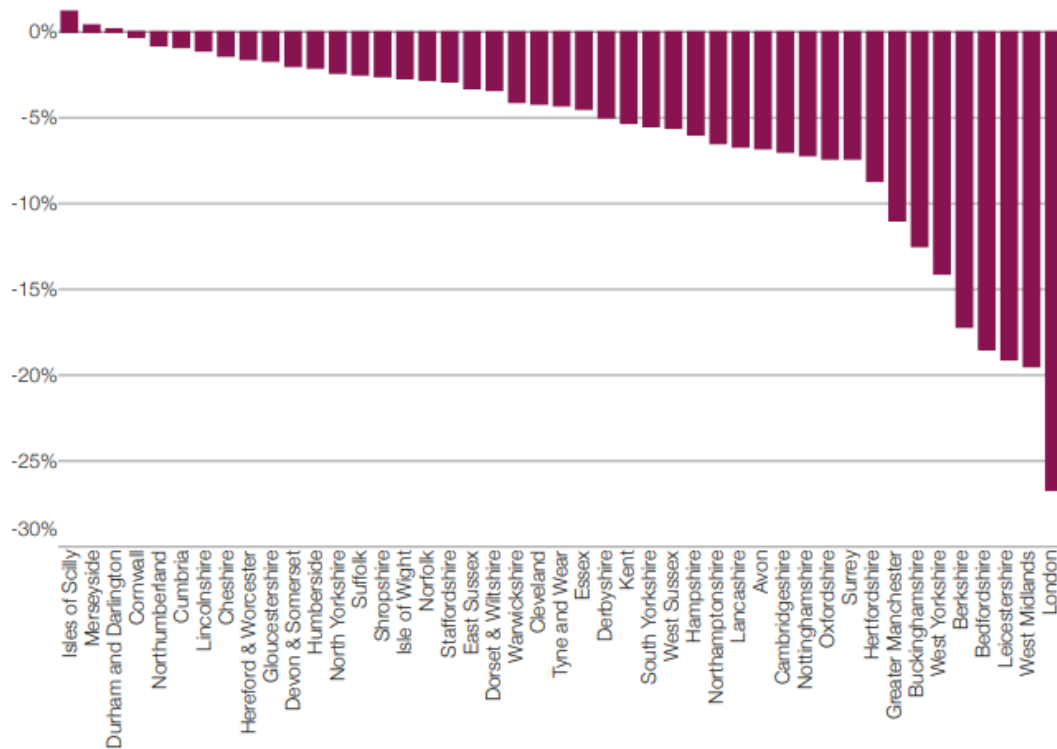
- That regardless of role, the most prominent ethnicity at Merseyside Fire & Rescue Service during 2019/20 was White British with 933 members of staff or 92% overall.

Data chart 4 (below) shows the MFRS Staff by Ethnicity. Both charts show that:

- Merseyside FRS's overall staffing (5%) falls just under the local Merseyside BAME population at 5.5%.

Data Chart 3a (HMICFRS State of Fire report 2019 – Fig. 11) Benchmarking Ethnic Origin using local population data

Figure 11:
Percentage point difference between the service's BAME residential population and its BAME firefighters as at 31 March 2019



Source:

Staff headcount (firefighters) by ethnicity: Home Office FIRE1104: 2018/2019

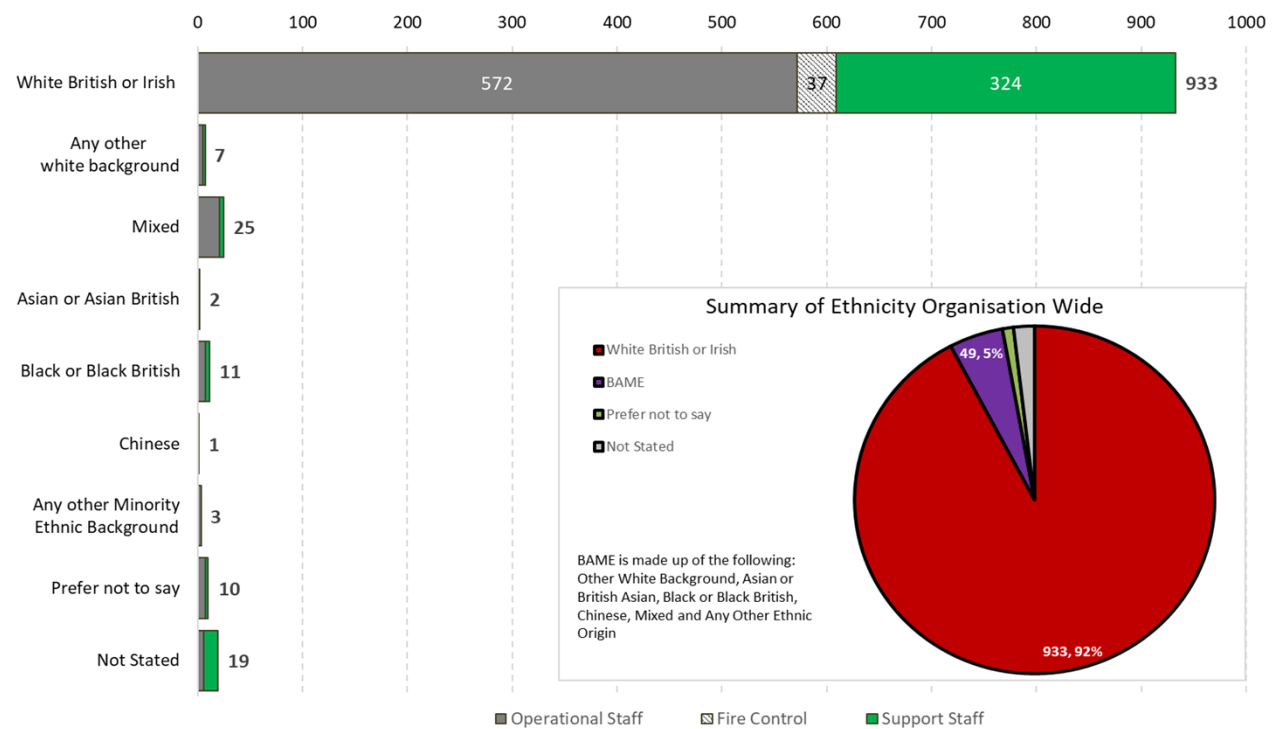
Notes: BAME residential population data from ONS 2011 census data

Workforce data is as at 31 March 2019.

The percentage of BAME firefighters does not include those who opted not to disclose their ethnic origin.

There are large variations between services in the number of firefighters who did not state their ethnic origin.

Data chart 4 Analysis of Staff by Ethnicity



Data table 2 Breakdown of Ethnic Origin by role

Role	Position	Total	White British or Irish	BAME	Any Other White	Prefer Not To Say	No Data
Operational Staff	Brigade Manager	3	3	0	0	0	0
	Area Manager	5	5	0	0	0	0
	Group Manager	12	10	1	0	0	1
	Station Manager	29	28	1	0	0	0
	Watch Manager	115	103	8	1	1	2
	Crew Manager	59	54	3	1	1	0
	Firefighter	399	369	19	3	5	3
	Uniformed Sub Total	622	572	32	5	7	6
Fire Control Staff	Area Manager	0	0	0	0	0	0
	Group Manager	0	0	0	0	0	0
	Watch Manager	9	9	0	0	0	0
	Crew Manager	4	4	0	0	0	0
	Firefighter	24	24	0	0	0	0
	Control Sub Total	37	37	0	0	0	0
Support Staff	Grades 12+	35	33	1	0	0	1
	Grades 6-11	222	201	9	1	3	8
	Grades 1-5	82	78	0	1	0	3
	Apprentices	13	12	0	0	0	1
	Support Sub Total	352	324	10	2	3	13
Total		1011	933	42	7	10	19

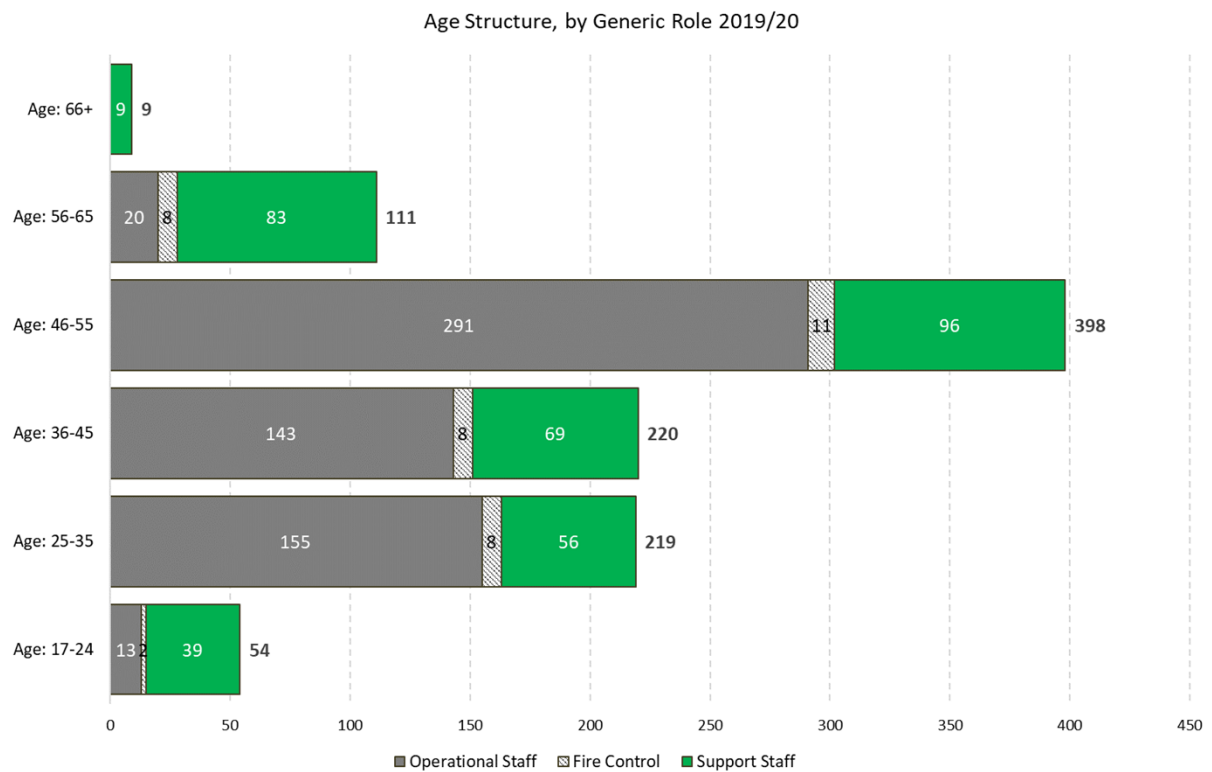
Data table 2 provides a further breakdown of staff ethnicity by role, there are two senior members of staff from a BAME background, 1 Group Manager and a Support Staff member above Grade 12.

There are no BAME members of staff within the following areas:

- Fire Control
- Within the positions of Area Manager, Brigade Manager and Director
- Within the lowest paid Support Staff Grades 1-5
- Within the Apprentice cohort

Our work around Positive Action and the Development Gateway will focus on progression during the coming year to help improve the diversity in the areas above.

Data chart 4: Analysis of staff age structure

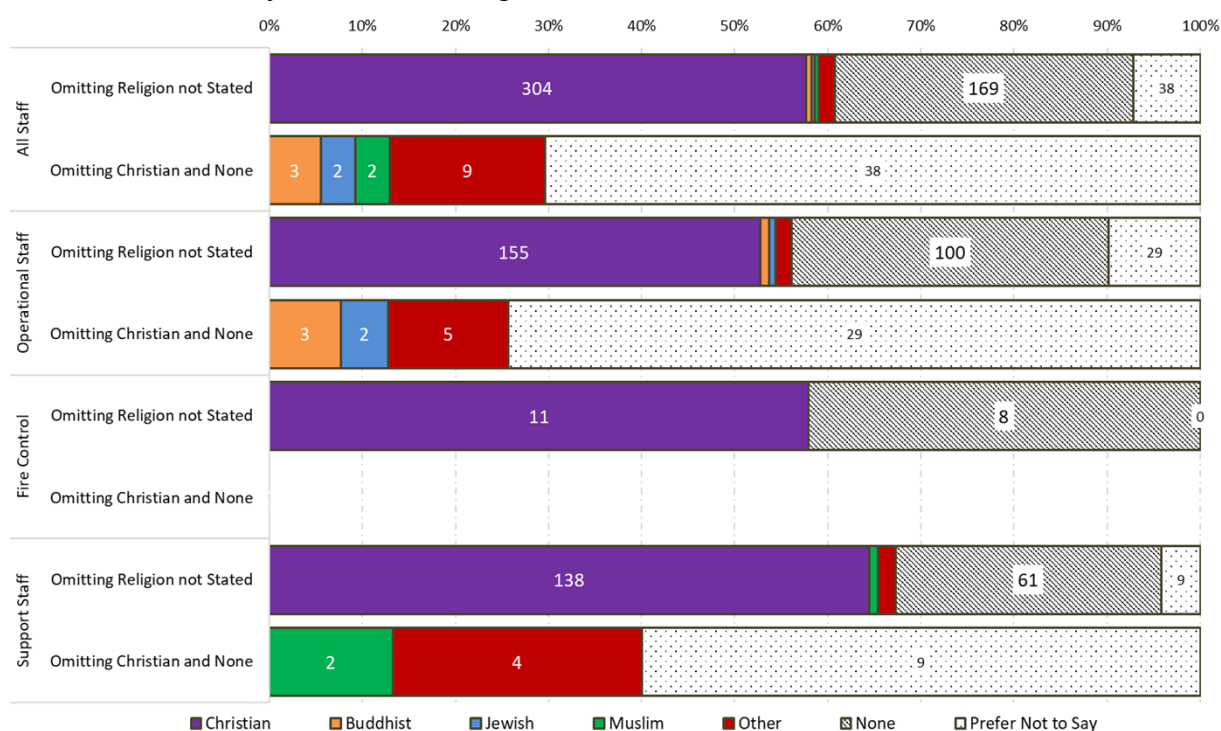


Key Results – Staffing by Age

Data Chart 4 identifies the following when looking at our staff by age that:

- the majority of staff (regardless of role) are between the age of 46-55.
- There are fewer operational staff above the age of 56, with the majority being support staff.
- There are more operational staff between the age of 25-35 than support staff
- Fire Control have the largest number of staff 11 or 29.7% in the 46-55 age group.

Data chart 5: Analysis of Staff Religion



Key Results – Breakdown of religion across the service.

Data chart 5 provides a breakdown of religion across the Service, based on valid data. The chart identifies that:

- Christianity is the most common religion with 304 members of staff, equal to 58% of valid data.
- This is then followed by staff who have no religion accounting for 169 or 32% of valid data.
- Judaism, Buddhism and Islam account for 3% of valid data.
- As 47.8% of respondents did not state their religion, the data is inconclusive, and therefore difficult to draw any conclusions in line with 2011 Census data.

Data table 2: Analysis of Staff Disability

Role	Position	Yes	No	No Data	Total	% Valid Data
Operational Staff	Brigade Manager		3		3	100.0%
	Area Manager		2	3	5	40.0%
	Group Manager		5	7	12	41.7%
	Station Manager	1	16	12	29	58.6%
	Watch Manager	1	37	77	115	33.0%
	Crew Manager	1	21	37	59	37.3%
	Firefighter	4	161	234	399	41.4%
	Sub Total	7	245	370	622	40.5%
Fire Control Staff	Group Manager				0	0.0%
	Station Manager				0	0.0%
	Watch Manager		1	8	9	11.1%
	Crew Manager		1	3	4	25.0%
	Firefighter	2	10	12	24	50.0%
	Sub Total	2	12	23	37	37.8%
Support Staff	Grades 12+	1	16	18	35	48.6%
	Grades 6-11	8	104	110	222	50.5%
	Grades 1-5	3	37	42	82	48.8%
	Apprentices		10	3	13	76.9%
	Sub Total	12	167	173	352	50.9%
Total		21	424	566	1011	44.0%

Key Results – in relation to disabilities.

Data table 2 shows that in relation to disability:

- only 44% of data is valid, this due to staff not always completing their Equality Monitoring data, which is currently voluntary.
- There are 21 members of staff who have disclosed having a disability, this equates to 4.95% (of the valid data).
- As 47.8% of respondents did not state their religion, the data is inconclusive, and therefore difficult to draw any conclusions in line with 2011 Census data.

Data Table 3: 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						
	Area Manager	5	2						3
	Group Manager	12	5						7
	Station Manager	29	13		1			3	12
	Watch Manager	115	38		1	1		3	72
	Crew Manager	59	17	2	1			4	35
	Firefighter	399	164	13	9		2	13	198
	Sub Total	622	242	15	12	1	2	23	327
Fire Control Staff	Area Manager								
	Group Manager								
	Watch Manager	9	1					1	7
	Crew Manager	4	1						3
	Firefighter	24	16						8
	Sub Total	37	18	0	0	0	0	1	18
Support Staff	Grades 12+	35	17						18
	Grades 6-11	222	119	3	1		1	7	91
	Grades 1-5	82	51		1			1	29
	Apprentices	13	10					2	1
	Sub Total	352	197	3	2	0	1	10	139
Total		1011	457	18	14	1	3	34	484
% of total response			45.2%	1.8%	1.4%	0.1%	0.3%	3.4%	47.9%
% of valid data (count = 527)			86.7%	3.4%	2.7%	0.2%	0.6%	6.5%	

Key Results – in relation to sexual orientation

Data table 3 identifies that across the Service:

- 52.1% of staff have recorded their sexual orientation in their equality monitoring form in MyView (staff recording system).
- During 2020-21 we will be looking at ways we can encourage more staff to disclose their E&D data via MyView.
- Based on the valid count of 527:
 - 87.6% of staff reported themselves as being heterosexual,
 - 3.4% were either Gay/Lesbian,
 - 2.7% were Bisexual,
 - 6.5% preferred not to say
 - and 0.8% were either self-describing or other.

Sexual orientation data, has improved markedly over the last three years. For the 2017/18 report, data was unavailable for 62.7% of the workforce, this then improved to 55.1% of data being unavailable for 2018/19 and 47.9% for the current report.

Our staff networks are keen to work with their members to encourage better completion of all monitoring data.

New Starters and Leavers

Data table 4: Analysis of New Starters by Gender

Role	Position	Total	Male	Female	% Female
Operational Staff	Brigade Manager	0	0	0	0.0%
	Area Manager	0	0	0	0.0%
	Group Manager	1	1	0	0.0%
	Station Manager	0	0	0	0.0%
	Watch Manager	5	5	0	0.0%
	Crew Manager	0	0	0	0.0%
	Firefighter	68	53	15	22.1%
	Sub Total	74	59	15	20.3%
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	6	1	5	83.3%
	Sub Total	6	1	5	83.3%
Support Staff	Grades 12+	5	2	3	60.0%
	Grades 6-11	16	12	4	25.0%
	Grades 1-5	13	6	7	53.8%
	Apprentices	9	5	4	44.4%
	Sub Total	43	25	18	41.9%
Total		123	85	38	30.9%

Key Results – New Starters by Gender

Data table 4 shows the analysis of new starters by gender during 2019/20:

- During 2019/20 there was a total of 123 new starters within MFRA.
- Of these new starters, they were predominantly men, with 85 of the total (69.1%).
- When looking at operational recruitment, there were 15 new starters who were women, which equated to 20.3% of new recruits,
- During 2019/20 there were 6 new starters in Fire Control, with 1 man joining our Fire Control staff (16.7%)
- Of the 43 new support staff, 18 were women, which is equal to 41.9%.

Data table 5: Analysis of Leavers by Gender

Role	Position	Total	Male	Female	% Female
Operational Staff	Brigade Manager	0			0.0%
	Area Manager	1	1		0.0%
	Group Manager	2	2		0.0%
	Station Manager	3	3		0.0%
	Watch Manager	12	12		0.0%
	Crew Manager	4	3	1	0.0%
	Firefighter	44	43	1	2.3%
	Sub Total	66	64	2	3.0%
Control Staff	Group Manager	0			0.0%
	Station Manager	0			0.0%
	Watch Manager	1		1	0.0%
	Crew Manager	0			0.0%
	Firefighter	3	1	2	66.7%
	Sub Total	4	1	3	75.0%
Support Staff	Grades 12+	4	3	1	25.0%
	Grades 6-11	30	19	11	36.7%
	Grades 1-5	8	6	2	25.0%
	Apprentices	7	5	2	28.6%
	Sub Total	49	33	16	32.7%
Total		119	98	21	17.6%

Key Results – leavers by Gender

Data table 5 show that during 2019/20 there were total of 119 leavers from MFRA:

- Leavers were predominantly men, with 98 of the total (82.4%).
- When looking at Operational leavers:
 - Two were women, equating to 3%,
 - Within Fire Control there were 4 leavers, with 1 being a man (25%)
 - There were 49 leavers from Support Staff, of which 16 were women, equal to 32.7%.

When leavers and new starters are compared there are proportionally almost twice the number of women joining the Service than leaving.

Flexible Working

In total there were 15 requests for flexible working, all of which were accepted by the panel. Of this total, 10 were from women and 5 were from men.

When analysed by age, there were:

- 3 requests from the 21-30 age group,
- 4 from the 31-40 group,
- 3 from the 41-50 group,
- 3 from the 51-60 group
- 2 from the 61-65 group.

When analysed by ethnicity, the majority of requests (13) were from White British or Irish staff, 1 applicant was of Mixed ethnicity. In 1 request the ethnic origin was unknown

No applications were made from those with a disclosed disability.

Functional highlights in relation to Objective 1 during 2019-20

Positive Action

Each year as part of our firefighter recruitment process our Recruitment team and volunteers from across the service organise and assist with a number of “have a go days” at our Training and Development Academy. These events allow people who are considering or may have previously applied to join the Fire Service the opportunity to experience some of the fitness test and chat to people who can give advice on applications and ensuring they are training properly to reach and maintain the level of fitness need to become a firefighter. This short video shows show what it means to those who have taken part in one of our “Firefighter - have a go days”

<https://youtu.be/kZgQU1W-XI>

Gender Pay Gap

The Gender Pay Gap reporting obligations are now included in the Public Sector Equality Duty (PSED). This section reports on our fourth gender pay gap exercise which is in relation to data taken as at 31st March 2020. Gender pay gap figures are based on a total of 936³ staff in scope for this gender pay exercise, 686 (73.3%) were male and 250 (26.7%) 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

Data table 6: Mean Gender Pay Gap 2019/20

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	2019/20 Pay Gap
All staff	£15.79	£13.99	-£1.80	- 11.40%	-11.7%
Operational Staff (Inc. Fire Control)	£15.88	£13.83	-£2.05	- 12.91%	- 11.11%
Support staff	£15.47	£14.07	-£1.40	-9.05%	-9.04%

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

Key Results - Mean Gender Pay Gap 2019/20

- Across the organisation, the mean gender pay gap is -11.4% or £1.80 per hour.
- For operational staff only the gap is -12.91%
- For support staff the gap is narrower at -9.05%.

When the 2019/20 gender pay gap is compared to the previous year, the table identifies that:

- Overall the gender pay gap has reduced slightly from 11.7% to 11.40%.
- For support staff the gap marginally increased from -9.04% during 2018/19 to -9.05% during 2019/20.
- For operational staff, the gender pay gap widened from -11.11% during 2018/19 to -12.91% during 2019/20.

The differences in figures may be due to more women being recruited into firefighter roles recently, 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 important bearing on the overall Gender Pay Gap for operational staff and this is being addressed through our Equality Objective 1 in relation to Positive Action and the People Strategy.

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.

Data table 7: Median Gender Pay Gap 2019/20

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	2019/20 Pay Gap
All staff	£14.54	£13.79	-£0.75	-5.16%	-4.84%
Operational Staff (Inc. Fire Control)	£14.54	£14.21	-£0.33	-2.27%	-1.40%
Support staff	£14.42	£13.31	-£1.11	-7.70%	-9.25%

Key Results – Median Gender Pay Gap

When compared to the mean gender pay gap, the difference between male and female staff is much narrower,

- with a -5.16% difference at a MFRA level,
- a -2.27% difference for operational staff
- and -7.7% 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 8.9% during 2019⁴.

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. This measure is not applicable as there are no bonus payments made to MFRA staff.

4

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>

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. This measure is not applicable as there are no bonus payments made to MFRA staff.

Measure 5. Bonus proportions

The proportions of male and female 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. 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

Data table 8: Quartile Pay Bands 2019/20

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# of males	%	# of females	%
1. Lower	£4.35	£13.31	123	52.56%	111	47.44%
2. Lower Middle	£13.31	£14.54	183	78.21%	51	21.79%
3. Upper Middle	£14.54	£16.84	188	80.34%	46	19.66%
4. Upper	£16.87	£67.19	192	82.05%	42	17.95%

Key Results – Quartile Pay Bands

Data table 8 identifies that the gender pay gap within quartiles

- Lower Middle (2) and Upper Middle (3), the hourly rates are very similar; suggesting that parity is close between male and female staff.
- Within the Lower quartile there is a sizeable gap in hourly rate of £8.96,
- This is magnified in the Upper quartile (where there is a gap of £50.32).

MFRS WORKFORCE GENDER PAY GAP

BASED ON AN EQUALITY ANALYSIS OF WORKFORCE
& EMPLOYMENT DATA OF 31ST MARCH 2020



MERSEYSIDE
FIRE & RESCUE
SERVICE

MEDIAN* GENDER PAY GAP

-5.16%

DIFFERENCE -
OVERALL

-2.27%

DIFFERENCE -
OPERATIONAL

-7.7%

DIFFERENCE -
SUPPORT

* MEDIAN = THE
MIDDLE VALUE OF A
DATA SAMPLE



THE NEW GENDER PAY GAP
REPORTING OBLIGATIONS ARE NOW
INCLUDED IN THE PUBLIC SECTOR
EQUALITY DUTY.

PROPORTIONS OF MALE & FEMALE
EMPLOYEES IN THE LOWER, LOWER
MIDDLE, UPPER MIDDLE & UPPER
QUARTILE PAY BANDS:

PAY BAND	% MALE	% FEMALE
LOWER	52.56	47.44
LOWER MID	78.21	21.79
UPPER MID	80.34	19.66
UPPER	82.05	17.95



THE NATIONAL PICTURE

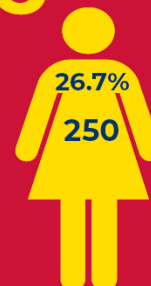
THE UK MEDIAN GENDER
PAY GAP USING OFFICE OF
NATIONAL STATISTICS DATA
SHOWS AN **AVERAGE PAY
GAP** FOR ALL EMPLOYEES
TO BE **-8.9%** DURING 2018.

GENDER PAY GAP FIGURES BASED ON

936



STAFF



**THIS IS
MFRS'
GENDER
PAY GAP
EXERCISE**

FOR ALL MFRA
STAFF, DATA
SUGGESTS
THAT MALE PAY
TENDS TO BE
MORE
CONSISTENT
THAN FEMALE

WE ARE
ADDRESSING
ISSUES THROUGH
OUR EQUALITY
OBJECTIVE 1 - RELATING
TO POSITIVE ACTION

**WHY
WE MIGHT
HAVE A
GENDER
PAY GAP**



IT MAY BE THE
IMPACT OF
HAVING **LOW
NUMBERS OF
WOMEN IN
HIGHER GRADES.**



WOMEN MAY
TAKE LONGER TO
REACH THE TOP
OF THEIR GRADE
IF THEY **TAKE TIME
OUT FOR MATERNITY
OR CAREER BREAKS.**



TYPICALLY, MEN
HAVE **LONGER
SERVICE WITH
RESULTING
INCREMENTAL
PAY RISES.**



WE HAVE SEEN AN
INCREASE IN WOMEN
**STARTING CAREERS AS
FIREFIGHTERS** WHICH
MAY BE WHY OUR
GENDER PAY GAP IS
INCREASING.

Equality Objective 2

Ensure that people from diverse communities receive equitable services that meet their needs.

The following Equality analysis data tables and case studies show our progress in relation to ensuring we are delivering an equitable service to the communities we serve. This could be through our Home Fire Safety Checks (HFSC's), our Safe and Well visits, or through the range of courses offered by our Youth Engagement team.

Home Fire Safety Checks 2019 – 2020 (HFSC)

The two tables below show the number of HFSC's carried out by our operational staff during the period 1st April 2019 to 31st March 2020 (these figures are correct on the date of extraction, from the Service's Goldmine system)

Data table 9: HFSC's conducted by Operational Crews showing Ethnicity

ETHNICITY	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sept-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Total	Proportion of total HFSCs	Proportion of Merseyside
Asian – Bangladeshi		1	4	4	2	1	0	1	0	1	3		17	0.0%	0.17%
Asian – Chinese		6	7	6	5	3	19	5	23	20	11	2	107	0.3%	0.84%
Asian – Indian	7	5	4	8	7	6	8	18	5	7	9	1	85	0.2%	0.57%
Asian – Other	3	11	11	16	8	19	13	11	10	10	15	5	132	0.3%	0.44%
Asian – Pakistani		5	1	3	4	3	1	5	3	0	2		27	0.1%	0.19%
Black – African	5	6	9	10	9	6	8	6	2	3	7	7	78	0.2%	0.71%
Black – Caribbean	1	3	8	3	3	4	0	1	4	6	6		39	0.1%	0.15%
Black – Other		3	7	4	3	2	4	2	3	4	3	8	43	0.1%	0.20%
Mixed – Other	2	3	8	7	3	6	6	2	1	3	2	1	44	0.1%	0.36%
Mixed - White & Asian	1	2	2	2	1	2	1	1	2	3	0		17	0.0%	0.34%
Mixed - White & Black African	1		4	3	2	3	7	4	2	0	1		27	0.1%	0.35%
Mixed - White & Black Caribbean	1	1	3	3	2	4	4	7	3	4	0	1	33	0.1%	0.46%
Other Ethnic Group	2	4	1	2	5	6	1	4	4	5	7	3	44	0.1%	0.72%
Unknown	590	497	392	245	291	338	245	157	129	174	141	65	3264	8.4%	0.00%
White – British	2,408	2,563	3,001	2497	2890	3150	3332	3327	2944	3395	3554	1333	34394	88.3%	91.83%
White – Irish	3	10	11	18	10	9	13	13	8	12	7	4	118	0.3%	0.97%
White – Other	22	29	45	38	35	39	42	32	60	57	33	36	468	1.2%	1.71%
Total	3,046	3,149	3,518	2,869	3,280	3,601	3,704	3,596	3,203	3,704	3,801	1,466	38,937		

Key Results – HFSC Equality data for Ethnicity

Data table 9 above identifies that at the time the data was extracted from the Goldmine information management system:

- When compared to the figures for 2018-19 there has been an improvement in the data we collect of 12%.
- On only 8.4% of occasions the occupier of the dwelling did not state their ethnicity. 88.3% of our HFSC have been carried out in homes where the resident identifies as White British
- 1.77% of HFSC have been carried out in homes where the resident identifies as BAME

Data table 10: HFSC's Conducted by Operational Crews showing Religion

RELIGION	Apr-19	May-19	Jun-19	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Total	Proportion of total HFSCs	Proportion of Merseyside
Atheist / None	177	208	321	239	276	245	332	314	305	332	455	162	3366	8.6%	17.20%
Buddhist		1	9	3	6	7	1	1	4	7	6	1	46	0.1%	0.30%
Christian	938	1,643	1,889	1605	1862	2170	2414	2649	2408	2701	2789	1057	24125	62.0%	74.00%
Declined	5	2	7	9	7	7	4	2		10	4	2	59	0.2%	0.00%
Hindu	1		3	3	8	5	3	6	2	4	5	1	41	0.1%	0.30%
Jehovah's Witness		1									1		2	0.0%	0.00%
Jewish	2	4	3	6	29	2	2	3		3	3		57	0.1%	0.20%
Muslim	1	9	15	31	12	11	3	15	10	13	18	4	142	0.4%	1.40%
Other	24	22	72	71	61	59	38	60	42	56	31	15	551	1.4%	0.20%
Sikh		1		3	1			2	1		1		9	0.0%	0.10%
Unknown	1,898	1,258	1,199	899	1018	1095	907	544	431	578	488	224	10539	27.1%	6.20%
Total	3,046	3,149	3,518	2,869	3,280	3,601	3,704	3,596	3,203	3,704	3,801	1,466	38,937		

Key Results – HFSC Equality Data for Religion

Data table 10 above identifies that at the time the data was extracted from the Goldmine information management system:

- There has been a 36.1% increase in the number of people confirming their religion when answering the Equality questions as part of the HFSC
- On 27.1% of occasions the occupier did not state their religion.

Highlights in relation to Objective 2 during 2019-20

Home Fire Safety Checks and referrals

Our Prevention teams regularly receive referrals from local partners such as social services, housing providers, the NHS and carers regarding vulnerable members of the public. During the summer of 2019 our Prevention team made a referral to a housing provider, regarding one of their tenants, who was living alone, suffered from mental health problems as well as narcolepsy, which means they can fall asleep, or have impaired consciousness, without warning.

During the HFSC visit the tenant had expressed concerns to our Prevention advocate that they had narcolepsy. As well as providing the tenant with fire safety advice, our Advocate was also able to make the necessary referral to get cooker locking valves and carbon monoxide alarms fitted in the property.

The tenant expressed how much our help was appreciated and how this has impacted positively on their day to day life to the extent that they do not worry about their medical condition any longer as they feel safe around their home.

Youth Engagement Team

Prince's Trust Summary

During 2019-2020 there was a total of 212 attendees on our Princes Trust courses.

When looking at these figures by age they were split between:

- 64 16 - 18 year olds,
- 148 above the age of 19.

When broken down by gender:

- 57% were men
- 43% were women

When analysed by Ethnicity, the following was identified

- The majority of attendees were White British (159 attendees)
- 14 attendees identified as Black, Asian or Minority Ethnic (BAME)
- 39 attendees' ethnic origin was unknown.

Fire Cadets Summary

During 2019-2020 there was a total of 69 attendees participating in our Fire Cadet groups.

When looking at these figures by age

- The most populous age group was year 10 with 37 attendees.

When broken down by gender,

- 74% of attendees were male
- 26% of attendees were female

When analysed by Ethnicity, the following was identified:

- The majority of attendees were White British (66 attendees)
- Three attendees identified as BAME.

Within the cohort there were 25 attendees who considered themselves as being disabled to some extent.

At Merseyside Fire & Rescue Service we offer a range of interventions for children and young people.

We have a proven track record of achieving positive results through the delivery of our Beacon Course to Primary and Secondary school children and young people across Merseyside. Our courses provide new and exciting opportunities and the feedback from children, young people, schools, parents and carers is outstanding, with evidence of improved school attendance afterwards.

We run Fire Cadet groups for anyone aged between 13 and 17 years old, who may have an interest in the emergency services. Our Fire Cadets run in St Helens, Knowsley, Sefton, Liverpool and Wirral and the Cadets get involved in a whole range of fun and interesting activities at fire stations and across communities. We help them to prepare for their future career or just help to develop their skills and knowledge that will benefit them, their friends and families.

Our Prince's Trust Team programme is delivered in Sefton, Liverpool, Knowsley and Wirral. This is for unemployed people aged 16-25 and is a 12-week personal development programme. It is an accredited qualification and a fantastic opportunity for young people to build their confidence, meet new people, gain new skills and most importantly have fun.

Though each stage of the course they learn a range of transferrable skills including

- Leadership
- Teamwork
- Communication
- Reading and writing skills
- Listening
- Planning skills

Our staff as well as supporting the young people through the academic side of the course also support the young people taking the course in other ways such as:

Supporting Suvenitha a 21-year-old woman from Sri Lanka. She received lots of encouragement from her Team Leader to initially join the programme and was reassured that the programme could cater to her religious needs and other ongoing academic courses. Once a week, Suvenitha was exempt from MFRA Princes Trust Team in order for her to attend college to gain her English qualification as well as enabling her to attend her Temple as she is a practicing Hindu.

The team were also able to help and support Suvenitha during the community project, as the team were provided with free lunches by the café owner. The food available was not always suitable for Suvenitha due to her religious dietary requirements but our staff spoke to the café owner and an alternative was provided, this was done in a sensitive way that made Suvenitha feel comfortable

Functional Highlights in Relation to Objective 2 during 2019-20

Supporting the Roma Community in Picton ward, Liverpool.

During the summer of 2019 MFRA Staff along with the Liverpool Community Safety Team were involved with a community cohesion project within the Roma Community found predominantly in the Picton ward of Liverpool.

MFRS was asked to participate in the project as a good way for the organisation to be able to engage with this community, and have a positive impact by providing fire safety advice and make sure residents are safe in their home whilst helping partner organisations improve other areas of the community members lives.

Representative from MFRA's Prevention Team, along with landlord licencing, a translator and representative for key departments from Liverpool City Council, all came to provide residents with information, signpost to more support, address many of the problems identified and MFRA were able to provide HFSC's. The campaign had the following outcomes:

In February 2020 a further project followed and an eight-week pilot project to improve Picton ward began, offering residents property inspections, advice on pest control and HFSC's.

Due to COVID-19 this project was unable to run for the full 8 weeks as planned and the full outcomes of the project are not yet available.

MFRS WORKFORCE PROFILE BY ETHNICITY

BASED ON AN EQUALITY ANALYSIS OF WORKFORCE
& EMPLOYMENT DATA OF 31ST MARCH 2020



MERSEYSIDE
FIRE & RESCUE
SERVICE



MINORITIES BY GROUP

25 MIXED RACE

BLACK / BLACK BRITISH 11

7 OTHER WHITE

CHINESE 1

3 OTHER MINORITY ETHNIC

ASIAN / ASIAN BRITISH 2

* 10 staff members preferred not to state
ethnicity & 19 others did not give any data

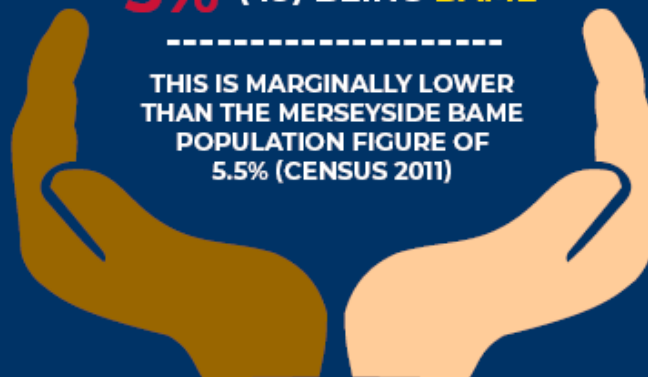
92%

(933) OF STAFF AT MFRA
ARE OF **WHITE** BRITISH OR
IRISH ORIGIN, WITH

5%

 (49) BEING **BAME**

THIS IS marginally LOWER
THAN THE MERSEYSIDE BAME
POPULATION FIGURE OF
5.5% (CENSUS 2011)



OBJECTIVE 1

IS DESIGNED TO
**INCREASE THE
DIVERSITY**
OF OUR WORKFORCE
& VOLUNTEERS AT ALL
LEVELS ACROSS THE
ORGANISATION.

POSITIVE ACTION
WILL SUPPORT **BAME**
STAFF TO APPLY FOR
**DEVELOPMENT &
PROMOTION**

(They are currently under-rep-
resented in operational, super-
visory & management roles)

ON FACE VALUE...

THE NATIONAL PICTURE

MERSEYSIDE HAS PROPORTIONALLY FEWER BAME
PERSONNEL IN ALL ROLES COMPARED TO THE METROPOLITAN
AND ENGLISH FIRE & RESCUE SERVICES...

HOWEVER...

THIS IS MISLEADING AS MERSEYSIDE HAS A FAR LOWER BAME
POPULATION THAN MANY AREAS OF ENGLAND.

INDEED

COMPARING THE PROPORTION OF BAME EMPLOYEES TO THE
LOCAL BAME POPULATION, IT APPEARS THAT MERSEYSIDE
IS CLOSER TO ACHIEVING PARITY THAN EITHER THE
METROPOLITAN OR ENGLISH FRs AS A WHOLE.



MFRS

HAS A

SET OF

5 EQUALITY

& DIVERSITY

OBJECTIVES

Equality Objective 3

Reducing fires and other incidents amongst the vulnerable protected groups

The following case studies show our progress in relation to reducing fires and other incidents amongst the vulnerable protected groups. At MFRA our staff will work closely with partners to ensure that we provide support to a wide range of people and use different methods of engagement to deliver our message, some of the ways in which we do this are detailed within this section.

Functional Highlights in Relation to Objective 3 during 2019-20

Dementia Hub at Southport Community Fire Station

In May 2019, Green Watch at Southport Community Fire Station hosted their second Dementia Hub.

The day consisted of partners including NWAS, Merseyside Police, Alzheimer's Society, NHS Frailty Service, the Memory Clinic, Southport District General Hospital, Age UK, Brighter Living and Mersey Care NHS Trust attending the event to provide information and support.

The day included a screening of two films, *A Month in the Life* by BBC News and *Dementia from the Inside* by Social Care Institute for Excellence (SCIE) and a question and answer session with the following healthcare professionals:

- Dr Yvonne Woodward – Senior Clinical Psychologist at Mersey Care NHS
- Consultant Dr Lisa Williams – Head of Older Person's Services at Mersey Care NHS
- Tom Faulkner – Assistant Psychologist at Mersey Care NHS
- Rebecca Cooper – Advanced Nurse Practitioner at Mersey Care NHS

There was also a Dementia Friends training session led by Paramedic Graham Pacey which was delivered to staff from MFRA, NWAS and other health care professionals.

Feedback included how impressed people were that MFRA was integral in providing information, expert advice and support to people affected by dementia.

St Helens & Knowsley Prevention

In May 2019 one of our teams received a safeguarding referral from the local council which included hoarding, mobility issues, careless smoking, no working smoke alarms in the property and the dangerous use of electrics and heating.

The occupants of the property had been known to MFRA since 2016 when an initial HFSC took place, however MFRA had not been able to carry out any follow-up visits due to appointments being cancelled or refused.

In June 2019 two of our Vulnerable Persons Advocates were able to carry out a High Risk Safe and Well visit at the property along with representatives from the housing association. As well as providing Fire Safety Advice, the team were also able to ensure that the property was safe by giving the occupants:

- An extension lead,
- An oil filled radiator
- A fire retardant single bedding pack
- They also removed an unsafe heater from the premises, installed additional smoke alarms in the property., made onward referrals to the Housing Association and Falls Risk Assessment Team for additional support

Since this visit the occupant has been working with a number of partners and MFRA advocates will attend the property again in 2020, to provide any further support required.

MFRS WORKFORCE PROFILE BY AGE

BASED ON AN EQUALITY ANALYSIS OF WORKFORCE
& EMPLOYMENT DATA OF 31ST MARCH 2020



MERSEYSIDE
FIRE & RESCUE
SERVICE

THE

MAJORITY OF STAFF

WITHIN MFRS (398 OR **39.4%**)
ARE AGED **46-55**... WITH MORE
PERSONNEL **ABOVE THE AGE OF 46** THAN
BELOW, THE STAFFING STRUCTURE IS
SLIGHTLY **TOP HEAVY**



* without significant recruitment

EMPLOYMENT POLICIES WILL NEED
TO TAKE ACCOUNT OF THIS
AS PART OF ONGOING
EQUALITY IMPACT
ASSESSMENTS
& FOR WORKFORCE
SUCCESSION
PLANNING

HOW OLD ARE STAFF?

CONTROL

AGE 25-35 - 21.6%
AGE 36-45 - 21.6%
AGE 46-55 - 29.7%
AGE 56-65 - 21.6%



OPERATIONAL

AGE 25-35 - 24.9%
AGE 36-45 - 23%
AGE 46-55 - 46.8%



SUPPORT

AGE 25-35 - 15.9%
AGE 36-45 - 19.6%
AGE 46-55 - 27.2%
AGE 56-65 - 23.6%



THE MAJORITY OF EMPLOYEES IN
THE 17-24 AGE GROUP (39 OF 54)
ARE SUPPORT STAFF.

HOW DOES MERSEYSIDE COMPARE?

SUPPORT STAFF

MERSEYSIDE HAS PROPORTIONALLY
MORE MEMBERS OF SUPPORT
STAFF THAN OTHER
METROPOLITAN FIRE &
RESCUE SERVICES,
PARTICULARLY
WITHIN THE
17-24 AGE GROUP.



CONTROL STAFF
PROPORTIONS
APPROXIMATE
EACH OTHER.

OPERATIONAL STAFF

- FEWER STAFF **AGED 17-24** IN MERSEYSIDE COMPARED TO THE COLLECTIVE METROPOLITAN FRs
- PROPORTIONALLY SLIGHTLY FEWER STAFF IN OTHER AGE GROUPS IN MERSEYSIDE THAN NATIONALLY.



Equality Objective 4

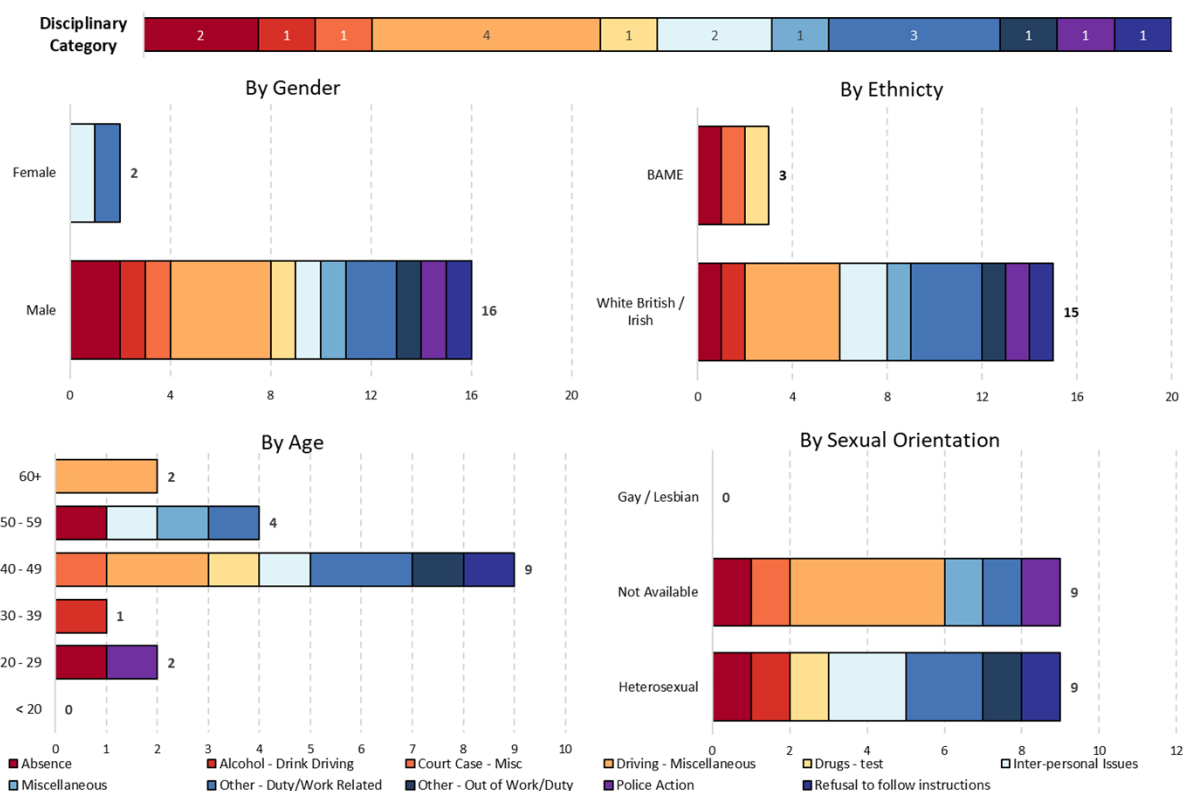
To ensure that staff are better equipped to deliver their roles whilst showing due regard to the need to: “eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act, advance equality of opportunity and foster good relations between people who share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

The following Equality analysis data tables and case studies show our progress in relation to ensuring that our 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. In this section we look at the data around Employment Tribunals, internal Grievances and Disciplinary cases, the delivery of our Equality, Diversity and Inclusion Essentials training and our associated Personal Development Coaching.

Staff Discipline Cases

During 2019/20 there was a total of 18 disciplinary cases, this was a reduction on 2018/19, where 20 took place. 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 5 Disciplinary cases by cause and protected characteristic



Key Results – Disciplinary cases by cause and protected characteristics

Data table 5 shows that during 2019/20, there were:

A total of 18 disciplinary cases the simple majority (4) being related to Driving – Miscellaneous.

- The next most common disciplinary issue was Other – Duty/work related with 3.
- Absence and Inter-Personal Issues were the next most common with 2 each.

When looking at the 18 disciplinary cases, by gender:

- 16 (88.9%) cases involved male employees
- 2 (11.1%) cases involved female employees

When disciplinary cases are grouped by age:

- 2 cases involved employees who were less than 20 years old,
- 2 cases involved employees aged between 20-29,
- a single case affected an employee who was between 30 and 39 years old,
- 9 cases involved 40-49 year olds

- 4 cases involved 50-59 year olds
- there were 2 cases involving employees above the age of 60.

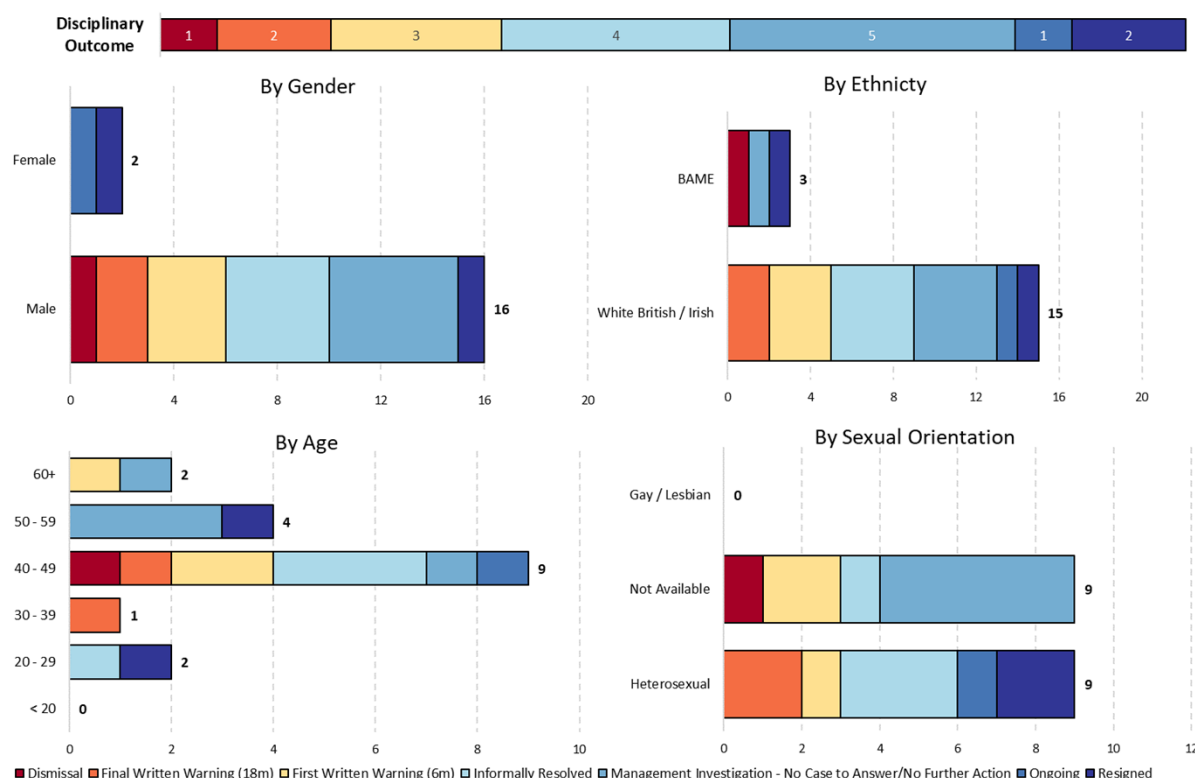
When looking at the people who entered the disciplinary process by ethnicity:

- The vast majority of people were White British/Irish at 15 or 83.3%,
- The remainder 3, or 16.6% were BAME

When looking at the people who entered the disciplinary process by sexual orientation:

- 9 of the 18 employees did not state their sexual orientation.
- Of the remaining data, 9 were heterosexual.

Data chart 6: Disciplinary cases by outcome and protected characteristic



Key Results – Disciplinary cases by outcome and protected characteristic

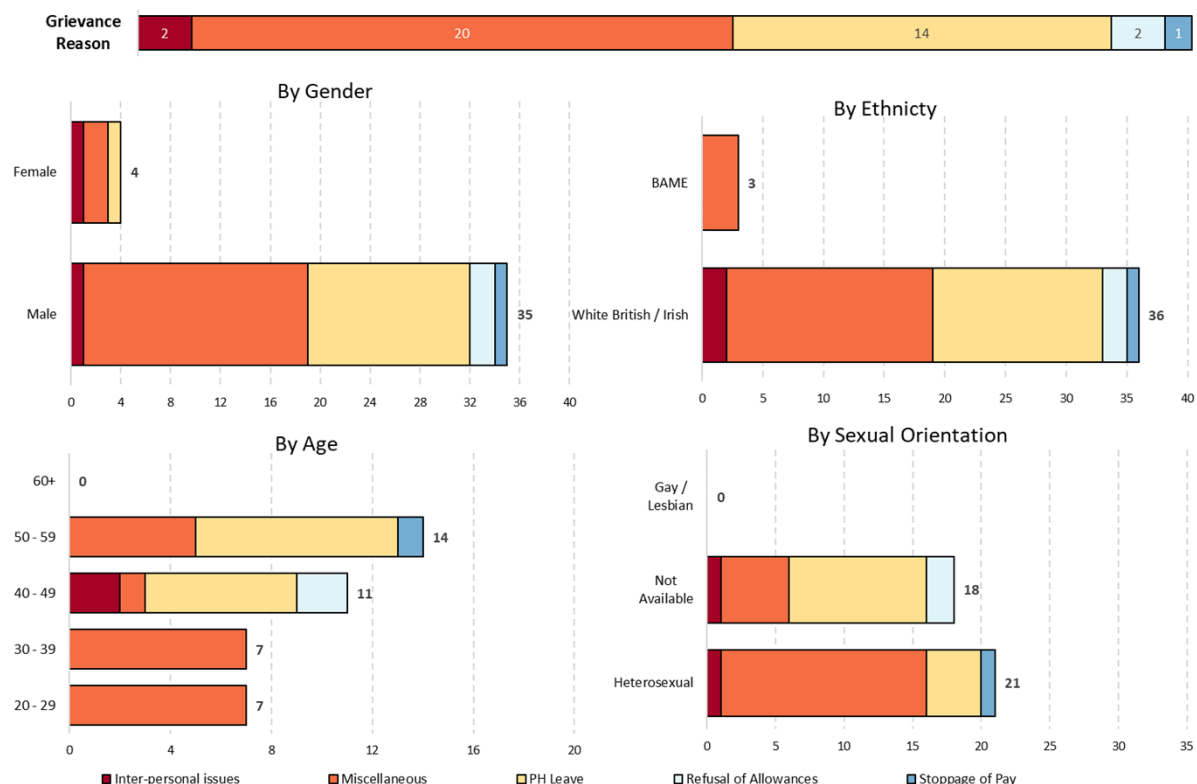
Data Chart 6 shows the disciplinary cases by outcomes and protected characteristics:

- 1 staff member was dismissed,
- 2 were issued with a final written warning,
- 4 were informally resolved,
- 3 required first written warning,
- 5 required management investigations
- There were 2 resignations.
- There is 1 ongoing disciplinary investigation that commenced in 2019/20.

Staff Grievance cases

During 2019/20 there were 39 grievance cases raised; the same as the previous 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 7: Grievances by cause and protected characteristic



Key Results – staff grievance by reason and protected characteristic

Data chart 7 shows staff grievance by reason and protected characteristic:

- During 2019/20, there was a total of 39 grievances,
- The majority were classed as Miscellaneous (20).
- The next most common grievance description was related to Public Holiday Leave with 14,
- Inter Personal Issues and Refusal of Allowances resulted in 2 grievances each.
- Stoppage of Pay resulted in a single case.

When looking at the grievances by gender, of the 39 grievances:

- the majority (35) involved men

When grievances are split by age:

- 7 cases were reported for both the 20-29 and 30-39-year-old groups
- 11 cases involved 40-49 year olds
- 14 cases involved 50-59 year olds.
- There were no grievances involving employees above the age of 60.

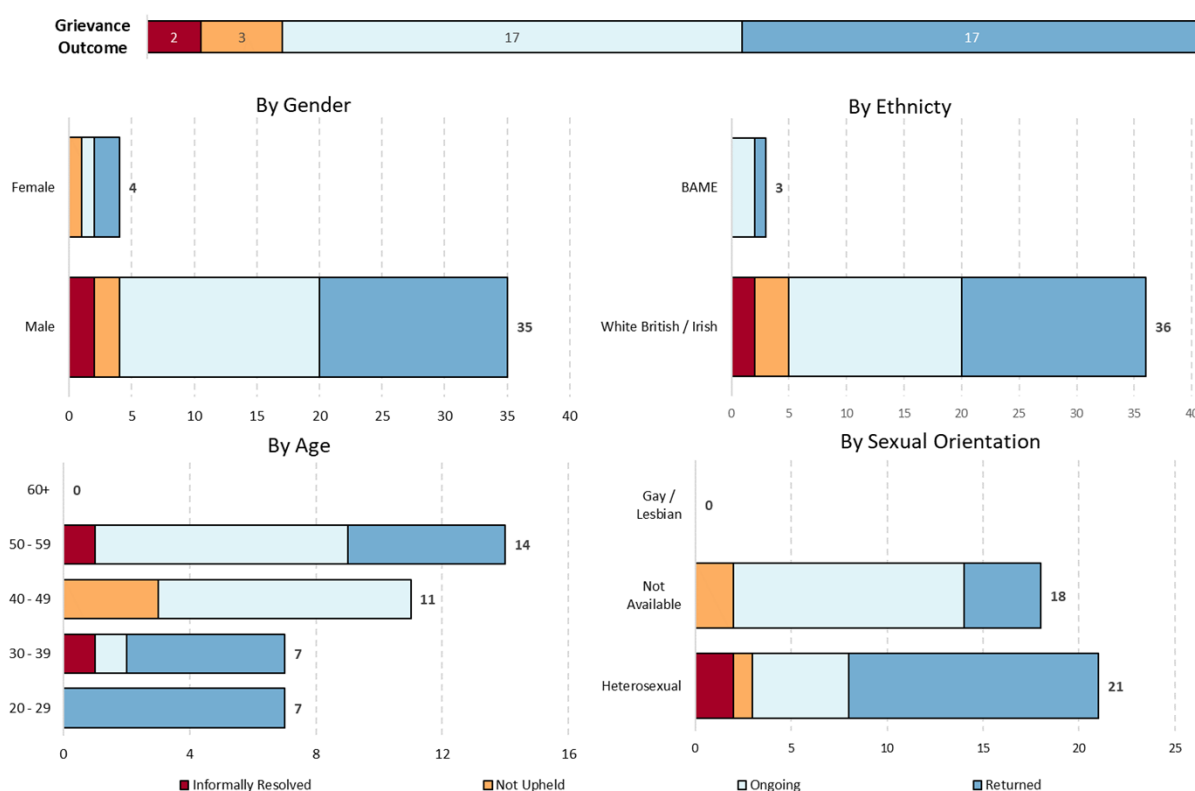
When taking ethnicity into account,

- 36 grievances were raised by employees who were White British/Irish
- 3 were raised by staff who identified as BAME.

Concerning sexual orientation, a significant amount of the data was unavailable.

- Of the valid data, 21 were heterosexual.

Chart 8: Grievance Outcomes by Protected Characteristic



Key Results – Grievance outcomes by protected characteristics

Data chart 8 shows the grievance outcomes by protected characteristic

- 2 were informally resolved,
- 3 were not upheld,

- 17 are Ongoing
- and a further 17 have returned outcomes.⁵

Employment Tribunal 2019 -2020

In regard to Employment Tribunals for the period 2019/20 the National (All FRA'S) Age Discrimination Claim is still ongoing in relation to pension issues and a claim for unfair dismissal and disability discrimination was heard in Feb with the outcome due to be reported in next year's report for 2020/21

In regard to the collective claim, 32 of the claimants have withdrawn their claim and the single remaining claim from 2019/20 was withdrawn in early 2020/21.

Functional Highlights in relation to Objective 4 during 2019-20

Equality Diversity and Inclusion cultural support for staff and managers

As part of our ongoing support and learning for staff we are developing ED&I resources for our staff and managers to help them understand the communities they engage with.

This project will be completed in a number of stages. The first stage has been to update our ED&I resource library and produce guidance for staff (including reasonable adjustments, Access to Work, Menopause, Neurodiversity support and returning to work after maternity leave).

The second stage will include:

- Production of new booklets:
 - Engaging and Knowing the Diverse Cultures and Faiths of Merseyside
 - Neurodiversity in the Workplace

⁵ Grievances are considered returned when the issue raised by the employee is falls outside of the scope of the grievance procedure. An example of when this may happen is when a grievance relates to a local collective dispute which is being dealt with under local Joint Secretaries arrangements.

- Making resources available on our intranet in an accessible and easy to navigate way, so that key information can be found quickly and easily
- Linking these resources into a new suite of training for our staff, which will be delivered using a variety of formats.

Equality, Diversity and Inclusion Essentials Training

In May 2020 we launched our new face to face ED&I Essentials training which is being delivered to all staff in a 3-hour session. The aim of the training is to develop knowledge and understanding of equality, diversity and inclusion to ensure that staff:

- Are aware of the drivers and legislation which governs equality and diversity within MFRA
- Are able to differentiate between equality, diversity and inclusion
- Understand the responsibilities of the Authority, Service and individuals
- Are able to identify behaviours, language and attitudes that promote equal and inclusive working relationships
- Are aware of sources of information that will help them

During 2019/20 we delivered 49 sessions, to 50% of staff (507) from across a wide range of functions.

Feedback is being collated following each training session, and will be analysed to identify any key themes and may be used to shape the development of future training packages and resources

Participants are asked to provide feedback on their satisfaction level for four key areas of the course, their overall satisfaction, are the aims and objectives of the course met, training material and relevance and usefulness of the course.

Participants are also asked to provide feedback about their trainer in three key areas, competence and knowledge, trainer's communication skills and the trainer's enthusiasm and commitment.

Equality, Diversity and Inclusion Personal Development Coaching

Following the ED&I Essentials training sessions, individual coaching sessions for managers are provided. These support managers and leaders in understanding ED&I, provide an introduction to Unconscious Bias and consider the individual's approach to inclusive leadership and how it benefits them, their teams and the organisation. This programme aims to help managers deliver against the ED&I objectives and help them to be effective and inclusive.

New Staff Networks, and Senior Sponsors

During 2019/2020, the ED&I team have worked with staff and the Strategic Leadership Team (SLT) to launch three new Staff Networks, (BAME Inclusion, Gender Inclusion and the LGBTQ+). We firmly believe that Staff Networks can be powerful in engaging people in diversity and inclusion and can be beneficial to teams, employees and the organisation as a whole.

Staff Networks can promote and raise awareness of equality and diversity issues, provide a sense of community and the opportunity to network with colleagues, enable engagement and provide a two-way communication channel between the organisation and its employees to help inform strategy and policies.

As well as launching our three new networks we also introduced Senior Sponsors who will:

- Support diversity events and activities across the service
- Help implement diversity initiatives and raise awareness
- Act as sponsors of employee network groups, attending meetings, supporting Chairs of networks and the members to achieve their network aims and objectives
- Champion the diversity theme with other members of the senior team and managers when making decisions or changes
- Improve opportunities for staff within MFRA

STAFF NETWORKS & SENIOR SPONSORS

OUR SENIOR SPONSORS ON WHAT THEY WANT TO ACHIEVE



MERSEYSIDE
FIRE & RESCUE
SERVICE

AREA MANAGER GUY KEEN

SENIOR SPONSOR FOR SOCIAL & ECONOMIC DEPRIVATION

"I have 28 years experience as an operational officer with MFRS, working to secure the safety of vulnerable individuals in some of the most socially and economically deprived communities in the UK. Regardless of my senior sponsorship position for Social and Economic Deprivation, the nature of my work and my influence over my teams and via my professional networks, I have always championed interventions to prevent, protect and respond to reduce threat and harm to communities and individuals at risk through deprivation."

AREA MANAGER GARY OAKFORD

SENIOR SPONSOR FOR AGE

"Much of our internal and external focus is on helping people both young and old, either through the delivery of home safety activity or the work we do in support of children and young people with the Prince's Trust and Fire Cadets. It is really pleasing to see the commitment of staff in the delivery of this work and in support of the leadership role I play."

ASSISTANT CHIEF FIRE OFFICER DAVE MOTTRAM

SENIOR SPONSOR FOR BAME

"I was inspired by an article by Dr Peggy McIntosh called 'Unpacking the Invisible Knapsack'."

DIRECTOR OF STRATEGY & PERFORMANCE DEB APPLETON SENIOR SPONSOR FOR GENDER/SEX

"I'd like the staff networks to become go-to groups for management to test out thinking on future change in the organisation."

AREA MANAGER PAUL MURPHY

SENIOR SPONSOR FOR GENDER/SEX

"Equality is about ensuring everybody has an equal opportunity and is not treated differently or discriminated against because of their characteristics. Diversity is about taking account of the differences between people and groups of people, and placing a positive value on those differences."

DIRECTOR OF PEOPLE & DEVELOPMENT NICK MERNOCK SENIOR SPONSOR FOR RELIGION & BELIEF

"I am looking forward to working with many different people to push this agenda forward, and support and champion all ideas, initiatives and requirements that are brought forward. As an organisational director, I have access to the strategic direction of the Authority and will use that role to fully support this network."

Equality Objective 5

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

The following sections shows how MFRA are continuing to aspire to achieve excellence or equivalent and how we continue to look at how we as an organisation can benchmark ourselves and the services we provide against other FRS and public sector bodies

Functional Highlights in Relation to Objective 5 during 2019-20

National Centre for Diversity

Ahead of the Asian Fire Service Association (AFSA) Spring conference in 2019, all AFSA members were contacted by the National Centre for Diversity, which had developed a new diagnostic tool. The tool is a survey based methodology based on the approach for the Investors in Diversity Award to provide a cultural audit and equality impact assessment, based on the responses of organisational leaders.

All AFSA Corporate members were given the opportunity to undertake the diagnostic exercise, gain a feedback (report) and benchmark their performance with other fire and rescue services. MFRA came 4th in the 10 Fire and Rescue Services (AFSA members) who completed the Survey. Following the Initial analysis of the results, MFRS was included in the top 100 in the NFCD Awards Index for Diversity in the UK (published in quarter three of 2019).

MFRS WORKFORCE PROFILE BY GENDER

BASED ON AN EQUALITY ANALYSIS OF WORKFORCE
& EMPLOYMENT DATA OF 31ST MARCH 2020



MERSEYSIDE
FIRE & RESCUE
SERVICE

OPERATIONAL
STAFF HAVE A
GENDER SPLIT OF

89.1% MALES

-----TO-----

10.9% FEMALES

HIGHER THAN THE UK FIRE
AND RESCUE SERVICE FEMALE
FIREFIGHTER AVERAGE



POSITIVE ACTION
IN RECRUITMENT WILL HELP:

- ATTRACT MORE FEMALES TO FIREFIGHTER ROLES
- FEMALE PROGRESSION TO HIGHER RANKS
- ATTRACT MORE MALES TO FIRE CONTROL ROLES

PEOPLE STRATEGY WILL
FOCUS ON:

- ATTRACTING FEMALE STAFF
- DEVELOPING FEMALE STAFF INTO MORE SENIOR ROLES



WE HAVE **68**
FEMALE
FIREFIGHTERS

CONSISTING OF:

61 FIREFIGHTERS
3 CREW MANAGERS
3 WATCH MANAGERS
1 STATION MANAGER

MFRS HAS:

33 FEMALE

4 MALE

CONTROL
OPERATORS



THIS IS A LOWER PROPORTION OF
MEN THAN BENCHMARK GROUPS



**THERE ARE
HIGHER
PROPORTIONS
OF FEMALES
IN ROLES AT
MFRS COMPARED TO
BENCHMARK FIGURES**
(With the exception of support
staff)

SUPPORT
STAFF HAVE A
GENDER SPLIT
OF **52%** (183)
FEMALES TO
48% (169)
MALES

BUT THERE ARE
MORE FEMALES IN
LOWER PAID JOBS

FEMALES
MAKE UP
28.1% (284)
OF THE TOTAL
WORKFORCE

AN INCREASE ON THE
26.5% SEEN DURING
2018/19



Events

This section provides an overview of some of the events that MFRA have been involved in during 2019 – 2020.

Learning Disability Physical Health Event June 2019

In June 2019 the Prescott Prevention Team and fire crews from St Helens and Eccleston attended the Learning Disability Physical Health Event at the Totally Wicked Stadium in St Helens. The event was attended by over 40 different organisations including Police, Ambulance, NHS, Social Carer groups, and the Alzheimer's Society, who each had a stall in the marketplace.

As well as using this opportunity to build many new links with partners, it provided our staff with an awareness of the wide range of services, support and activities available in the local area, as well as offering free mini health checks.

Taster Ramadan 2019

Representatives from MFRA joined thousands of people of different faiths from across Merseyside at an open-air event at Liverpool's Historical water front. The Liverpool Region Mosque Network organised a large scale Iftar or break-fast meal on Saturday 18th May, to bring together members of the Muslim community and people of different or no faiths in a celebration of food and friendship

Local mosques teamed up with Liverpool City Council, Merseyside police, other faith leaders, local football clubs and businesses for Taste Ramadan Liverpool.

Organisers approached Liverpool Mayor with the idea of holding a huge community event following the terrorist shootings at mosques in New Zealand in March.

Everyone who attended was provided with an Iftar (dinner) pack, including food and information about Islam.

The event was closed with a speech from faith leaders giving a commitment to standing together as one community.

Pride in Liverpool 2019

Saturday 27th July 2019 saw over 100 staff, family, friends and members of the Authority take part in this year's Pride in Liverpool march, to show our support for our the LGBT colleagues and the community of Merseyside.

This is the 10th year that Merseyside Fire & Rescue Authority have supported and attended the march and although the weather was not the best, the torrential rain could not dampen spirits as we joined record numbers (approximately 12,000) for the march!

St Helens Pride

St Helens Pride was held on Saturday 10th August, as part of the Summer Streets Festival. Staff and crews from St Helens supported the event and had a market stall promoting fire safety.

The Red Box Project

Each year the Equality and Diversity Team look at different ways our service can support the diverse communities and the charities supporting them. This year we started by supporting "The Red Box Project" which is a community-based, not-for-profit initiative, that aimed to support young girls throughout their periods by providing red boxes filled with free sanitary, welfare and period products to local schools.

With the support of our staff and community groups who use our stations we were able to collect eight large bags of sanitary protection items, which were donated to the Red Box projects in Knowsley, Sefton and Wirral. We were also able to provide

other essential items such as tights and underwear for schools in Kirkby and Knowsley following a generous donation given to Kirkby Community Fire Station.

Due to the amount of donations received MFRS were also able to take donations to other organisations that would benefit from the products, this included local community centres who run youth groups, and local foodbanks.

In October, we launched our Soup and Socks collections to support the older members of our community. Staff and partners were asked to donate soup or tins of food, plus socks and/or gloves. Staff on stations then distributed to pensioners and lunch clubs across their local station area.

We will continue to run the Red Bin projects throughout the year.

Older Person Day 2019

Since 2013 MFRA has supported International Day of Older Persons, which takes place on the 1st October each year. Staff from across the Service, including support staff from our Service Headquarters and the Training and Development Academy, our volunteers and members of the Fire Authority are given the opportunity to get involved and join our prevention advocates and crews out in the community visiting people over the age of 65 and offering them free home fire safety checks.

As well as our staff visiting and estimated 1,130 properties and completing over 770 Home Fire Safety Checks across Merseyside, this year we decided to try something different. We were able to liaise with sheltered accommodation managers in the 5 districts of Merseyside (Sefton, Liverpool, Knowsley, St Helens and Wirral) and organise an afternoon tea for older members of the community at our Service Headquarters, in Bootle.

With help from staff and volunteers MFRS were able to provide mini buses to bring residents to Service Headquarters. The afternoon involved a visit to our Heritage Museum, music and entertainment which included Bingo, with the numbers being called by our Chief Fire Officer, Phil Garrigan and Afternoon tea was served by

MFRS staff and Volunteers. We also had a visit from Radio Merseyside's Roger Phillips.

Events like this, which would not be possible without the help and support of our staff and volunteers, increase morale and community ties and also give everyone on the day a sense of achievement, belonging and community service.

Looking forward

Looking forward to our priorities during 2020-21 we will continue to deliver our ED&I training programme and add further training around cultural awareness, neurodiversity and continue support to staff completing Equality Impact Assessments. The team will look at new ways of delivering ED&I training using our E-Learning platform and virtual training using the Microsoft Teams programme.

Due to COVID-19 our staff that usually deliver services directly to our communities were unable to continue doing that, but they soon became involved in valuable pandemic related activities; providing prescriptions and other urgent deliveries to people that were shielding and also volunteering to support partner agencies during the height of the emergency. There have of course been changes to the way we must all work and the ED&I team will continue to look at ways we can deliver and engage with staff and the community to ensure everyone's safety, while delivering an equitable service to all.

Work will commence on reviewing our ED&I objectives, to support development of our Integrated Risk Management Plan (IRMP) for 2021 – 2024

Working closely with our Senior Diversity Sponsors and Staff Networks to influence change within the organisation will continue to be a big part of our commitment to ensuring decisions across the organisation continue to take into account equality, diversity and inclusion.

We are currently developing an extended suite of ED&I staff and manager resources to help provide guidance and support to enable a greater understanding of issues facing different protected groups in both the workplace and out in our communities of Merseyside. The focus will be on making the resources easy to read and fully accessible through the staff Intranet.

Conclusion

I hope this report has provided a useful insight to the ED&I work we are undertaking and the impact it has on our diverse staff and the communities of Merseyside. It shows that our workforce is becoming more diverse through the good work of our Positive Action programme, we are reaching more diverse communities and this is helping them to stay safe and reduce their risk from fire and other emergencies.

We have equipped our staff to better understand ED&I, and this in turn helps us to promote inclusion throughout our policies and services. However, we still have more to do, our focus going forward is on Inclusion in every part of the organisation, in our day to day decisions, services and employment outcomes and in our approach to valuing and supporting staff.

I feel confident that ED&I is more embedded than ever across the organisation, the challenge is to ensure we make continued and targeted progress alongside many other challenges the MFRA has to face.

If you have any feedback, comments or ideas that may assist us in our work, please feel free to email me at DiversityTeam@merseyfire.gov.uk

Appendix 1

MFRA Equality Objectives

Equality Objective 1 Create a strong cohesive organisation that is positive to rising to the future challenges we face.	
Action	<ul style="list-style-type: none">• Increasing the diversity of our workforce and volunteers to increase the number of people from underrepresented groups• Delivering Positive Action programmes across all occupations where under representation exists, and learning from and sharing results• Working with local diverse communities to build better relationships with people and organisations that can promote MFRA as employer of choice to those groups underrepresented in our workforce• Continuing to monitor the workforce and encourage more disclosure of diversity information by staff, including Disability, Sexual Orientation and Religion and Belief• Reviewing progression and promotion across all levels of the organisation.
How we will measure our success	Increased diversity of our workforce and volunteers, at all levels, in order to reflect the local community we serve. Increased applications for vacancies, at all levels, by people from the protected groups currently under represented.
<p>How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability:</p> <p>We'd like our workforce to better represent the makeup of our communities and will work to encourage applications from under-represented groups when we carry out any internal or external recruitment</p>	

Equality Objective 2 Ensure that people from diverse communities receive equitable services that meet their needs.	
Action	<ul style="list-style-type: none"> • Carry out activities to help us know and understand our diverse communities including: <ul style="list-style-type: none"> ○ Gathering and data and intelligence to help us know and understand our diverse communities better ○ Engaging with diverse communities to understand their needs in relation to the services we provide ○ Using knowledge and data, to target services to the diverse communities at most risk ○ Improving Equality Monitoring of the services we deliver to our communities (e.g. HFSC Monitoring) and take account of satisfaction levels with our services provided through ongoing community engagement and consultation • Carrying out Equality Impact Assessments on services and policies that affect the diverse communities we serve
How we will measure our success	<p>We will have meaningful data that helps staff develop effective activities, campaigns and events that result in better engagement with diverse communities across Merseyside (including diverse businesses)</p>
<p>How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability:</p> <p>This work will strengthen our services to meet the needs of a wide range of diverse communities. By understanding people’s needs and carrying out engagement we can ensure that those groups are fully supported by the Fire and Rescue Service to help reduce risk.</p>	

Equality Objective 3

Reducing fires and other incidents amongst the vulnerable protected groups

Action

- Continuing to prioritise Home Fire Safety Checks to high risk people and places
- Continuing to engage with young people in vulnerable areas
- Increasing the Equality Monitoring and reporting of Home Fire Safety Checks, hate crime and safeguarding
- Analysing our performance each year using the Performance Indicators (PI's) that relate to fire deaths, injuries and accidental dwelling fires. We will introduce measures as necessary to contribute to the reduction in these incidents

How we will measure our success

- We will contribute to a reduction in fires, deaths and injuries and other relevant incidents.

How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability:

By better understanding the impacts for diverse community groups in terms of Fires and other incidents we can measure whether there are any disproportionate outcomes for the protected groups of : Age, Gender, Ethnicity, Religion, LGBT and Disability

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.”

Action

- Development of equality and diversity training including: e-learning, equality and diversity related workshops, inductions for new staff
- Embedding Equality and Diversity in our volunteering programmes and youth engagement.
- Helping Authority Members understand their role in scrutinising the organisation’s delivery of equality and diversity outcomes
- Carrying out Equality Impact Assessments
- Creating a diverse supplier base for goods and services in our procurement procedures
- Supporting staff groups and forums to help us understand our diverse groups of staff and their contribution to the organisation
- Using staff survey results understand levels of engagement in relation to the protected groups

How we will measure our success

- Staff will feel better equipped to manage their functions and delivery of services to all communities in a confident way. This could be measured through the Staff Survey engagement and the outcomes delivered to different groups and community feedback from after the incident reports. Monitoring the number of training sessions completed around Equality and Diversity
- Improvement in levels of engagement amongst staff from the protected groups

How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability:

This helps the organisation to meet its Public Sector Equality Duty to have due regards to understand and meet the needs of different protected groups and foster good relations between groups

Equality Objective 5

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

Action	<ul style="list-style-type: none">• Prepare an Equality and Diversity self-assessment• Undertake a Peer Assessment if available
How we will measure our success	By maintaining excellence in a Fire and Rescue related Equality and Diversity Framework if available

How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability:

Taking part in an assessment helps us to integrate our commitments to promote equality and diversity across all functions of the organisation. This assists with meeting the Equality Act 2010 – Public Sector Equality Duty to ensure that we are having due regards to the needs of staff and public we serve around the 9⁶ protected groups.

⁶ The 9 protected groups are: age, disability, gender reassignment, race, religion or belief, gender, sexual orientation, marriage and civil partnership, and pregnancy and maternity. MFRA also include a tenth characteristic of Social Economic Deprivation