

**Merseyside Fire & Rescue Authority**

**Equality, Diversity & Inclusion Annual Report**

**April 2021 to March 2022**



## **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 any other formats 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](mailto:diversityteam@merseyfire.gov.uk).

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## Foreword

### Chief Fire Officer Phil Garrigan

Welcome to the 2021-22 Equality, Diversity and Inclusion (ED&I) Annual Report.

Doing our job well requires knowledge and skill - but to be truly exceptional a fire and rescue service needs to understand its people and for its people to understand their 'place' – the communities they serve and the inequality that exists.

We need to be curious - We need to be brave.

Moreover, we need to be diverse – diverse in our thinking, diversity informed by our culture, our gender, our life experiences and our life choices. Because the better we reflect our communities the better equipped we are to see the interventions, the strategies and the approaches we need to adopt to deliver the best possible outcomes to the people we serve.

We are not all the same, that is something to celebrate.

This report is our ninth, an account of our progress against our strategic ED&I objectives. Our report, which reflects on the year and the actions we have taken, in order to tackle the inequality that exists in our communities.

A year during which:

- We have introduced our new leadership message to put our community at the centre of everything we do
- We have undertaken our third HMICFRS inspection in June 2021
- We have launched our ED&I Awareness E-Learning module
- Continue to develop our ED&I Resource Library
- Hosted the Asian Fire Service Association (AFSA) Winter Conference in November 2021, with local key speakers.
- Continued to work with our networks and Senior Sponsors to build on the success of the last year and to promote key topics and events throughout the year.
- Supported the NHS and be involved in the Covid-19 vaccination and booster programme.

As your Chief Fire Officer, I am very proud of these achievements, and I can assure you that as we move forward, we will continue to listen to the voice of our fantastic staff and the needs of our incredible communities to ensure deliver the best possible services we can.

## **Cllr Jan Grace**

### **Authority, Lead Member for Equality and Diversity 2021/22**

I was delighted to be able to attend the Asian Fire Service Association (AFSA) National Winter Conference, hosted by MFRS in November last year. It was both informative and enjoyable, completely focused on the importance within F&RS to create a culture where 'every individual can thrive, celebrate differences, and learn from one another.' All the speakers gave informative presentations, some were inspiring and many of the ensuing discussions allowed for further analysis of subjects and ideas. People's different experiences in their fire and rescue service added so much to the informed dialogue.

A point raised at a recent Diversity and Inclusion Champions Network meeting was the difference between having good intentions and knowing the outcome that is being worked towards. Good intentions can be vague and mean different things to different people. Diversity and Inclusion can be a challenging subject, with emotive and even uncomfortable connotations, yet we all aim to make everyone feel comfortable and valued in the workplace. Good intentions cannot be measured.

At MFRS, Equality Diversity and Inclusion continues to be a crucial part of corporate plans, the Strategic Leadership Team act as senior sponsors for each of the protected characteristics represented by the various networks, Race Equality and Cultural Heritage (REACH), LGBT and Gender Inclusion, which evidences the sustained high profile of ED&I, ensuring that staff are aware and informed. So many individuals make up the many varied parts of MFRS, performing different, but essential roles. The protected characteristics of members of local communities are also considered by MFRS as it serves the public of this region.

It was great to hear Alex Johnson, recently retired Chief Fire Officer for South Yorkshire, describe the CFO Phil Garrigan and the leadership team of MFRS as 'forward thinking' in ED&I. While we can never be complacent while so much remains to be done, it is good to know that MFRS have such a good reputation nationally. It is an enormous privilege to serve on Merseyside Fire & Rescue Authority.

### **Merseyside – Regional Perspective & Merseyside Fire & Rescue Service**

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

The Merseyside population overview has been sourced from the Office of National Statistics 2011 census data; more accurate data from the 2021 census will be available census in late 2022.

### Population Summary: Census 2011

	Merseyside		North West	
	Number	% of total	Number	% of total
<b>Total Population</b>	1,381,189	/	7,052,177	/
<b>Males</b>	671,034	48.6%	3,464,685	49.1%
<b>Females</b>	710,155	51.4%	3,587,492	50.9%
<b>Children (0-14 years)</b>	228,290	16.5%	1,236,664	17.5%
<b>Working Age (15-64 years)</b>	915,042	66.3%	4,644,358	65.9%
<b>Older People (65+ years)</b>	237,857	17.2%	1,171,155	16.6%

Source: ONS, 2011 Census

### Ethnicity

Ethnicity		Merseyside		North West	
		Number	% of total	Number	% of total
White	British	1,268,277	91.8%	6,141,069	87.1%
	Irish	13,342	1.0%	64,930	0.9%
	Other	23,684	1.7%	155,717	2.2%
Mixed	White and Black Caribbean	6,395	0.5%	39,204	0.6%
	White and Black African	4,894	0.4%	18,392	0.3%
	White and Asian	4,638	0.3%	30,529	0.4%
	Other	5,027	0.4%	22,766	0.3%
Asian or Asian British	Indian	7,896	0.6%	107,353	1.5%
	Pakistani	2,566	0.2%	189,436	2.7%
	Bangladeshi	2,366	0.2%	45,897	0.7%
	Other	6,023	0.4%	46,750	0.7%
Black or Black British	Black Caribbean	2,066	0.1%	23,131	0.3%
	Black African	9,792	0.7%	59,278	0.8%
	Other	2,694	0.2%	15,460	0.2%
Chinese or other ethnic group	Chinese	11,554	0.8%	48,049	0.7%
	Other ethnic group	9,975	0.7%	44,216	0.6%
<b>Total</b>		<b>1,381,189</b>	<b>100.0%</b>	<b>7,052,177</b>	<b>100.0%</b>

Source: ONS, 2011 Census

Note: BME includes all other ethnicities besides White

Males account for 48.6% of the Merseyside population and females 51.4%.

Merseyside has a lower proportion of children 16.5%, higher proportions of working age residents 66.3%, and 17.2% older people than the Northwest average. Within Merseyside, 94.5% of the population has a white ethnic background, which is higher than the North West average of 90.2%. Merseyside population of Black, Asian and

other Minority Ethnic background (BAME) is 5.5%, which is lower than the Northwest average of 9.8%

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

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

We are part of our community - it's where we are from, it's where we have brought up our families. We reflect our area - looking after each other and showing kindness. Our teams continue to shape our story putting our community at the heart of everything we do.

We have a long and proud history of being bold - a mindset of let's try it - let's do it. For Merseyside Fire & Rescue Service, good enough is never good enough.

We are our community and we know the part we can play - our place, our culture and our people are what make us great.

## **Introduction to this report and Governance of Equality, Diversity & Inclusion**

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:

- Summary of progress made in the first year of our Equality Objectives 2021 – 2024
- Highlights from our local plans in relation to delivery of ED&I objectives for 2021-22
- Next Steps

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 is consistently considered and delivered as part of organisational planning and service development. These priorities form the basis of a comprehensive ED&I action plan.

Discussions on ED&I matters form the basis of regular equality engagement meetings with the Representative Bodies (trade unions and staff associations), Staff



Inclusion Networks, and a variety of other stakeholders to ensure that they are aware of the ED&I developments and have an opportunity to contribute to the consideration of the ways in which ED&I influences the provision of our fire and rescue services.

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

EIAs are attached to the governance documents when approved by the Authority and they are published on our website [www.merseyfire.gov.uk](http://www.merseyfire.gov.uk) with Authority papers.

## Equality Objectives 2021 – 24 - Progress for 2021-22

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.

<p><b>Equality Objective 1</b> Create a strong Inclusive organisation that is positive to rising to the future challenges we face</p>	<p><b>Equality Objective 2</b> Ensure that people from diverse communities receive equitable services that meet their needs.</p>	<p><b>Equality Objective 3</b> Reducing fires and other incidents amongst vulnerable people in the protected groups and deprived areas</p>
<p><b>Equality Objective 4</b> To ensure that all staff can undertake their role whilst understanding the need for and the benefits of equality, diversity and inclusion:</p>	<p><b>Equality Objective 5</b> To continue to aspire for equality, diversity and inclusion excellence, measuring ourselves against best practise and benchmarking tools within the Fire &amp; Rescue Service and other sectors.</p>	

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 Inclusive 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, and leavers. The equality analysis shows the breakdown of the workforce by gender, age, ethnicity, disability and religion and/or belief and sexual orientation. All data provided within this report is based on head count as of 31st March 2022.

### **MFRS Workforce 2021-22**

The staffing structure of Merseyside Fire & Rescue Service:

- MFRS employs 986 staff
- Overall, Operational personnel account for 67.4% of our total staff with 32.6% of our personnel being support staff which includes non-operational frontline staff and other support functions.
- In headcount terms we have:
  - 624 Operational Firefighters [this includes full and part time FF's held against 611 full time equivalent positions].
  - 41 Operational Fire Control staff [this includes full and part time Fire Control staff held against 33 full time equivalent positions]
  - 321 support staff [this includes full and part time support staff held against 285 full time equivalent positions]

The increased headcount figures when compared with full time equivalent positions reflects how flexible working opportunities and flexible retirement opportunities continues to act as a central component of workforce planning and our commitment towards family friendly policy and practice as.

**Data table 1: Analysis of staff by Gender**

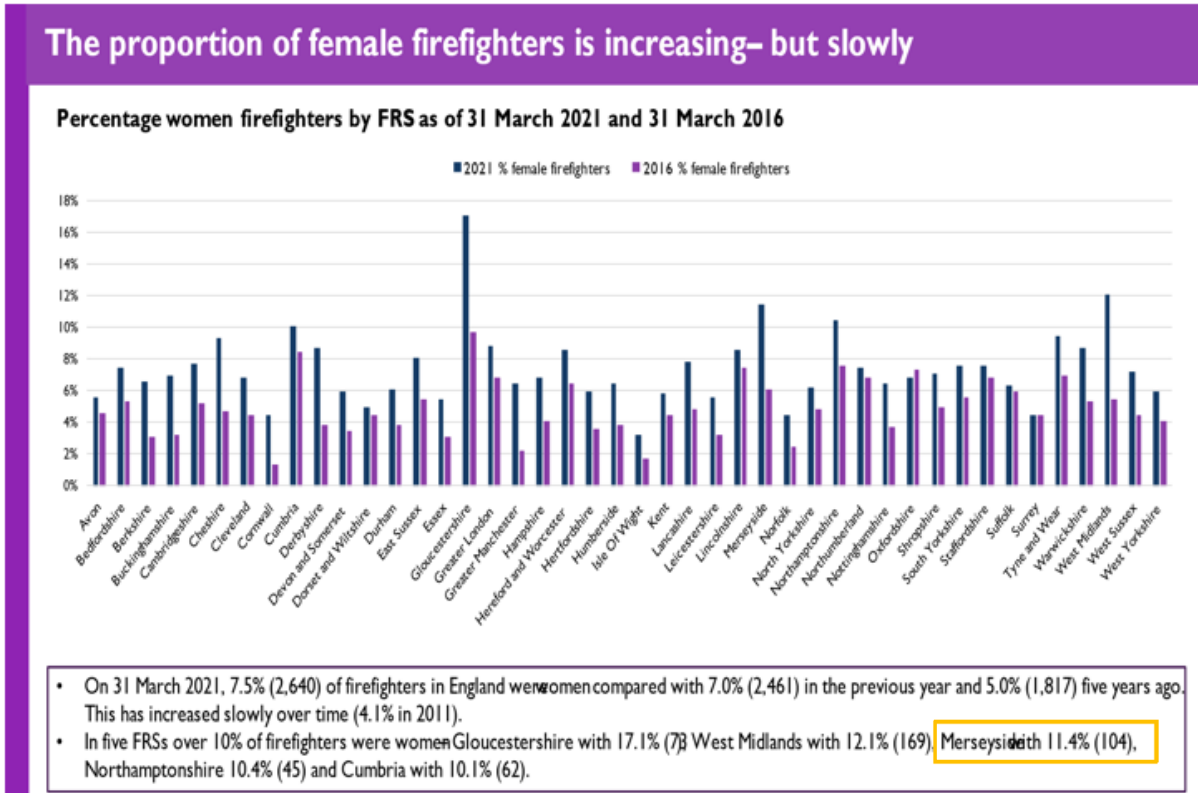
Role	Position	Total	Gender		
			Male	Female	% Female
Operational Staff	Brigade Manager	3	3		0.0%
	Area Manager	5	5		0.0%
	Group Manager	14	14		0.0%
	Station Manager	31	29	2	6.5%
	Watch Manager	119	117	2	1.7%
	Crew Manager	68	60	8	11.8%
	Firefighter	384	325	59	15.4%
	<b>Sub Total</b>	<b>624</b>	<b>553</b>	<b>71</b>	<b>11.4%</b>
Fire Control Staff	Group Manager	0	0	0	0.0%
	Station Manager	0	0	0	0.0%
	Watch Manager	10	1	9	90.0%
	Crew Manager	7	1	6	85.7%
	Firefighter	24	3	21	87.5%
	<b>Sub Total</b>	<b>41</b>	<b>5</b>	<b>36</b>	<b>87.8%</b>
Support Staff	Grades 12+	28	19	9	32.1%
	Grades 6-11	211	108	103	48.8%
	Grades 1-5	78	23	55	70.5%
	Apprentices	4	2	2	50.0%
	<b>Sub Total</b>	<b>321</b>	<b>152</b>	<b>169</b>	<b>52.6%</b>
<b>Grand Total</b>	<b>986</b>	<b>710</b>	<b>276</b>	<b>28.0%</b>	

**Key results – of staff by gender**

Data table 1 identifies the following when looking at the data by gender for 2021/22:

- There were 276 women working for MFRS, accounting for 28.0% of the total workforce.
- Women accounted for:
  - 104 or 11.4% of Operational staff,
  - 59 or 15.4% of firefighters
  - 36 or 87.8% of Fire Control staff
  - 169 or 52.6% of Support Staff.

The latest data from the Home Office shows that MFRS is one of only five fire and rescue service in England that has female firefighters' representation that is over 10% at present the figure is 15.4% female



**What next for 2022-2:**

- Undertake further positive action activities to increase the pace of female representation and operational staffing.
- Undertake internal positive action and identify and develop future leaders involving female staff within MFRS to reach middle and senior level positions as part of the organisation's commitment towards positive action and workforce diversity

## Analysis of staff by Ethnicity

Data Table 2: Breakdown of Ethnic Origin by role

Role	Position	Total	White British or Irish	Any Other White	BAME	PNTS	No Data
Operational Staff	Brigade Manager	3	3	0	0	0	0
	Area Manager, Group Manager, Station Manager,	50	45	0	4	0	1
	Watch Manager, Crew Manager	187	173	2	8	2	2
	Firefighter	384	348	4	24	5	3
	<b>Uniformed Sub Total</b>	<b>624</b>	<b>569</b>	<b>6</b>	<b>36</b>	<b>7</b>	<b>6</b>
Fire Control Staff	Area Manager	0	0	0	0	0	0
	Group Manager	0	0	0	0	0	0
	Watch Manager	10	10	0	0	0	0
	Crew Manager	7	7	0	0	0	0
	Firefighter	24	24	0	0	0	0
	<b>Control Sub Total</b>	<b>41</b>	<b>41</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Support Staff	Grades 12+	28	28	0	0	0	0
	Grades 6-11	211	190	1	10	2	8
	Grades 1-5	78	76	0	0	0	2
	Apprentices	4	4	0	0	0	0
	<b>Support Sub Total</b>	<b>321</b>	<b>298</b>	<b>1</b>	<b>10</b>	<b>2</b>	<b>10</b>
<b>Total</b>		<b>986</b>	<b>908</b>	<b>7</b>	<b>46</b>	<b>9</b>	<b>16</b>

## Key results by Ethnic Origin by rank & role

Data table 2 provides a further breakdown of staff ethnicity by role:

- 92% of staff are white British
- 46 members of staff (4.8%) were classified as Back Asian and Minority Ethnic
- There are 4 senior members of staff from a BAME background (Station Manager and Group Manger) and,
- 8 Watch Managers and Crew Managers
- 24 Firefighters
- 10 Support Staff grade 6 -11 & no BAME representation at grades 1-5



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

In 2021/22:

- The majority of staff (regardless of role) are between the ages of 46-55 (33.1%)
- Concerning ages above age 56 – 65, there are fewer Operational Staff members (23) with the majority being Support Staff, (81)
- There were no Operational Staff above the age of 66+
- When looking at the lower age range, there are now a total of 50 staff aged 17-24, of which 18 are Operational Staff, 31 are Support Staff and 1 member of Fire Control.

### **What next for 2022-23**

- Renewed focus on flexible retirement, Occupational Health support and wider support including financial planning.

## **Analysis of staff by Religion**

The breakdown of religion across the Service based on valid data (the data that has been provided to us by staff) shows that:

- Christianity is the most common religion with 355 members of staff stating that they are Christian. This is 57.4% of the valid data.
- This is then followed by staff who have no religion, accounting for 209 or 33.8% of the valid data.
- Minority religions including Judaism, Buddhism and Islam account for 2.9% of the valid data.

### **What next for 2022-23**

- These results will support the work led by a Senior Sponsor for Religion and belief both in terms of turning the data into information but also practical action going forward.



## Analysis of staff by Disability

Data table 3: Analysis of Staff Disability

Role	Position	Total	Yes	No
Operational Staff	Brigade Manager	3		3
	Area Manager Group Manager Station Manager	50	1	32
	Watch Manager Crew Manager	187	2	103
	Firefighter	384	5	244
	Sub Total	624	8	382
	Fire Control Staff	Group Manager Station Manager	0	
Watch Manager Crew Manager		17	1	7
Firefighter		24	1	16
Sub Total		41	2	23
Support Staff	Grades 12+	28		15
	Grades 6-11	211	9	127
	Grades 1-5	78	1	47
	Apprentices	4		4
	Sub Total	321	10	193
<b>Total</b>		<b>986</b>	<b>20</b>	<b>598</b>
% of Total Responses			2.0%	60.6%
% of Valid Data (count = 618)			3.2%	96.8%

### Key Results – in relation to disabilities

Data table 3 shows that:

- In relation to disability, only 60.6% of data is valid, meaning that this proportion of staff have updated their records with disability data. This is a 4.5% improvement on the previous year's data, but we will continue to encourage staff to provide this data to ensure we have a full picture of how disability affects our workforce.
- Where staff have provided this data, it shows that there are 20 members of staff who have a disability, this equates to 3.2% of the valid data.

### What next for 2022-23

- Continue to encourage staff to self-identify as disabled and provide support to ensure reasonable adjustments are in place.
- These results will support the work led by a Senior Sponsor for Disability,

## Analysis of staff by Sexual Orientation

Data table 4: Analysis of staff Sexual Orientation

Role	Position	Total	Hetero sexual	Gay / Lesbian	Bisexual	Self-Described	Other	Prefer not to say	No Data
Operational Staff	Brigade Manager	<b>3</b>	3						
	Area Manager Group Manager Station Manager	<b>50</b>	29	1	1			1	18
	Watch Manager Crew Manager	<b>187</b>	72	2	2	2		8	101
	Firefighter	<b>384</b>	215	16	14		2	13	124
	Sub Total	<b>624</b>	319	19	17	2	2	22	243
Fire Control Staff	Area Manager Group Manager								
	Watch Manager Crew Manager	<b>17</b>	7					1	9
	Firefighter	<b>24</b>	18						6
	Sub Total	<b>41</b>	25	0	0	0	0	1	15
Support Staff	Grades 12+	<b>28</b>	12	1					15
	Grades 6-11	<b>211</b>	127	3			1	8	72
	Grades 1-5	<b>78</b>	56		1				21
	Apprentices	<b>4</b>	3						1
	Sub Total	<b>321</b>	198	4	1	0	1	8	109
<b>Total</b>		<b>986</b>	<b>542</b>	<b>23</b>	<b>18</b>	<b>2</b>	<b>3</b>	<b>31</b>	<b>367</b>
% Of total response			55.0%	2.3%	1.8%	0.2%	0.3%	3.1%	37.2%
% Of valid data (count = 619)			87.6%	3.7%	2.9%	0.3%	0.5%	5.0%	

### Key Results – in relation to sexual orientation

Data table 4 shows that:

- Across the Authority, 37.2% of staff have not recorded their sexual orientation, however, this is improving year on year, based on the valid count of 619 (up from 560 the year before),
- We will continue to stress to staff the importance of recording this information, and how this help in terms of workforce representation, onboarding and helping staff from an LGBT background have access to support throughout their employment experience
- 87.6% of staff reported that they were Heterosexual,
- 3.7% said they were either Gay/Lesbian,
- 2.9% described themselves as Bisexual

- 5.0% preferred not to say
- 0.8% reported that they were either self-describing or other.

### What next

- We will continue to stress to staff the importance of recording this information, and what it is used for analysing representation and staff experience.
- These results will support the work of our Senior Sponsor for LGBT and our staff network to support our staff who identify as LGBTQ

### New Starters and Leavers

Data table 5: Analysis of New Starters by Gender

Role	Position	Total	Gender		
			Male	Female	% Female
Operational Staff	Brigade Manager	0	0	0	
	Area Manager	0	0	0	
	Group Manager	0	0	0	
	Station Manager	0	0	0	
	Watch Manager	3	3	0	0.0%
	Crew Manager	4	4	0	0.0%
	Firefighter	55	46	9	16.4%
	Sub Total	<b>62</b>	53	9	14.5%
Fire Control Staff	Group Manager	0	0	0	
	Station Manager	0	0	0	
	Watch Manager	0	0	0	
	Crew Manager	0	0	0	
	Firefighter	4	2	2	50.0%
	Sub Total	<b>4</b>	2	2	50.0%
Support Staff	Grades 12+	1	0	1	100.0%
	Grades 6-11	23	16	7	30.4%
	Grades 1-5	18	3	15	83.3%
	Apprentices	4	1	3	75.0%
	Sub Total	<b>46</b>	20	26	56.5%
<b>Total</b>		<b>112</b>	75	37	33.0%

## Key Results – New Starters by Gender

Data table 5 shows that during 2021/22:

- There was a total of 112 new employees within MFRS.
- Of these new starters, they were predominantly men; 75 of the total (67%).
- Concerning Operational (fire fighter) recruitment, there were 9 women, who equated to 14.5% of new recruits – more than double that of 2020/21
- Within Fire Control there were 4 new starters, 2 men and 2 women
- Support staff: 26 new starters were women; equal to 56.5%.

Data table 6: Analysis of Leavers by Gender

Role	Position	Total	Gender		
			Male	Female	% Female
Operational Staff	Brigade Manager	0			
	Area Manager	2	2		
	Group Manager	3	3		
	Station Manager	2	2		
	Watch Manager	21	21		
	Crew Manager	7	7		
	Firefighter	44	41	3	6.8%
	Sub Total	79	76	3	3.8%
Control Staff	Group Manager	0			
	Station Manager	0			
	Watch Manager	2		2	100.0%
	Crew Manager	0			
	Firefighter	0			
	Sub Total	2	0	2	100.0%
Support Staff	Grades 12+	4	2	2	50.0%
	Grades 6-11	35	18	17	48.6%
	Grades 1-5	12	3	9	75.0%
	Apprentices	1		1	100.0%
	Sub Total	52	23	29	55.8%
<b>Total</b>		133	99	34	25.6%

## Key Results – leavers by Gender

Data table 6 shows that during 2021/22:

- 133 members of staff left MFRS.
- Leavers were predominantly men, at 99 of the total (74.4%).
- Concerning Operational leavers, 3 were women, equating to 3.8%,
- Within Fire Control there were 2 leavers, both women

- Support staff: there were 52 leavers, of which 29 were women, equal to 55.8%.
- When leavers and new starters are compared there were proportionally more women joining (33.0%) than leaving (25.6%).

### **What next**

- For joiners on boarding arrangements will continue to support staff to settle into their new surroundings.
- Exit interviews will be undertaken and analysed together with other means to help undertake preventative measures to encourage staff to remain as employees of MFRS.

## Gender & Ethnicity Pay Gap

The gender pay gap reporting obligations are included in the Public Sector Equality Duty (PSED). This section reports on our fourth gender pay gap exercise, which is based on data as of 31<sup>st</sup> March 2022. Gender pay gap figures are based on a total of 863<sup>1</sup> staff in scope for this exercise; 614 (71.1%) were male and 249 (28.9%) 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. A positive percentage indicates that women are paid less than men and a negative pay gap reflects the opposite.

Data table 7: Mean Gender Pay Gap 2021/22

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	2021/22 Pay gap %	2020/21 Pay gap
All staff	£16.43	£14.73	£1.70	10.4%	9.9%
Operational Staff (inc Fire Control)	£16.25	£14.70	£1.55	9.5%	10.7%
Support staff	£17.00	£14.75	£2.25	13.2%	11.2%

Across the organisation, the mean gender pay gap is 10.4% or £1.70 per hour. For operational staff only, the gap is 9.5% and for support staff the gap is wider at 13.2%.

The most recent national data available from the [Office of National Statistics](#) for the year ending 31<sup>st</sup> March 2021 shows the National Gender pay gap to be 14.9%. Across the UK public sector the gap is 14.8% with the North West public sector gap being 17.2%.

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<sup>1</sup> A number of employees weren't included in the Gender Pay Gap Figures because they were not "Full Pay Relevant". This means that, for the reasons detailed below an individual did not receive a full month's salary for the reporting period.

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

When the 2021/22 gender pay gap is compared to the previous year, the table identifies that overall, the gender pay gap has slightly increased from 9.9% to 10.4%. For Support Staff the gap increased from 11.2% during 2020/21 to 13.2% during 2021/22. For operational staff, the gender pay gap reduced from 10.7% during 2020/21 to 9.5% during 2021/22.

The differences in figures may be due to typically longer service for men and incremental pay rises as a result. In addition, it is important to take into consideration more women have recently entered the workforce especially at a developmental firefighter level & at the start of their career. Furthermore, like other fire and rescue services the gender pay gap is the result of the positions in which men and women occupy within the organisation, together with the over-representation of men in sections of the workforce which serves to exacerbate differences in pay. Actions are being taken in terms of positive action to balance our workforce, but we recognise that these will take time to translate into meaningful changes.

## 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 8: Median Gender Pay Gap 2021/22

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	2020/21 Pay Gap
All staff	£15.06	£14.71	£0.35	2.3%	2.6%
Operational Staff (inc Fire Control)	£15.05	£14.71	£0.34	2.3%	1.3%
Support staff	£15.25	£13.92	£1.33	8.7%	5.3%

When compared to the mean gender pay gap, the difference between male and female staff is narrower, with a 2.3% difference at a MFRA level, a 2.3% difference for operational staff and 8.7% difference for support staff.

The UK median gender pay gap according to the [Office of National Statistics](#) gender pay gap report 2020/21 is 15.4% for full time employees. Across the UK public sector the gap is 18.0% with the North West public sector gap being 20.1%.

### 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.

### 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<sup>2</sup> 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 9: Quartile Pay Bands 2021/22

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# Of males	%	# Of females	%
4. Upper	£17.47	£69.56	174	80.6%	42	19.4%
3. Upper Middle	£15.05	£17.47	163	75.5%	53	24.5%
2. Lower Middle	£13.92	£15.05	156	72.2%	60	27.8%
1. Lower	£4.62	£13.92	121	56.3%	94	43.7%

The table identifies that the gender pay gap within quartiles 2 (Lower Middle) and 3 (Upper Middle), the hourly rates are very similar; suggesting that pay parity is close

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



between male and female staff, within these two quartiles. Within the Lower quartile there is a difference between hourly rates of £9.30, this increases in the Upper quartile (where there is a difference of £52.09 between hourly rates).

## Ethnicity Pay Gap

In May this year, the House of Commons Women and Equalities Committee called on the government to make ethnicity pay gap reporting mandatory by April 2023 as a first step to addressing pay disparities between employees from different ethnic backgrounds. As an organisation we have taken the decision to be proactive and expand on our pay gap reporting to include Ethnicity. This is our first ethnicity pay gap exercise which is based on data taken as of 31<sup>st</sup> March 2022. Our Ethnicity pay gap figures are based on a total of 863<sup>3</sup> staff in scope for this exercise; 823 (95.4%) were non BAME and 38 (4.6%) were BAME.

### Measure 1: Mean ethnicity pay gap

This measure is the difference between the mean (average) hourly rates of pay for Non BAME and BAME full pay relevant employees. A negative percentage indicates that BAME staff are paid more than Non BAME and a positive pay gap reflects the opposite.

Data table 7: Mean Ethnicity Pay Gap 2021/22

Staff group	BAME hourly pay £	Non BAME hourly pay £	Pay gap £	Pay gap %
All staff	£16.01	£15.93	-£0.08	-0.5%
Operational Staff (inc Fire Control)	£16.10	£15.99	-£0.11	-0.7%
Support staff	£15.71	£15.84	£0.13	0.8%

<sup>3</sup> 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

Across the organisation, the mean ethnicity pay gap is -0.5% or £0.08 per hour. For operational staff only, the gap is -0.7% and for support staff the gap is wider at 0.8%.

### Measure 2. Median ethnicity pay gap

This is the difference between the median hourly rate of pay of Non BAME and BAME full-pay relevant employees.

Data table 8: Median Ethnicity Pay Gap 2021/22

Staff group	BAME hourly pay £	Non BAME hourly pay £	Pay gap £	Pay gap %
All staff	£15.06	£15.05	-£0.01	-0.1%
Operational Staff (inc Fire Control)	£15.05	£15.05	£0.00	0.0%
Support staff	£15.08	£15.06	-£0.02	-0.1%

When compared to the mean gender pay gap, the difference between Non BAME and BAME staff is narrower, with a -0.1% difference at a MFRA level, equilibrium for operational staff and -0.1% difference for support staff.

According to the office of National Statistics In 2019, the median hourly pay for those in the White ethnic group was £12.40 per hour compared with those in ethnic minority at £12.11 per hour – a pay gap of 2.3%, its narrowest level since 2012. The pay gap was at its largest in 2014, at 8.4%. This simple comparison between White and ethnic minority groups does, however, mask a wide variety of experiences among different ethnic minorities.

### Measure 3. Mean bonus gap

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

### Measure 4. Median bonus gap

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

### Measure 5. Bonus proportions

The proportions of Non BAME and BAME 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<sup>4</sup> pay bands

The proportions of Non BAME and BAME 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 9: Quartile Pay Bands 2021/22

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# Non BAME	%	# BAME	%
4. Upper	£17.47	£69.56	203	94.0%	13	6.0%
3. Upper Middle	£15.05	£17.47	209	96.8%	7	3.2%
2. Lower Middle	£13.92	£15.05	205	94.9%	11	5.1%
1. Lower	£4.62	£13.92	208	96.7%	7	3.3%

Based on the overall percentage of BAME staff (4.6%), there is a higher-than-expected proportion of BAME staff in the 4<sup>th</sup> Upper Quartile (6%, 13) and the 2<sup>nd</sup> Lower Middle Quartile. With lower-than-expected proportions within the 3<sup>rd</sup> Upper Middle quartile and 1<sup>st</sup> Lower Quartile

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

## **Equality Objective 4**

To ensure that all staff can undertake their role whilst understanding the need for and the benefits of equality, diversity and inclusion:

### **Staff Discipline Cases**

During 2021/22 there was a total of 16 disciplinary cases, this was a reduction when compared to the five-year average of 21 per year.

#### **Key Results – Disciplinary cases by cause and protected characteristic**

- There was a total of 16 disciplinary cases

When looking at the 16 disciplinary cases by gender:

- 13 (81.3%) were related to men
- 3 (18.7%) were related to women

When comparing the disciplinary cases by age:

- There were no cases involving an employee who was less than 20 years
- 9 cases involved 20–39-year-olds
- 7 cases involved 40–59-year-olds
- No cases involving employees above the age of 60

When comparing the disciplinary cases by Ethnic Origin,

- 14 were White British / Irish,
- 1 was BAME
- 1 was unknown

Concerning sexual orientation:

- 10 cases involved heterosexual people
- The data is unavailable for the remaining cases

#### **What next?**

- Undertake a comprehensive review of all disciplinary cases
- Implement a 'Just Culture Programme' and move towards a more restorative approach rather than a punitive approach to managing discipline and grievance cases.

## **Staff Grievances**

During 2021/22 there were 25 individuals who submitted a total of 37 grievances. 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.

### **Key Results – Grievances by cause and protected characteristic**

When looking at the grievances by gender:

- The majority involved men (35 or 94.5%)

When grievances are split by age:

- 9 grievances involved 20–39-year-olds
- 27 cases involved 40–59-year-olds
- 1 grievance involved an individual above the age of 60

Taking ethnicity into account:

- 22 members of staff from a White British/Irish background raised grievances
- 3 members of staff from a BAME background raised grievances
- There were 9 cases where the staff member preferred not to say

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

- 12 were heterosexual
- 9 Self Described

### **What next?**

- Undertake a comprehensive review of all grievance cases within the last 12 months
- Implement a 'Just Culture Programme' and move towards a more restorative approach rather than a punitive approach to managing grievance cases.

The following represents just a few examples of how our staff networks have engaged with staff to help them understand equality, diversity & inclusion. Our Staff Networks offer a safe place for staff to come together, share experiences and provide mutual support, act as a critical friend to MFRS and are helping to shape the culture and behaviours of the organisation.

MFRS has in place various staff networks work focusing on certain types of improvement. Through diverse staff networks the ambition is staff would come together tackle common problems, suggest solutions, create a platform for learning and peer mutual accountability and generate energy and excitement.

The following staff networks exist within MFRS, areas of focus together with details of the senior sponsor with lead responsibility.

Staff Network(s)	Descriptor	Senior Sponsor
FireProud Network	LGBTQ	DCFO Nick Searle
Reach	Race/Ethnicity	ACO Dave Mottram
Gender Inclusion Network	Gender	Deb Appleton, AM Paul Murphy
Health & Well being	Mental Health	AM Ged Sheridan
Neurodiversity	Cognitive	AM Kev Longshaw
Socio economic disadvantage	Socio economic	AM Mark Thomas
Disability	Disability	Ria Groves
Age	Age	AM Ben Ryder
Religion & Belief	Religion & Belief	Nick Mernock

### **FireProud & LGBT Allies**

During the summer members of our FireProud network took part in an online digital workshop, Introduction to LGBT Allies. The session was delivered by Stonewall and the programme is designed to help staff develop a greater understanding of LGBT identities and experiences, and what it means to be an authentic ally and in turn, will enable us to create a more inclusive environment within your workplace.

### **Gender review of uniform and kit**

This year our Gender Equality network carried out a review of uniform and kit led by one of our vice chairs and with input from members of the female firefighter's forum. The review highlighted a number of concerns and issues that they were able to bring to the attention of our Senior Sponsors for Gender inclusion. Progress has therefore been made on a wide range of issues ranging from fire kit and work on menopause

### **Ramadan**

Three members of our Race Equality and Cultural Heritage (REACH) Staff Network shared with us what Ramadan means to them and how they celebrate with their family and friends and how customs and traditions vary in each family. This insight provided a very useful overview of how staff members and their families integrate fasting over a period of a month annually how they integrate into their working lives and the benefits they gain spiritually as individuals but also as a community.

### **Chinese New Year**

To mark Chinese New Year the REACH Network gifted each department with an orange tree and a red packet with money in, known as 'lucky money'. Chinese New Year fell between 31st January and 6th February this year and 2022's zodiac animal is the tiger, which symbolises strength, bravery and confidence. The new year marks a time of renewal where people reunite with their families, bidding farewell to the old and ushering the new.

**Rosh Hashanah**

One of our crew managers shared with us what Rosh Hashanah means to him and members of our Jewish Community. In particular how It is a time for people to reflect on the past year and to ask for forgiveness for anything wrong they feel they have done

**Pride 2021**

This year Liverpool City Region Pride Foundation decided to move the Pride march online again and produce a virtual march, with contributions from organisations and members of the LGBTQ+ Community. As well as taking part in the online event members of our FireProud LGBTQ+ network, produced their own video, using photographs from previous Pride marches to show our support, which was published on social media and showed staff making their own pledges as individuals and on behalf of the organisation, around the theme of “From now on”.



# How we connect with our diverse communities

## **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 vulnerable people in the protected groups and deprived areas

### **Home Fire Safety Checks 2021 – 22 (HFSC)**

A home fire safety check (HFSC) is a service provided to help people stay safe and reduce the risk of fire in their home. During the visit staff provide fire safety advice, check smoke alarms are working and replace/install new ones if needed.

Data is collected in terms of protected characteristics age, disability, gender re-assignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation to ensure equality of access for the diverse communities we serve

The following data tables below show the number of HFSC's carried out by our operational staff during the period 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022 (these figures were correct on the date of extraction; 11<sup>th</sup> April 2022), from the Service's information management system<sup>5</sup>.

It should be noted that due to the ongoing pandemic, MFRS was unable to carry out the normal number of HFSC's during 2021-22, so the figures within the following section are based on a total of 25,163 HFSCs.

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<sup>5</sup> Please note: both Home Fire Safety Check and Safe and Well performance figures contained within this report differ to those published in the Service Delivery Plan. When a high risk re-visit occurs this overwrites the pre-existing visit – therefore when the data is refreshed; visits that were recorded in the previous year now have an updated visit date and therefore no longer appear in historical data.

**Data table 10: HFSC's conducted by Operational Crews by Ethnicity**

Ethnicity	2021/22 Total Visits	% Overall	% Omitting "Unknown"	% of Merseyside Resident Population
White - British	22,231	88.3%	<b>96.1%</b>	91.8%
White - Irish	79	0.3%	<b>0.3%</b>	1.0%
White - Other	275	1.1%	<b>1.2%</b>	1.7%
Asian - Bangladeshi	12	0.0%	<b>0.1%</b>	0.2%
Asian - Chinese	90	0.4%	<b>0.4%</b>	0.8%
Asian - Indian	74	0.3%	<b>0.3%</b>	0.6%
Asian - Other	90	0.4%	<b>0.4%</b>	0.4%
Asian - Pakistani	18	0.1%	<b>0.1%</b>	0.2%
Black - African	63	0.3%	<b>0.3%</b>	0.7%
Black - Caribbean	24	0.1%	<b>0.1%</b>	0.2%
Black - Other	41	0.2%	<b>0.2%</b>	0.2%
Mixed - Other	43	0.2%	<b>0.2%</b>	0.4%
Mixed - White & Asian	25	0.1%	<b>0.1%</b>	0.3%
Mixed - White & Black African	8	0.0%	<b>0.0%</b>	0.4%
Mixed - White & Black Caribbean	24	0.1%	<b>0.1%</b>	0.5%
Other Ethnic Group	38	0.2%	<b>0.2%</b>	0.7%
<i>Unknown</i>	<i>2,028</i>	<i>8.1%</i>		
<b>Total</b>	<b>25,163</b>			

### Key Results – HFSC Equality data for Ethnicity

Data table 10 identifies that:

- On only 8.1% of occasions the occupier of the dwelling did not state their ethnicity.
- 88.3% of our HFSCs have been carried out in homes where the resident identifies as White British, if visits involving persons where the ethnicity is unknown are omitted, then this increases to 96.1%.
- 2.4% of HFSC have been carried out in homes where the resident identifies as BAME compared to a Merseyside BAME population of 5.5%

### Next Steps

- ✓ Look to analyse the data and work with teams to look at ways of raising awareness and continuing to identify risk.
- ✓ Use equality impact assessments to ensure risk is considered and diverse channels are used to support diverse communities
- ✓ Work together with other partners with an even stronger and focus on how a duty on socio-economic disadvantage can help work on all aspects of life, including health, life expectancy and educational attainment.

**Data table 11: HFSC’s Conducted by Operational Crews by Religion**

Religion	2021/22 Total Visits	% Overall	% Omitting "Unknown"	% Of Merseyside Resident Population
Christian	13,178	52.4%	<b>71.2%</b>	74.0%
Atheist / None	2,912	11.6%	<b>15.7%</b>	17.2%
Declined	1,426	5.7%	<b>7.7%</b>	0.0%
Other	871	3.5%	<b>4.7%</b>	0.3%
Muslim	66	0.3%	<b>0.4%</b>	1.4%
Jewish	6	0.0%	<b>0.0%</b>	0.2%
Buddhist	22	0.1%	<b>0.1%</b>	0.3%
Hindu	31	0.1%	<b>0.2%</b>	0.3%
Sikh	4	0.0%	<b>0.0%</b>	0.1%
Jehovah's Witness	0	0.0%	<b>0.0%</b>	0.0%
<i>Unknown</i>	<i>6,647</i>	<i>26.4%</i>		<i>6.2%</i>
<b>Total</b>	<b>25,163</b>			

**Key Results – HFSC Equality Data for Religion**

Data table 11 above identifies that at the time the data was extracted from the MFRS information management system:

- On 26.4% of occasions, the occupier did not state their religion, which is a 4.1% improvement on the previous year.

Based on valid data:

- 71.2% of responses indicated that they were of the Christian faith
- 15.7% were Atheist or had no religion
- 7.7% declined to provide a religion
- Judaism, Buddhism, Islam, Hindu and Sikh accounted for 0.7% of valid data
- The remaining 4.7% indicated other (but did not specify)

**Next Steps**

- ✓ Look to improve the response rate in terms of religion and belief
- ✓ Link to actions to the IRMP and the work of the staff networks to gather intelligence.
- ✓ Continue to use community engagement and awareness raising to support staff

## Safe and Well Visits 2021 – 22 (S&W)

The following data tables represent the number of Safe and Well visits conducted by our Prevention team during the period 1<sup>st</sup> April 2021 to 31<sup>st</sup> March 2022 (these figures were correct on the date of extraction (11<sup>th</sup> April 2022)), from the Service's information management system.

A Safe and Well visit is a service that is provided to those that have been identified as potentially high risk by staff or external partners. These visits are designed to reduce the potential causes of accidental fire in the home and to inform the occupier and/or partners to make changes to their property or lifestyle in order to reduce the risk of an accidental fire occurring.

**Data table 12: Safe and Well Visits conducted by Prevention Team by Ethnicity**

Ethnicity	2021/22 Total Visits	% Overall	% Omitting "Unknown"	% of Merseyside Resident Population
White - British	9,207	94.3%	<b>95.7%</b>	91.8%
White - Irish	51	0.5%	<b>0.5%</b>	1.0%
White - Other	91	0.9%	<b>0.9%</b>	1.7%
Asian - Bangladeshi	7	0.1%	<b>0.1%</b>	0.2%
Asian - Chinese	17	0.2%	<b>0.2%</b>	0.8%
Asian - Indian	18	0.2%	<b>0.2%</b>	0.6%
Asian - Other	37	0.4%	<b>0.4%</b>	0.4%
Asian - Pakistani	12	0.1%	<b>0.1%</b>	0.2%
Black - African	54	0.6%	<b>0.6%</b>	0.7%
Black - Caribbean	15	0.2%	<b>0.2%</b>	0.2%
Black - Other	26	0.3%	<b>0.3%</b>	0.2%
Mixed - Other	26	0.3%	<b>0.3%</b>	0.4%
Mixed - White & Asian	13	0.1%	<b>0.1%</b>	0.3%
Mixed - White & Black African	6	0.1%	<b>0.1%</b>	0.4%
Mixed - White & Black Caribbean	16	0.2%	<b>0.2%</b>	0.5%
Other Ethnic Group	26	0.3%	<b>0.3%</b>	0.7%
<i>Unknown</i>	143	1.5%	<b>1.5%</b>	0.0%
<b>Total</b>	<b>9,765</b>			

## Key Results – Safe and Well Equality data for Ethnicity

Data table 12 identifies that:

- On only 1.5% of occasions, the occupier of the dwelling did not state their ethnicity.

- 94.3% of Safe and Well visits have been carried out in homes where the resident identifies as White British, this increases to 95.7% if “unknown” data is considered
- 2.8% of Safe and Well visits have been carried out in homes where the resident identifies as BAME compared to a Merseyside BAME population of 5.5%

### **Next Steps**

- ✓ Look to develop further capacity across the prevention function to address the response rates in terms of BAME residents and Safe and Well visits
- ✓ Link to actions to the IRMP and the work of the staff networks to gather intelligence.
- ✓ Continue to use community engagement and awareness raising to support staff

**Data table 13: Safe and Well Visits Conducted by Prevention Team by Religion**

Religion	2021/22 Total Visits	% Overall	% Omitting "Unknown"	% of Merseyside Resident Population
Christian	5,972	61.2%	<b>65.2%</b>	74.0%
Atheist / None	2,920	29.9%	<b>31.9%</b>	17.2%
Declined	67	0.7%	<b>0.7%</b>	0.0%
Other	59	0.6%	<b>0.6%</b>	0.3%
Islam	78	0.8%	<b>0.9%</b>	1.4%
Jewish	36	0.4%	<b>0.4%</b>	0.2%
Buddhist	9	0.1%	<b>0.1%</b>	0.3%
Hindu	12	0.1%	<b>0.1%</b>	0.3%
Sikh	3	0.0%	<b>0.0%</b>	0.1%
Jehovah's Witness	0	0.0%	<b>0.0%</b>	0.0%
<i>Unknown</i>	609	6.2%	<b>6.7%</b>	6.2%
<b>Total</b>	<b>9,765</b>			

### Key Results – Safe and Well Equality Data for Religion

Data table 13 above identifies that at the time the data was extracted from the MFRS information management system:

- On 6.2% of occasions, the occupier did not state their religion.

Based on valid data:

- 61.2% of people responding indicated that they were of the Christian faith
- 29.9% were Atheist or had no religion.
- Judaism accounted for 0.4%, Buddhism for 0.1% and Islam accounted for 0.9% of valid data. 0.7% of recipients declined to provide a religion
- 6.2% indicated other (but did not specify).

### Next Steps

- ✓ Look to improve the response rate in terms of religion and belief
- ✓ Link to actions to the IRMP and the work of the staff networks to gather intelligence.
- ✓ Continue to use community engagement and awareness raising to support staff

## **Youth Engagement Team**

The section below looks at the diversity of the young people who participate in the different programmes delivered by our youth engagement teams. This includes the following programmes:

**Fire Cadets** - Merseyside Fire & Rescue Service currently run the National Fire Cadets Programme in a number of fire stations across Merseyside for 13–17-year-olds. The aim of the Fire Cadets is to enable young people to gain skills and knowledge and have positive experiences in a fun, safe and secure environment, while developing life skills and inspiring positive life choices about their futures.

**Princes Trust teams** - The Prince's Trust Team Programme is a 12-week course run at fire stations across Merseyside for young people aged 16 to 25 who are not in employment or education. It aims to develop young people's skills to strengthen their job prospects. During the course they complete a week-long residential stay, a four-week community project and two weeks' work experience. Teams of young people on the course also raise money for the community project which they complete during the course.

**Beacon and Healing Together courses** - The Beacon Project is a six week or 12-week (one day a week) programme designed to engage with primary and secondary young people aged 8-18 who meet any of the following criteria:

This year our teams have continued to work with a wide variety of young people from a range of backgrounds. As always, the young people taking part in our programmes have undertaken a range of community project and challenges

## **Prince's Trust Summary**

During 2021-22 there was a total of 93 attendees on our Princes Trust courses, compared to 74 in 2020/21 and shows that more young people are returning to our courses.

**Data table 14: Princes Trust Attendees by Age and Gender**

Age	Total	Gender			% Female
		Male	Female	Other	
16	11	7	3	1	27.3%
17	14	9	5	0	35.7%
18	20	12	8	0	40.0%
19	8	6	2	0	25.0%
20	10	6	4	0	40.0%
21	8	5	3	0	37.5%
22	8	7	1	0	12.5%
23	8	5	3	0	37.5%
24 +	6	6	0	0	0.0%
Total	93	63	29	1	31.2%
%		67.7%	31.2%	1.1%	

**Key Results – Princes Trust Attendees by Age and Gender**

**Data table 14 identifies:**

- Two thirds of attendees were male, accounting for 67.7% (63)
- The most populous age for attending the course was 16 – 18 age range, (35 young people in total) which is only slightly lower than the previous year (38 young people)

When analysing Princes Trust data further:

- 87.1% (81) of attendees were White British
- 68.8% (64) were Heterosexual, 19.4% (18) were LGBT and 11.8% (11) preferred not to say
- 58% (54) of attendees considered themselves to have some kind of disability
- 64.5% (60) of attendees had no religion, 18.3% (17) were Christian and 5.4% (5) were minority religions. 11.8% (11) preferred not to say

**Fire Cadets Summary**

During 2021- 22 there was a total of 67 attendees participating in our Fire Cadet groups.

When looking at these figures by age:



- The majority of participants came from the 15-year-old age group with 19 attendees
- This was followed by the 16-year-old age group

When broken down by gender:

- 75% of attendees were male
- 25% of attendees were female

When analysed by ethnicity, the following was identified:

- The majority of attendees were White British (62 attendees)
- Five attendees identified as BAME.

Six attendees considered themselves to some extent disabled.

### **Beacon Course Summary**

During 2021-22 there was a total of 192 attendees participating in our Beacon Courses.

When broken down by gender:

- 70.8% of attendees were male
- 29.2% of attendees were female

When broken down by age

- Most participants were in the 10-year-old group with 78 attendees
- Followed by 9-year-olds with 76 attendees

When analysed by Ethnicity, the following was identified:

- The majority of attendees (84.2%) were White British
- 15.8% were BAME

Thirty-five attendees considered themselves to some extent disabled.

## **Healing Together Summary**

During 2021-22 there was a total of 45 attendees participating in our Healing Together course.

When broken down by age:

- Most participants (13) were 10 years old
- Followed by 9-year-olds with 8 attendees

When broken down by gender:

- 44.4% of attendees were male
- 55.6% of attendees were female

When analysed by Ethnicity, the following was identified,

- All 45 attendees were White British

No attendees considered themselves disabled

## **Next Steps**

- ✓ Look to improve the membership of the Youth Engagement courses and events in terms of ethnicity and religion and belief

## **The following are example of the activities undertaken under Youth Engagement**

### **Fire Cadets**

Fire Cadets from Bootle and Netherton Community Fire Station marked Stephen Lawrence Day (which takes place on the 22nd of April each year) by participating in discussions and interactive sessions. The Cadets, aged between 13 and 18, were saddened to hear about what happened to Stephen Lawrence who was murdered in a racist attack, and spoke openly about why it is important to challenge hate crime, racism and discrimination. They talked about how all generations should take a stand against all prejudice and agreed that it should not be tolerated in society. Our Fire Cadets from Wallasey supported the day by pledging their commitment to education, equality and acceptance.

### **Older Persons Day**

Over the last eight years, MFRS has visited close to 10,000 people over the age of 65 on that day alone. More than 750 home fire safety checks were carried out and 488 new smoke alarms installed. The teams also managed to identify 70 new vulnerable people - all are now safer from fire than they were previously.

### **Celebrating Chanukah 2021**

Toxteth's fire crew welcomed Rabbi Avinoam Czitron to the station to learn more about the history and meaning behind the Jewish 'Festival of Lights', Chanukah.

### **Safe and Well visits**

Our prevention teams have carried out 9765 Safe and well visits this year. These visits carried out by our Prevention advocates and help ensure that some of the most vulnerable members of our community receive much needed help, advice and support to ensure their safety within their own home. Our advocates work closely with partners such as local social housing organisations, Social Services, Housing offices and the NHS, as well as teams within MFRS to ensure people receive the best support available, always going the extra mile to help keep people safe.

### **Carers Week 2021**

Around 250 carers across Merseyside were treated to afternoon tea on 9th June 2021 as part of a 'thank you' from local organisations for their efforts during the pandemic. MFRS teamed up with Liverpool Football Club (LFC), Age UK Wirral, all five Merseyside local authorities and a number of other organisations to recognise the commitment and sacrifice made by unpaid carers as part of the 'Care for the Carers' campaign.

### **Covid-19 pandemic – workforce response**

Hundreds of MFRS staff have worked on the vaccination programme, contributing over 10,300 hours and delivering more than 82,000 vaccinations.

### **Aftermath of the bombing at Liverpool Women's Hospital**

MFRS provided reassurance to our communities following the terrorist incident outside Liverpool Women's Hospital in November 2021.

### **AFSA Awards Ceremony 2021 & charitable contributions**

The awards ceremony this year raised more than £4,000, which was split between The Fire Fighters' Charity, Anthony Walker Foundation, The Michael Causer Foundation, Chrysalis Centre for Change and various AFSA projects to support children and first aid training in India.

## **Equality Objective 5**

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

**Over the last 12 months we have engaged in various activities to ensure our work on ED&I reflects best practice:**

- ✓ Comprehensive audit of ED&I practice was undertaken by JS Associates and the Asian Fire Service Association (AFSA). The critical friend review was undertaken by experienced external fire service staff.
- ✓ The recommendations from the HMICFRS inspection (which was published in December 2021) and Staff Survey results which were brought together (using the National Fire Chiefs Council Maturity Models) were used to create our new ED&I action plan.
- ✓ We have also developed a new Equality Impact Assessment (EIA) form and process for the development of the EIA's, ensuring that conversations, meetings and consultation about a report, policy or service being assessed as part of the EIA process are captured and recorded within a new document library. This will help to ensure policies and practices are provided both in terms of equality but also equitably
- ✓ We have been recognised nationally for our work on staff networks and positive Action.

## **Key highlights & national recognition for excellence include:**

### **Asian Fire Service Association (AFSA) National Winter Conference 2021**

MFRS co-hosted 2021's AFSA National Winter Conference and awards dinner in November at the Holiday Inn, Liverpool. The two-day event, which focused on shaping inclusion and community engagement, was attended by 220 delegates from fire and rescue services from across the country.

### **Equality Role Model of the Year**

Station Manager Uche Ihiekwe Uche was the chair of our Race Equality and Cultural Heritage (REACH) Network and has engaged with staff and management in a way that promotes a collective organisational commitment to equality, diversity and inclusion.

### **Award for Positive Action**

HR Manager, Liz Inman was named joint winner of the 'Positive Action' award in recognition of the work she and the Recruitment and Development team do to ensure MFRS reflects the communities it serves.

### **Charity Challenge Endeavour**

FF Dan Lorenzo Dan received the 'Charity Challenge Endeavour' award for his work supporting St Helens based charity Teardrops. He helped to wrap hundreds of food hampers for homeless and vulnerable people, as well as arranging for fellow firefighters from St Helens Community Fire Station to volunteer too.

### **Champion of Equality, Diversity & Inclusion**

Firefighter (and former Prevention Advocate) Ellie Williams, was named joint Champion of Equality, Diversity & Inclusion. Ellie has been an ally since our staff networks started and proactively supports all three of the MFRS staff network.