

**Equality Analysis**  
**Workforce and Employment Data**  
**1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024**

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## **Introduction**

The purpose of this report is to provide equality analysis of workforce data held by Merseyside Fire & Rescue Authority (MFRA) to meet the requirements of the Equality Act 2010. The introduction of the Public Sector Equality Duty (PSED) in 2011 required Public Bodies to publish equality information pertaining to the makeup of its workforce on an annual basis. Appendix A, sets out the equality duty in more detail.

The following equality analysis covers Age, Gender, Disability, Ethnicity, Sexual Orientation and Religion / Belief (where available) for the following:

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

## Executive Summary

The purpose of this report is to provide equality analysis of workforce data held by Merseyside Fire & Rescue Authority (MFRA) to meet the requirements of the Equality Act 2010, Public Sector Equality Duty. This report is published annually and provides detailed charts, tables and narrative to support our analysis of the changes within our workforce.

The analysis provides an overview of the last three years from 2021/22 to 2023/24 in relation to the **number of staff in post** during that period. We are asked to publish these figures based on a headcount not on full time equivalent posts, so some of these staff (particularly support staff) will be part time. These figures do not include the operational staff who also have retained contracts which increases the availability of staff to respond to incidents across Merseyside.

- The total number of staff employed by Merseyside Fire & Rescue Authority has increased from 986 in 2021/22 to 1005 as of 31<sup>st</sup> March 2024, an increase of 9.<sup>1</sup>

In relation to the total workforce;

- In 2023-24 the data shows that we have 81 female firefighters, which represented 13.2% of our total firefighters, an increase of 5 since March 2023. Nationally the percentage for female fighters is 8.73% (March 2023)
- In 2023-24 we have 22 women in the roles of Crew and Watch Manger, representing 10.8% of middle managers. Compared to 18 in 2022-23, representing an increase of 1.4%.
- Control staffing has 41 members of staff, with 36 or 87.8% of them being women. We have seen an increase in recent years in the number of men working in control which now stands at 5 or 12.2%

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

In relation to protected groups:

- The number of staff who have disclosed their sexual orientation as Lesbian Gay Bisexual or Transgender (LGBT) has increased from 46 to 55 staff since 2021/22.
- Our Ethnic Minority<sup>2</sup> staff have increased from 43 in 2021/22 to 66 in 2023/24
- Regarding the sexual orientation data from staff (including prefer not to say), 72.7% of staff have declared their sexual orientation. This is a notable improvement on 2021/22 where only 62.7% of staff declared their sexual orientation.
- Overall, females make up 29.6% (297) of the total staffing at Merseyside Fire & Rescue Authority, a slight increase over the three-year period from 28% seen in 2021/22.
- Women accounted for 81 or 13.2% of Operational staff, 36 or 87.8% of Fire Control staff and 180 or 51.3% of Support Staff
- The majority of staff (regardless of role) were between the age of 25-35, this is heavily influenced by counts of Operational staff.
- When looking at the lower age range, there was a total of 53 staff aged 17-24, of which 16 are Operational Staff, 34 are Support Staff and 3 members of Fire Control.

In relation to the Gender and Ethnicity Pay gap:

- Data (at 31.3.24) shows that across the organisation, the mean gender pay gap is 8.4% or £1.58 per hour, which is an improvement from 9.1% in 2022/23
- Across the organisation, the mean ethnicity pay gap is 6.1% or £1.11 per hour. For operational staff only, the gap is 6% and for support staff the gap is narrowly wider at 6.7%. We have been unable to accurately compare our ethnicity pay gap figures this year with our previous reporting

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<sup>2</sup> To ensure that our reporting is in line with the Home Office, CLG, HMICFRS and the census data we are realigning our data sets within our systems and application forms from 1<sup>st</sup> April 2024. Therefore for this year we are reporting out ethnicity figures at the highest level to allow our staff time to update their personal details in line with the new data sets. (see Appendix B for the details of our data sets)

due to changes in government guidance regarding the definition and group of data sets.

## Merseyside – Changing Regional Demographics

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

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

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

### Population Summary: Census 2021

	Number	Percentage
Total Population	1,423,285	/
Males	690,711	48.5%
Females	732,574	51.5%
Children (0-14 years)	235,594	16.55%
Working age (15-64)	914,332	64.24
Older People (65+)	273,360	19.2%

### Gender

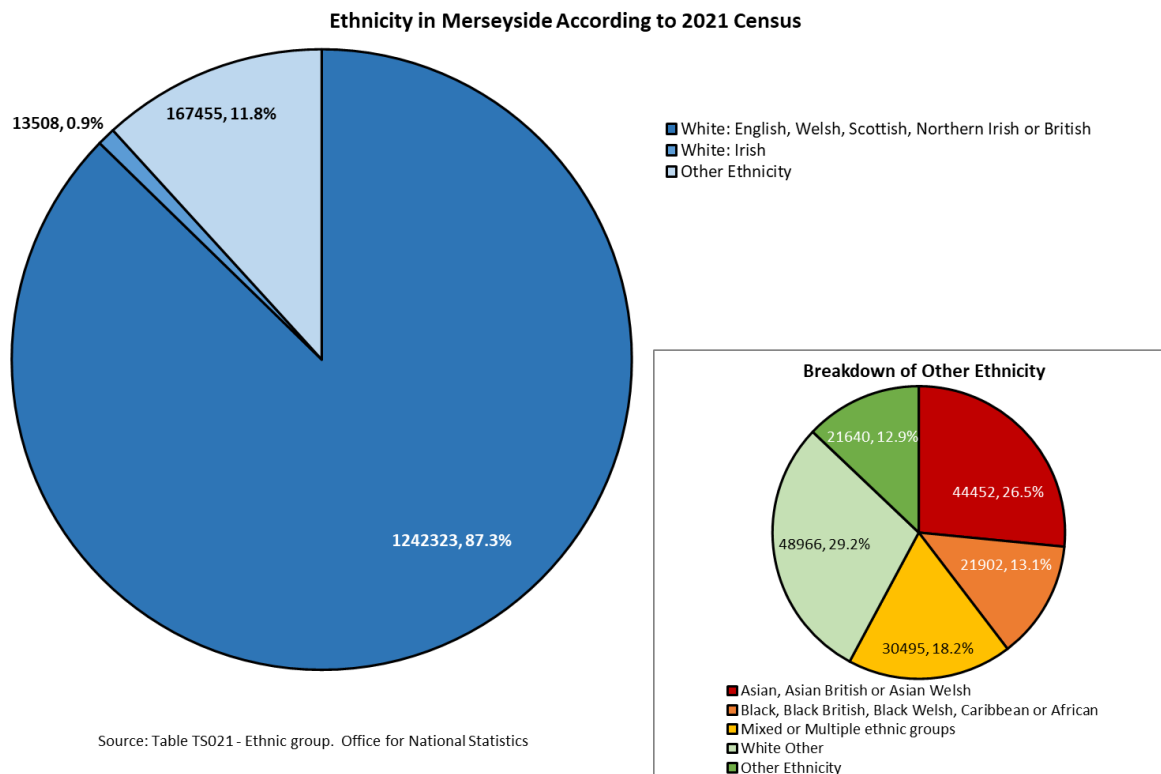
Males account for 48.5% of the Merseyside population and females 51.5%.

### Age

When looking at the population of Merseyside has the following breakdown in relation to age: children make up 16.6% of the population, 64.4% of the population is of working age and 19.2% is aged over 65.

## Ethnicity

The charts below outline the diversity of the population of Merseyside. 11.8% of the population of Merseyside is from an Ethnic Minority<sup>3</sup> with the population of Liverpool having the most diverse population, with 21.3% from an Ethnic Minority background.



## Sexual Orientation

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

## Religion & Belief

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

Other key figures for consideration are as follows:



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

## **Disability**

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

## **Socio Economic**

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

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

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

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

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

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.

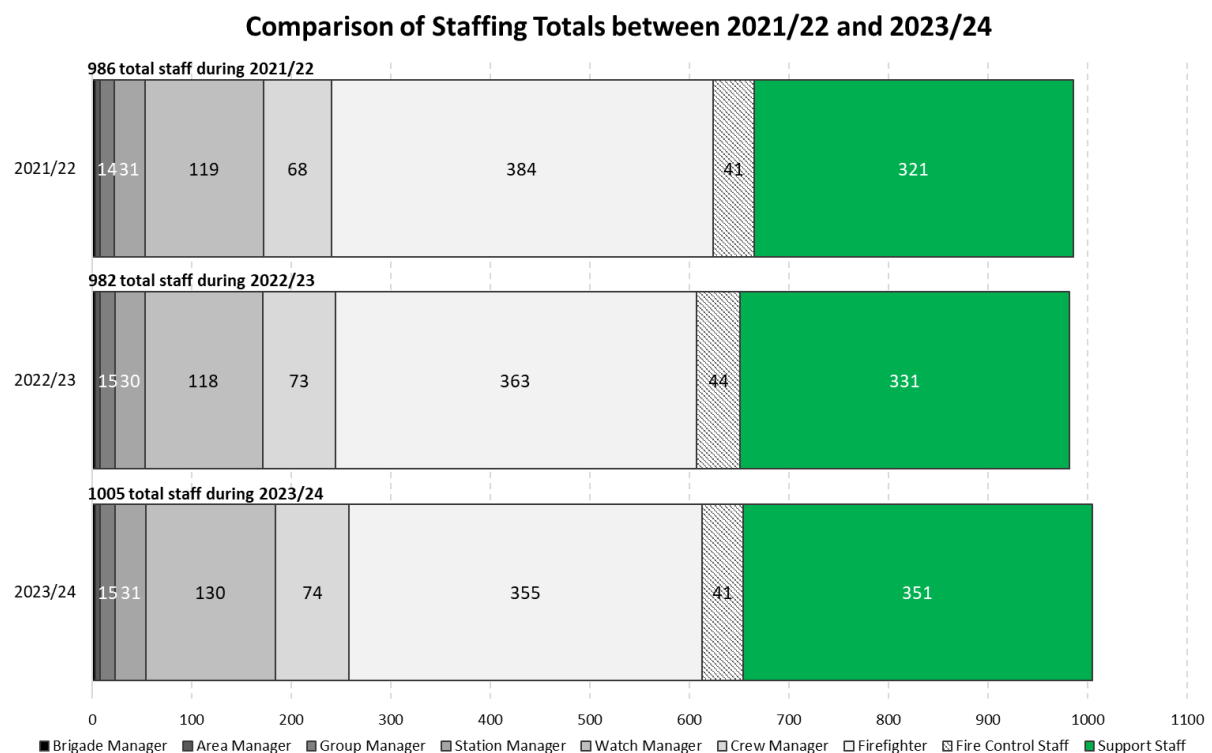
We are our community, and we know the part we can play - our place, our culture  
and our people are what make us great.

## Merseyside Fire & Rescue Authority Staffing Data 2023-24

In the following section of this report, you will find the detailed analysis of MFRA’s staffing data as of 31<sup>st</sup> March 2024. This data covers the period 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024. Included within this section you will also find our Gender and Ethnicity Pay Gap for the same period.

### Analysis of workforce from 2021/22 to 2023/24

Data chart: Staffing Structure over time



### Key Results – Analysis of the staffing structure over time

The data chart above provides the staffing structure of Merseyside Fire & Rescue Service (MFRS) over the past 3 years. Please note the figures represent staffing headcount and not Full Time Equivalent (FTE) Posts.

The chart identifies :

- Over the 3-year period, total employees have increased by 19, from 986 during 2021/22 to 1005 during 2023/24.
- Overall Operational personnel (shown as grey in the chart above) account for 61% of total staff (or 613)

- Though Firefighters have fallen to 355 during 2023/24, although retained contract holders have increased.
- The number of crew managers has increased significantly over the 3 year period to 74
- Watch Managers have increased over the 3-year period to 130 during 2023/24.
- Station Managers have remained consistent over the 3 year period.
- Fire Control staff have remained consistent over the 3 year period..
- Support staff numbers have gradually risen over the 3 year period, from 321 during 2020/21 to 331 during 2022/23. Support staff number will include a significant number of part time employees therefore overall FTE will be less than the headcount figure.

### Analysis of MFRS Staffing by Gender 2023/24

Data table: Analysis of staffing by Gender

Role	Position	Total	Gender		
			Male	Female	% Female
Operational Staff	Brigade Manager	3	3	0	0.0%
	Area Manager	5	5	0	0.0%
	Group Manager	15	14	1	6.7%
	Station Manager	31	28	3	9.7%
	Watch Manager	130	119	11	8.5%
	Crew Manager	74	63	11	14.9%
	Firefighter	355	300	55	15.5%
	Sub Total	613	532	81	13.2%
Fire Control Staff	Group Manager	0	0	0	0.0%
	Station Manager	2	0	2	0.0%
	Watch Manager	11	2	9	81.8%
	Crew Manager	7	1	6	85.7%
	Firefighter	21	2	19	90.5%
	Sub Total	41	5	36	87.8%
Support Staff	Grades 12+	42	27	15	35.7%
	Grades 6-11	228	111	117	51.3%
	Grades 1-5	75	29	46	61.3%
	Apprentices	6	4	2	33.3%
	Sub Total	351	171	180	51.3%
Grand Total		1005	708	297	29.6%

### Key results – of staffing by gender

The data table above identifies the following when looking at the data by gender for 2023/24:

- There were 297 women working for MFRS, accounting for 29.6% of the total workforce.
- Women accounted for 81 or 13.2% of Operational staff, 36 or 87.8% of Fire Control staff and 180 or 51.3% of Support Staff.
- The highest ranked roles for both Operational and Control for women was Station Manager (1 x Group Manager currently seconded out of Service). For Support Staff, 15 from 42, or 35.7% posts at Grade 12 and above, are held by women.

## Analysis of Staff by Ethnicity

Data Table: Breakdown of Ethnic Origin by role

Role	Position	Total	White British / Irish	Ethnic Minority	Prefer Not to Say	No Data
Operational Staff	Brigade Manager	3	3	0	0	0
	Area Manager	5	5	0	0	0
	Group Manager	15	13	1	0	1
	Station Manager	31	28	3	0	0
	Watch Manager	130	119	6	3	2
	Crew Manager	74	66	8	0	0
	Firefighter	355	317	31	6	1
	<b>Sub Total</b>	<b>613</b>	<b>551</b>	<b>49</b>	<b>9</b>	<b>4</b>
Fire Control Staff	Group Manager					
	Station Manager	2	2	0	0	0
	Watch Manager	11	11	0	0	0
	Crew Manager	7	7	0	0	0
	Firefighter	21	21	0	0	0
	<b>Sub Total</b>	<b>41</b>	<b>41</b>	<b>0</b>	<b>0</b>	<b>0</b>
Support Staff	Grades 12+	42	42	0	0	0
	Grades 6-11	228	205	15	2	6
	Grades 1-5	75	73	1	0	1
	Apprentices	6	5	1	0	0
	<b>Sub Total</b>	<b>351</b>	<b>325</b>	<b>17</b>	<b>2</b>	<b>7</b>
<b>Total</b>		<b>1005</b>	<b>917</b>	<b>66</b>	<b>11</b>	<b>11</b>

### Key results by Ethnic Origin by role

The data chart above identifies that in 2023/24:

- Regardless of role, the most prominent ethnic group at Merseyside Fire & Rescue Service during 2023/24 was White British/White Irish with 917 members of staff or 91.2% overall.
- In total 66 members of staff (6.6%) were classified as ethnic minorities<sup>4</sup>, 11 preferred not to say and 11 had no data assigned.

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

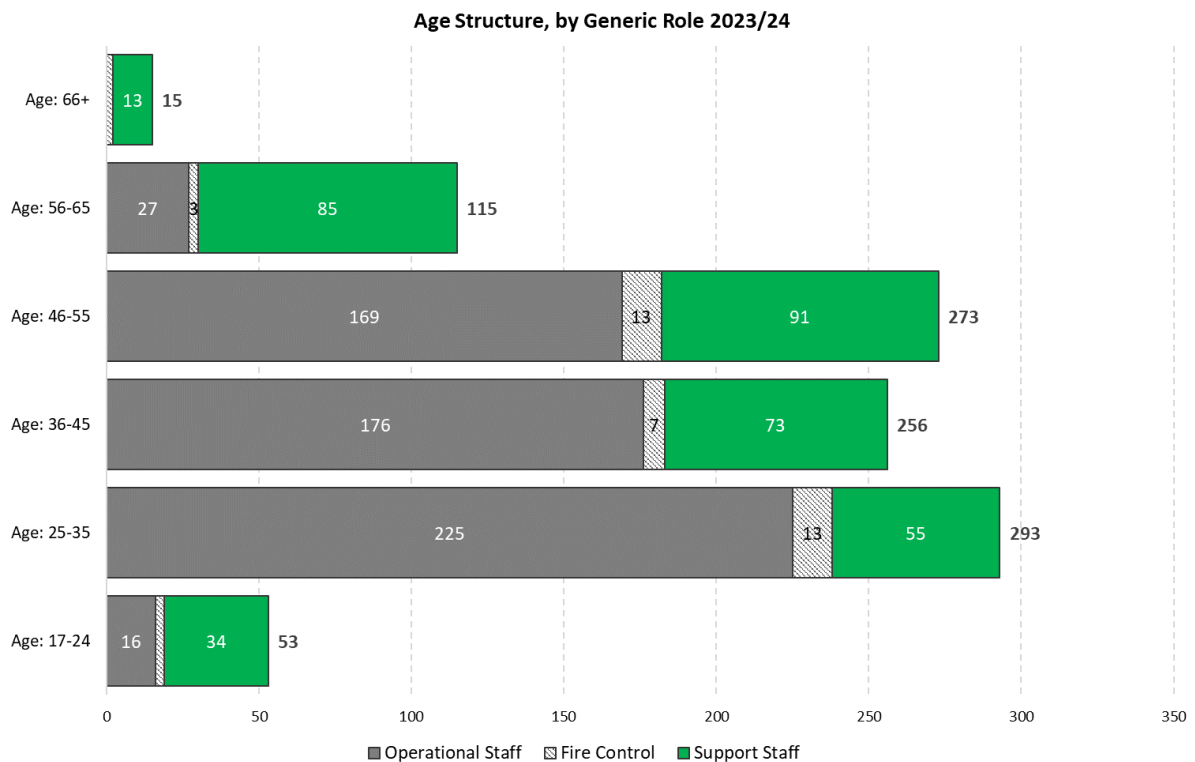
- 1 senior member of staff from a non-White British background (Group Manager)

<sup>4</sup> To ensure that our reporting is in line with the Home Office, CLG, HMICFRS and the census data we are realigning our data sets within our systems and application forms from 1<sup>st</sup> April 2024. Therefore for this year we are reporting out ethnicity figures at the highest level to allow our staff time to update their personal details in line with the new data sets. (see Appendix B for the details of our data sets)

- 3 Station Managers
- 6 Watch Managers
- 15 Support Staff grade 6-11

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

Data chart: Analysis of staff age structure



### Key Results – Staffing by Age

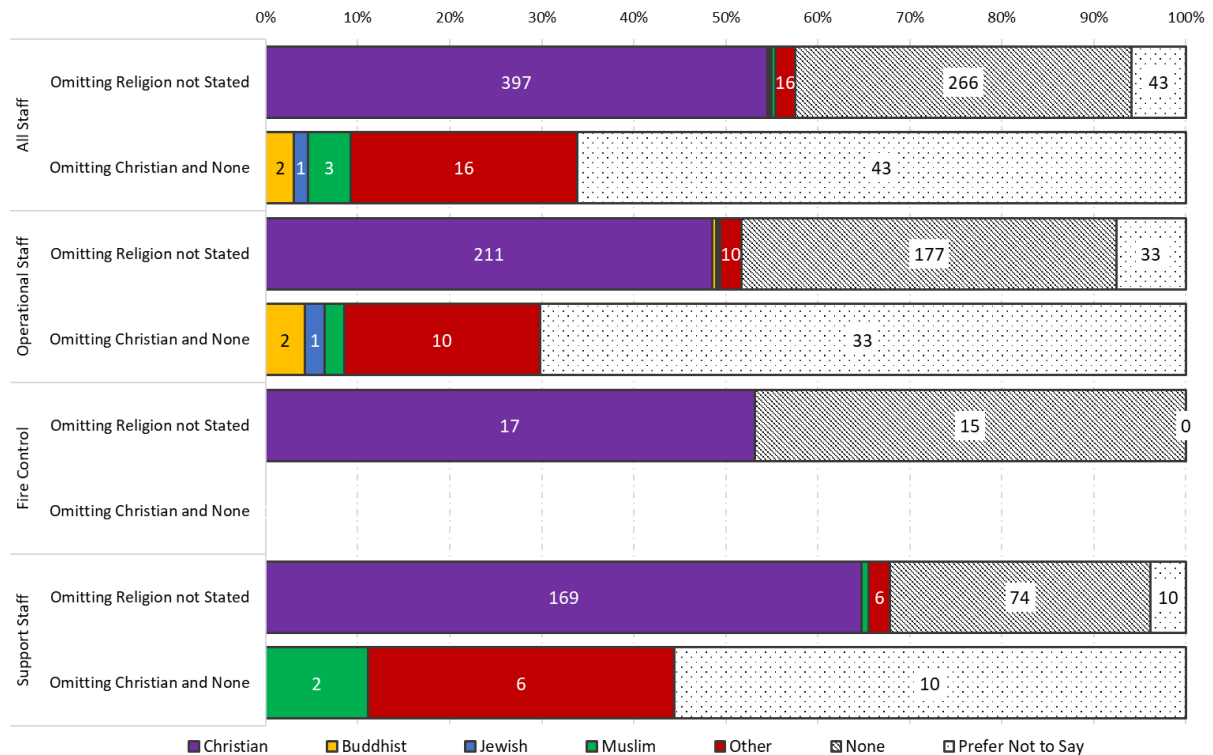
The data chart above identifies that in 2023/24:

- The majority of staff (regardless of role) were between the age of 25-35, this is heavily influenced by counts of Operational staff.
- Concerning ages above age 56 – 65, there were fewer Operational Staff members (27) with the majority being Support Staff, (85)
- There were no Operational Staff above the age of 66+
- When looking at the lower age range, there was a total of 53 staff aged 17-24, of which 16 are Operational Staff, 34 are Support Staff and 3 members of Fire Control.



## Analysis of Staff Religion Structure

Data chart: Analysis of Staff Religion



### Key Results – Breakdown of religion across the service.

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

- Christianity is the most common religion with 397 members of staff stating that they are Christian. This is 55.4% of the valid data.
- This is then followed by staff who have no religion, accounting for 266 or 36.5% of the valid data.
- Minority religions including: Judaism, Buddhism and Islam account for 3% of the valid data.

## Analysis of Staff Disability

Data table: Analysis of Staff Disability

Role	Position	Total	Yes	No
Operational Staff	Brigade Manager	3	0	3
	Area Manager	5	0	4
	Group Manager	14	0	10
	Station Manager	31	1	18
	Watch Manager	130	1	85
	Crew Manager	74	3	46
	Firefighter	355	6	268
	Sub Total	613	11	434
Fire Control Staff	Group Manager	0		
	Station Manager	2	0	1
	Watch Manager	11	1	5
	Crew Manager	7	1	5
	Firefighter	21	0	19
	Sub Total	41	2	30
Support Staff	Grades 12+	42	2	26
	Grades 6-11	228	8	152
	Grades 1-5	75	2	56
	Apprentices	6	0	6
	Sub Total	351	12	240
<b>Total</b>		<b>1005</b>	<b>25</b>	<b>704</b>
% of Total Responses			2.5%	70.0%
% of Valid Data (count = 729)			3.4%	96.6%

### Key Results – in relation to disabilities

The data table above shows that:

- In relation to disability, only 72.5% of data is valid, meaning that this proportion of staff have updated their records with disability data. This is a 5.9% 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 25 members of staff who have a disability, this equates to 3.4% of the valid data.

Where staff tell us that they have a disability, we work with them and Access to Work (an organisation that provides assistance to people with disabilities) to make reasonable adjustments to help them carry out their role.

## Analysis of staff Sexual Orientation

Data table: Analysis of staff Sexual Orientation

Role	Position	Total	Hetero- sexual	Gay/ Lesbian	Bi- sexual	Self Describe	Other	Prefer not to say	No Data
Operational Staff	Brigade Manager	3	3	0	0	0	0	0	0
	Area Manager	6	4	0	0	0	0	0	1
	Group Manager	14	7	0	1	0	0	1	6
	Station Manager	31	15	1	0	0	0	1	14
	Watch Manager	130	55	3	2	2	0	9	59
	Crew Manager	74	46	3	0	0	1	3	21
	Firefighter	355	234	15	16	0	1	15	74
	<b>Sub Total</b>	<b>613</b>	<b>364</b>	<b>22</b>	<b>19</b>	<b>2</b>	<b>2</b>	<b>29</b>	<b>175</b>
Fire Control Staff	Group Manager	0							
	Station Manager	2	0	0	0	0	0	0	2
	Watch Manager	11	5	0	0	0	0	1	5
	Crew Manager	7	6	0	0	0	0	0	1
	Firefighter	21	18	0	1	0	0	1	1
	<b>Sub Total</b>	<b>41</b>	<b>29</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>9</b>
Support Staff	Grades 12+	42	26	1	0	0	0	0	15
	Grades 6-11	228	153	3	2	1	1	7	61
	Grades 1-5	75	59	1	0	0	0	1	14
	Apprentices	6	6	0	0	0	0	0	0
		<b>Sub Total</b>	<b>351</b>	<b>244</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>8</b>
<b>Total</b>		<b>1005</b>	<b>637</b>	<b>27</b>	<b>22</b>	<b>3</b>	<b>3</b>	<b>39</b>	<b>274</b>
% of total response			63.4%	2.7%	2.2%	0.3%	0.3%	3.9%	27.3%
% of valid data (count = 731)			87.1%	3.7%	3.0%	0.4%	0.4%	5.3%	

### Key Results – in relation to sexual orientation

The data table above shows that:

- Across the Authority, 27.3% of staff have not recorded their sexual orientation, however, this is improving year on year, based on the valid count of 731 (up from 676 the year before)
- We will continue to stress to staff the importance of recording this information.
- 87.1% of staff reported that they were Heterosexual,
- 3.7% said they were either Gay/Lesbian,
- 3.0% described themselves as Bisexual,
- 5.3% preferred not to say
- 0.8% reported that they were either self-describing or other.

## New Starters and Leavers

Data table: 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	4	4	0	0.0%
	Crew Manager	1	1	0	
	Firefighter	39	33	6	15.4%
	<b>Sub Total</b>	<b>44</b>	<b>38</b>	<b>6</b>	<b>13.6%</b>
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	0	4	100.0%
	<b>Sub Total</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>100.0%</b>
Support Staff	Grades 12+	2	2	0	0.0%
	Grades 6-11	28	16	12	42.9%
	Grades 1-5	14	6	8	57.1%
	Apprentices	2	0	2	100.0%
	<b>Sub Total</b>	<b>46</b>	<b>24</b>	<b>22</b>	<b>47.8%</b>
<b>Total</b>		<b>94</b>	<b>62</b>	<b>32</b>	<b>34.0%</b>

### Key Results – New Starters by Gender

The data table above shows that during 2023/24:

- There was a total of 94 new employees within MFRS.
  - Of these new starters, they were predominantly men; 62 of the total (66%).
  - Concerning Operational (fire fighter) recruitment, there were 6 women, which equated to 13.6% of new recruits
  - Within Fire Control there were 4 new starters; all women
  - Support staff; 22 new starters were women, equal to 47.8%.

Data table: Analysis of Leavers by Gender

Role	Position	Total	Gender		
			Male	Female	% Female
Operational Staff	Brigade Manager	0	0	0	
	Area Manager	0	0	0	
	Group Manager	2	2	0	0.0%
	Station Manager	5	5	0	0.0%
	Watch Manager	9	9	0	0.0%
	Crew Manager	2	2	0	0.0%
	Firefighter	20	19	1	5.0%
	Sub Total	38	37	1	2.6%
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	4	2	2	50.0%
Support Staff	Grades 12+	7	5	2	28.6%
	Grades 6-11	7	3	4	57.1%
	Grades 1-5	8	2	6	75.0%
	Apprentices	1	0	1	100.0%
	Sub Total	23	10	13	56.5%
Total		65	49	16	24.6%

### Key Results – leavers by Gender

The data table above shows that during 2023/24:

- 65 members of staff left MFRS.
  - Leavers were predominantly men, at 49 of the total (75.4%).
  - Concerning Operational leavers, 1 was a woman, equating to 2.6%.
  - Within Fire Control there were 4 leavers, 2 men and 2 women
  - Support staff; there were 23 leavers, with 13 women, equal to 56.5%.
  - When leavers and new starters are compared there were proportionally more women joining (34.0%) than leaving (24.6%).

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

## **Flexible Working**

In total there were 14 requests for flexible working, of which 14 were accepted by the panel. Of this total, 8 were female and 6 were male.

When analysed by age, there were:

- 2 requests from the 21-30 age group,
- 4 from the 31-40 group,
- 3 from the 41-50 group,
- 4 from the 51-60 group
- 0 from the 61-65 group.
- There was 1 request where the Age was unknown

When analysed by ethnicity, the majority of requests (10) were White British/White Irish, 2 were Ethnic Minority and the ethnic origin was unknown for 2 requests

No requestors were considered disabled

## Gender & Ethnicity Pay Gap – Data

The gender pay gap reporting obligations are included in the Public Sector Equality Duty (PSED). This section reports on our seventh gender pay gap exercise which is based on data taken as of 31<sup>st</sup> March 2024. Gender pay gap figures are based on a total of 977<sup>5</sup> staff in scope, for this exercise; 696 (71.2%) were male and 281 (27.8%) were female.

The way in which the pay gap is reported mean that a positive percentage indicates that women are paid less than men and a negative pay gap reflects that women would be receiving a higher rate of pay than men.

### Measure 1: Mean Gender pay gap

Data table: Mean Gender Pay Gap 2023/24

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	2022/23 Pay Gap
All staff	£18.70	£17.12	-£1.58	8.4%	9.1%
Operational Staff (inc Fire Control)	£18.60	£16.97	-£1.63	8.8%	7.7%
Support staff	£19.01	£17.22	-£1.79	9.4%	11.0%

Across the organisation, the mean gender pay gap is 8.4% or £1.58 per hour. For operational staff only, the gap is 8.8% and for support staff the gap is slightly wider at 9.4%.

When the 2023/24 gender pay gap is compared to the previous year, the table identifies that overall the gender pay gap has reduced from 9.1% to 8.4%. For

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<sup>5</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

Support Staff the gap fell from 11.0% during 2022/23 to 9.4% during 2023/24. For operational staff, the gender pay gap increased from 7.7% during 2022/23 to 8.8% during 2023/24. We have analysed this increase in the operational group and have identified the reasons behind this change.

In 2023/24 we have seen an increase in the overall number of women in operational roles and there has also been an increase in the number of women in management positions.

However as new joiners in FF roles start on trainee FF pay rates we have seen an increase in female staff numbers in the lower quadrant during this reporting period. As these staff progress to competent FF's and beyond this will have a positive impact on reducing the gender pay gap for operational staff.

We have also seen an increase in the number of women in the higher quartiles who cannot be included in the figures due to the criteria sets detailed below<sup>6</sup>.

The overall impact of having relatively low numbers of female staff at higher grades means that a small changes in the different quadrants can have noticeable impacts when looking at percentage points. We will continue to address this through our Equality Objective 1 – in relation to our Positive Action strategy and the People Plan.

## **Measure 2. Median gender pay gap**

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

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<sup>6</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



Data table: Median Gender Pay Gap 2023/24

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	2022/23 Pay Gap
All staff	£17.18	£16.59	-£0.59	3.4%	2.3%
Operational Staff (inc Fire Control)	£17.06	£16.67	-£0.39	2.3%	0.9%
Support staff	£17.56	£16.30	-£1.26	7.2%	6.5%

When compared to the mean gender pay gap, the difference between male and female staff is narrower, with a 3.4% difference at a MFRA level, a 2.3% difference for operational staff and 7.2% difference for support staff.

When compared to the previous year, there is a slight degradation in the overall pay gap figures for all three staffing cohorts. The operational impacts previously outlined under the mean pay gap measure impact on this figure for both operational and the all staff figures. Other factors impacting both the operational group and the support staff group include the number of staff taking career breaks, those off for long term sickness, retirements/leavers not being eligible for inclusion and staff taking maternity leave.

### 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>7</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: Quartile Pay Bands 2023/24

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# of males	%	# of females	%
4. Upper	£19.62	£89.32	192	78.4%	53	21.6%
3. Upper Middle	£17.06	£19.62	175	71.7%	69	28.3%
2. Lower Middle	£16.53	£17.06	201	82.4%	43	17.6%
1. Lower	£7.48	£16.53	128	52.5%	116	47.5%

The table identifies that the gender pay gap within quartiles 2 (Lower Middle) and 3 (Upper Middle), the hourly rates are very similar; suggesting that pay parity is close between male and female staff, within these two quartiles. Within the Lower quartile there is a difference between hourly rates of £9.05, this increases in the Upper quartile (where there is a difference of £69.70 between hourly rates).

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<sup>7</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.

## Ethnicity Pay Gap

The ethnicity pay gap reporting remains voluntary and as an organisation we have taken the decision to be proactive and expand on our pay gap reporting to include Ethnicity as part of our best practise. This section reports is our third ethnicity pay gap exercise based on data taken as of 31<sup>st</sup> March 2024. Ethnicity pay gap figures are based on a total of 977<sup>8</sup> staff in scope for this exercise; 911 (93.2%) were White British/White Irish and 66 (6.8%) were from an ethnic minority background.

The way in which the pay gap is reported mean that a negative percentage indicates that an Ethnic Minority background staff are paid more than White British/White Irish and a positive pay gap reflects the opposite.

### Measure 1: Mean ethnicity pay gap

This measure is the difference between the mean (average) hourly rates of pay for White British/White Irish and an Ethnic Minority background full pay relevant employees

Data table 7: Mean Ethnicity Pay Gap 2023/24

Staff group	White British/White Irish hourly pay £	Ethnic Minority hourly pay £	Pay gap £	Pay gap %
All staff	£18.32	£17.21	-£1.11	6.1%
Operational Staff (inc Fire Control)	£18.40	£17.30	-£1.10	6.0%
Support staff	£18.18	£16.97	-£1.21	6.7%

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<sup>8</sup> A number of employees weren't included in the Ethnicity 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 6.1% or £1.11 per hour. For operational staff only, the gap is 6% and for support staff the gap is wider at 6.7%. We have been unable to accurately compare our ethnicity pay gap figures this year with our previous reporting due to changes in government guidance regarding the breakdown and group of data sets.<sup>9</sup>

## Measure 2. Median ethnicity pay gap

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

Data table 8: Median Ethnicity Pay Gap 2023/24

Staff group	White British/ White Irish hourly pay £	Ethnic Minority hourly pay £	Pay gap £	Pay gap %
All staff	£17.06	£16.91	-£0.15	0.9%
Operational Staff (inc Fire Control)	£16.91	£16.67	-£0.24	1.4%
Support staff	£17.18	£17.18	£0.00	0.0%

When compared to the mean gender pay gap, the difference between White British/White Irish and Ethnic Minority staff is narrower, with a 0.9% difference at a MFRA level, 1.4% for operational staff and equilibrium for support staff.

## Measure 3. Mean bonus gap

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

## Measure 4. Median bonus gap

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

<sup>9</sup> To ensure that our reporting is in line with the Home Office, CLG, HMICFRS and the census data we are realigning our data sets within our systems and application forms from 1<sup>st</sup> April 2024. Therefore for this year we are reporting out ethnicity figures at the highest level to allow our staff time to update their personal details in line with the new data sets. (see Appendix B for the details of our data sets).

## Measure 5. Bonus proportions

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

## Measure 6. Quartile<sup>10</sup> pay bands

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

### Quartile pay bands

Data table: Quartile Pay Bands 2023/24

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	#White British/White Irish	%	# Ethnic Minority	%
4. Upper	£19.62	£89.32	234	95.5%	11	4.5%
3. Upper Middle	£17.06	£19.62	224	91.8%	20	8.2%
2. Lower Middle	£16.53	£17.06	227	93.0%	17	7.0%
1. Lower	£7.48	£16.53	226	92.6%	18	7.4%

The table identifies that the gender pay gap within quartiles 2 (Lower Middle) and 3 (Upper Middle), the hourly rates are very similar; suggesting that pay parity is close between White British/White Irish and Ethnic Minority staff, within these two quartiles. Within the Lower quartile there is a difference between hourly rates of £9.05, this increases in the Upper quartile (where there is a difference of £69.70 between hourly rates).

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<sup>10</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.

## Home Fire Safety Checks 2023/24

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 MFRS 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, **race and religion to ensure equality of access for the diverse communities we serve**.

The following data tables below show that 52,408 HFSC's were carried out by our operational staff during the period 1<sup>st</sup> April 2023 to 31<sup>st</sup> March 2024 (these figures were correct on the date of extraction (25<sup>th</sup> April 2024)), from the Service's information management system.

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

Ethnicity	2023/24 Total Visits	% Overall	% Omitting "PNTS"	% of Merseyside Resident Population	% of Over 65 Population
White - British	46,673	89.1%	<b>94.4%</b>	87.3%	95.6%
White - Irish	197	0.4%	<b>0.4%</b>	0.9%	1.3%
White - Other	677	1.3%	<b>1.4%</b>	3.4%	0.8%
Asian - Bangladeshi	45	0.1%	<b>0.1%</b>	0.3%	0.1%
Asian - Chinese	211	0.4%	<b>0.4%</b>	0.9%	0.5%
Asian - Indian	319	0.6%	<b>0.6%</b>	0.8%	0.3%
Asian - Other	144	0.3%	<b>0.3%</b>	0.8%	0.1%
Asian - Pakistani	81	0.2%	<b>0.2%</b>	0.3%	0.1%
Black - African	324	0.6%	<b>0.7%</b>	1.1%	0.2%
Black - Caribbean	81	0.2%	<b>0.2%</b>	0.2%	0.1%
Black - Other	87	0.2%	<b>0.2%</b>	0.2%	0.1%
Mixed - Other	98	0.2%	<b>0.2%</b>	0.6%	0.1%
Mixed - White & Asian	82	0.2%	<b>0.2%</b>	0.5%	0.1%
Mixed - White & Black African	59	0.1%	<b>0.1%</b>	0.5%	0.1%
Mixed - White & Black Caribbean	56	0.1%	<b>0.1%</b>	0.5%	0.1%
Other Ethnic Group	284	0.5%	<b>0.6%</b>	1.5%	0.3%
<i>Prefer not to say</i>	2,988	5.7%			
<b>Total</b>	<b>52,406</b>	<b>100.0%</b>			

## Key Results – HFSC Equality Data for Ethnicity

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

- On only 5.7% of occasions the occupier of the dwelling did not state their ethnicity.
- 89.1% of our HFSCs have been carried out in homes where the resident identifies as White British/White Irish, if Prefer not to say is omitted, then this increases to 94.4%.
- 3.8% of HFSC have been carried out in homes where the resident identifies as Ethnic Minority compared to a Merseyside population of 11.8%, however given that HFSC's are targeted at the over 65 population the 3.8% is in fact an over performance as according to the 2021 Census the over 65 Merseyside Ethnic Minority population is 2.27%.

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

Religion	2023/24	% Overall	% Omitting "PNTS"	% of Merseyside Resident Population
Christian	28,205	53.8%	<b>64.4%</b>	59.8%
Atheist / None	11,177	21.3%	<b>25.5%</b>	31.0%
Other	3,827	7.3%	<b>8.7%</b>	0.4%
Muslim	365	0.7%	<b>0.8%</b>	2.4%
Jewish	63	0.1%	<b>0.1%</b>	0.2%
Buddhist	76	0.1%	<b>0.2%</b>	0.3%
Hindu	88	0.2%	<b>0.2%</b>	0.5%
Sikh	23	0.0%	<b>0.1%</b>	0.1%
<i>Unknown</i>	8,582	16.4%		5.3%
Total	52,406	100.0%		

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

- On 16.4% of occasions the occupier did not state their religion which is a slight improvement on the previous year (16.0%).

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

- 64.4% of responses indicated that they were of the Christian faith
- 25.5% were Atheist or had no religion
- Judaism, Buddhism, Islam, Hindu and Sikh accounted for 1.4% of valid data
- The remaining 8.7% indicated other (data is not available to explore further)

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

### **Safe and Well Visits 2022 – 23**

During 2023/24, the Merseyside Fire & Rescue Service Prevention team conducted 10,766 Safe and Well (S&W) visits, the following data tables analyse this data (the figures were correct on the date of extraction (25<sup>th</sup> April 2024)), from the Service's information management system.



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

Ethnicity	2023/24 Total Visits	% Overall	% Omitting "PNTS"	% of <i>Merseyside Resident Population</i>	% of Over 65 <i>Population</i>
White - British	9,824	91.3%	<b>94.5%</b>	87.3%	95.6%
White - Irish	82	0.8%	<b>0.8%</b>	0.9%	1.3%
White - Other	89	0.8%	<b>0.9%</b>	3.4%	0.8%
Asian - Bangladeshi	16	0.1%	<b>0.2%</b>	0.3%	0.1%
Asian - Chinese	37	0.3%	<b>0.4%</b>	0.9%	0.5%
Asian - Indian	32	0.3%	<b>0.3%</b>	0.8%	0.3%
Asian - Other	23	0.2%	<b>0.2%</b>	0.8%	0.1%
Asian - Pakistani	11	0.1%	<b>0.1%</b>	0.3%	0.1%
Black - African	78	0.7%	<b>0.8%</b>	1.1%	0.2%
Black - Caribbean	28	0.3%	<b>0.3%</b>	0.2%	0.1%
Black - Other	28	0.3%	<b>0.3%</b>	0.2%	0.1%
Mixed - Other	18	0.2%	<b>0.2%</b>	0.6%	0.1%
Mixed - White & Asian	12	0.1%	<b>0.1%</b>	0.5%	0.1%
Mixed - White & Black African	19	0.2%	<b>0.2%</b>	0.5%	0.1%
Mixed - White & Black Caribbean	23	0.2%	<b>0.2%</b>	0.5%	0.1%
Other Ethnic Group	80	0.7%	<b>0.8%</b>	1.5%	0.3%
<i>Prefer not to say</i>	366	3.4%			
<b>Total</b>	<b>10,766</b>				

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

The Data table above identifies that:

- On only 3.4% of occasions the occupier of the dwelling did not state their ethnicity.
- 91.3% of Safe and Well visits have been carried out in homes where the resident identifies as White British/White Irish, this increases to 94.5% if prefer not to say data is omitted
- 3.8% of Safe & Well visits have been carried out in homes where the resident identifies as Ethnic Minority compared to a Merseyside population of 8.3%. It should be noted that Safe and Well visits primarily target the over 65 population, according to the 2021 Census, the over 65 Ethnic Minority population 2.27% of the total, therefore the 3.8% achieved is an over performance.

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

Religion	2023/24 Total Visits	% Overall	% Omitting "PNTS"	% of Merseyside Resident Population
Christian	6,598	61.3%	<b>64.7%</b>	59.8%
Atheist / None	3,365	31.3%	<b>33.0%</b>	31.0%
Other	69	0.6%	<b>0.7%</b>	0.4%
Muslim	106	1.0%	<b>1.0%</b>	2.4%
Jewish	19	0.2%	<b>0.2%</b>	0.2%
Buddhist	22	0.2%	<b>0.2%</b>	0.3%
Hindu	14	0.1%	<b>0.1%</b>	0.5%
Sikh	5	0.0%	<b>0.0%</b>	0.1%
<i>Prefer not to say</i>	568	5.3%		5.3%
<b>Total</b>	<b>10,766</b>			

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

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

- On 5.3% of occasions the occupier did not state their religion.  
Based on valid data i.e. omitting the “Prefer not to say”
- 64.7% of people responding indicated that they were Christian
- 33% said they were Atheist or had no religion.
- Judaism, Buddhism, Islam, Hindu, and Sikh accounted for 1.5% of valid data  
0.7% indicated other (data is not available to explore further).

## Youth Education Programmes

### Prince's Trust Summary

During 2023/24 there was a total of 91 attendees on our Princes Trust courses.

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

Age	Total	Gender			% Female
		Male	Female	Other	
16	19	10	9		47.4%
17	17	11	6		35.3%
18	11	6	5		45.5%
19	9	6	3		33.3%
20	12	10	2		16.7%
21	7	4	3		42.9%
22	2	2			0.0%
23	8	5	3		37.5%
24	1	1			0.0%
25	2	1	1		50.0%
26	3	2	1		33.3%
Total	91	56	32	0	35.2%
%		61.5%	35.2%	0.0%	

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

#### The data table above identifies:

- There were more male attendees than female, with 65.1% being male
- The most populous age for attending the course was 16 with 19 attendees. The age of 17 was the second most common.

#### When analysing Princes Trust data further:

- 100% (91) of attendees were White British
- 76.9% (70) were Heterosexual, 13.2% (12) were LGBT and 8.8% (8) preferred not to say
- 71.4% (65) of attendees considered themselves to have some kind of disability
- 69.2% (63) of attendees had no religion, 25.3% (23) were Christian. 5.5% (5) preferred not to say

## **Fire Cadets Summary**

During 2023-24 there was a total of 52 attendees participating in our Fire Cadet groups.

When broken down by gender<sup>11</sup>:

- 71.2% of attendees were male
- 26.9% of attendees were female
- 1.9% as non binary

When analysed by ethnicity, the following was identified:

- The majority of attendees were White British (51 attendees)
- 1 attendee was white other.

7 attendees were disabled to some degree

## **Beacon Course Summary**

During 2023/24 there was a total of 240 attendees participating in our Beacon Courses.

When broken down by gender:

- 63.3% (152) of attendees were male
- 36.7% (88) of attendees were female

When broken down by age

- Most participants were in the 10-year-old group with 111 attendees
- Followed by 9-year-olds with 76 attendees

When analysed by Ethnicity, 9.2% (22) were non White British or Irish

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<sup>11</sup> At the time of writing this report the details of 1 attendee were unknown

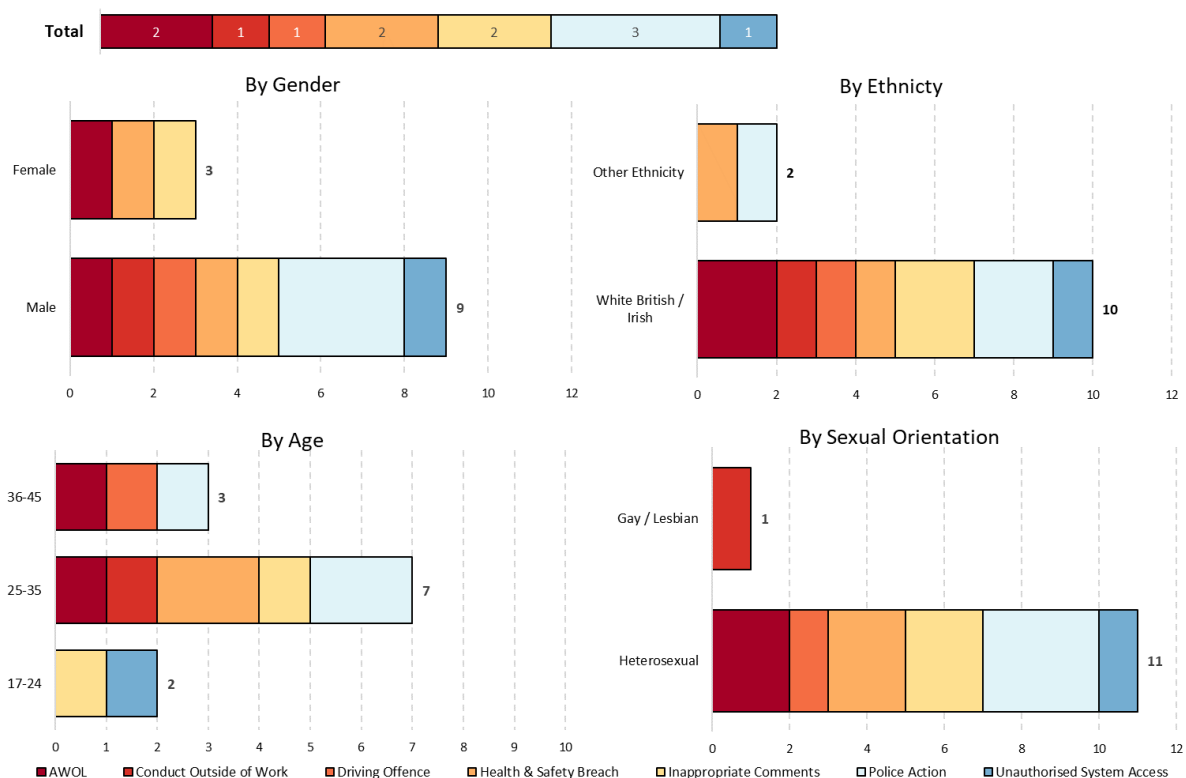
105 attendees considered themselves to some extent disabled.

Within our IRMP we have said that we will Recruit Prevention staff who truly reflect the diverse communities we serve so we can fully understand and address the inequalities that exist. It is also important we consider how we attract to our courses and we will look to build this into our review.

## Staff Discipline Cases

During 2023/24 there was a total of 12 disciplinary cases, this is lower than the five year average of 15 per year. The following section analyses this data by gender, age, ethnicity and sexual orientation - as well as reference to the reasons for and outcomes from the disciplinary cases.

### Data chart: Disciplinary cases by cause and protected characteristic



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

The data chart above shows that during 2023/24:

- The most common disciplinary cases were related to Police Action with 3.

When looking at the disciplinary cases by gender:

- 9 (75%) were related to men
- 3 (25%) were related to women

When comparing the disciplinary cases by age:

- There were 0 cases involving an employee above the age of 46

- 2 cases involved 17-24 year olds
- 7 cases involved 25-35 year olds
- 3 cases involved 36-45 year olds

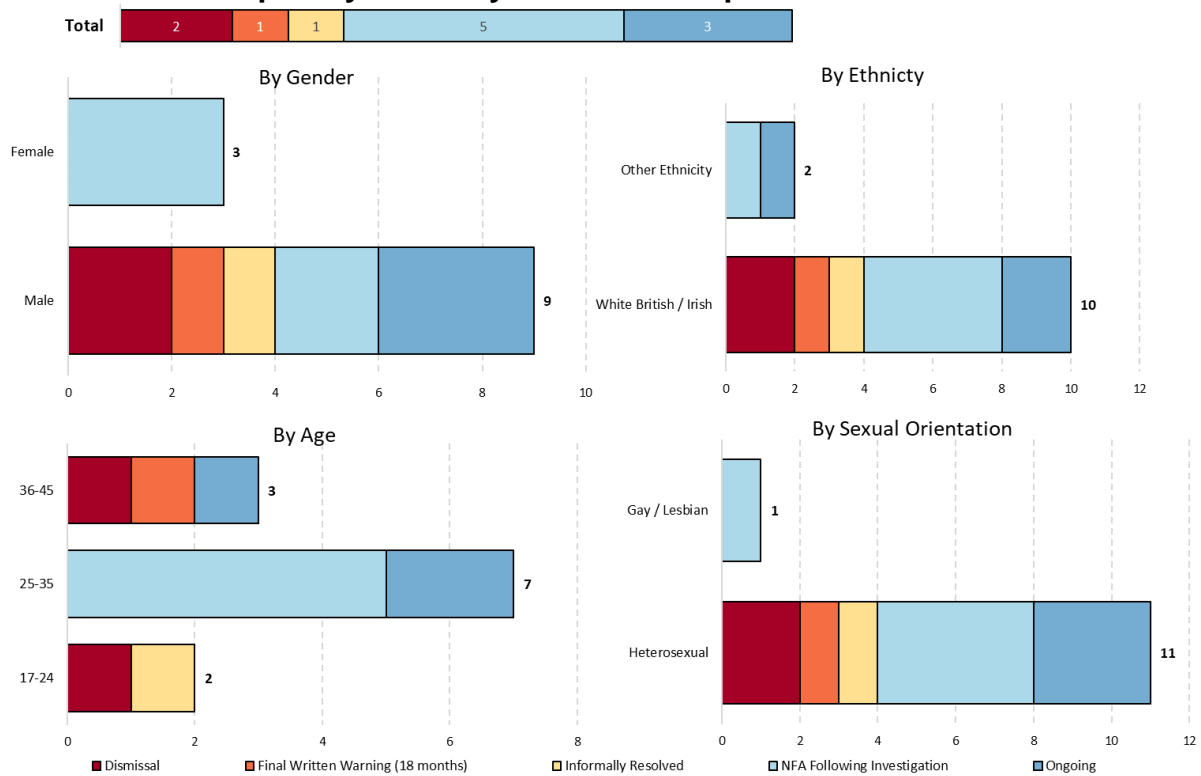
Concerning Ethnic Origin:

- 10 were White British / Irish
- 2 were other ethnicities.

Concerning sexual orientation:

- 11 cases involved heterosexual people
- 1 person identified as Gay / Lesbian

**Data chart: Disciplinary cases by outcome and protected characteristic**



**Key Results – Disciplinary cases by outcome and protected characteristics**

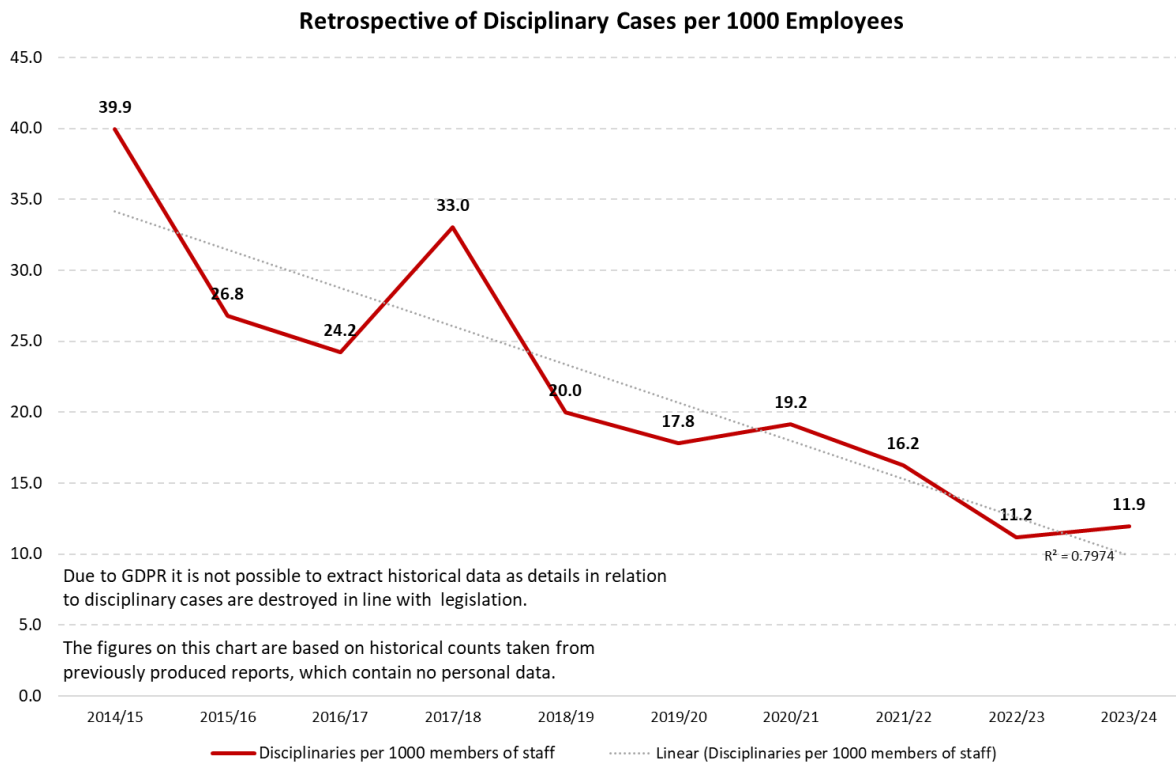
The data chart above shows the Disciplinary cases by outcome and protected characteristics and shows that:

- 3 cases are still ongoing
- 5 involved no further action



- 1 was issued with a Final Written Warning
- 1 informally resolved,
- 2 dismissals

Data chart: Retrospective Disciplinary cases, per 1000 Employees



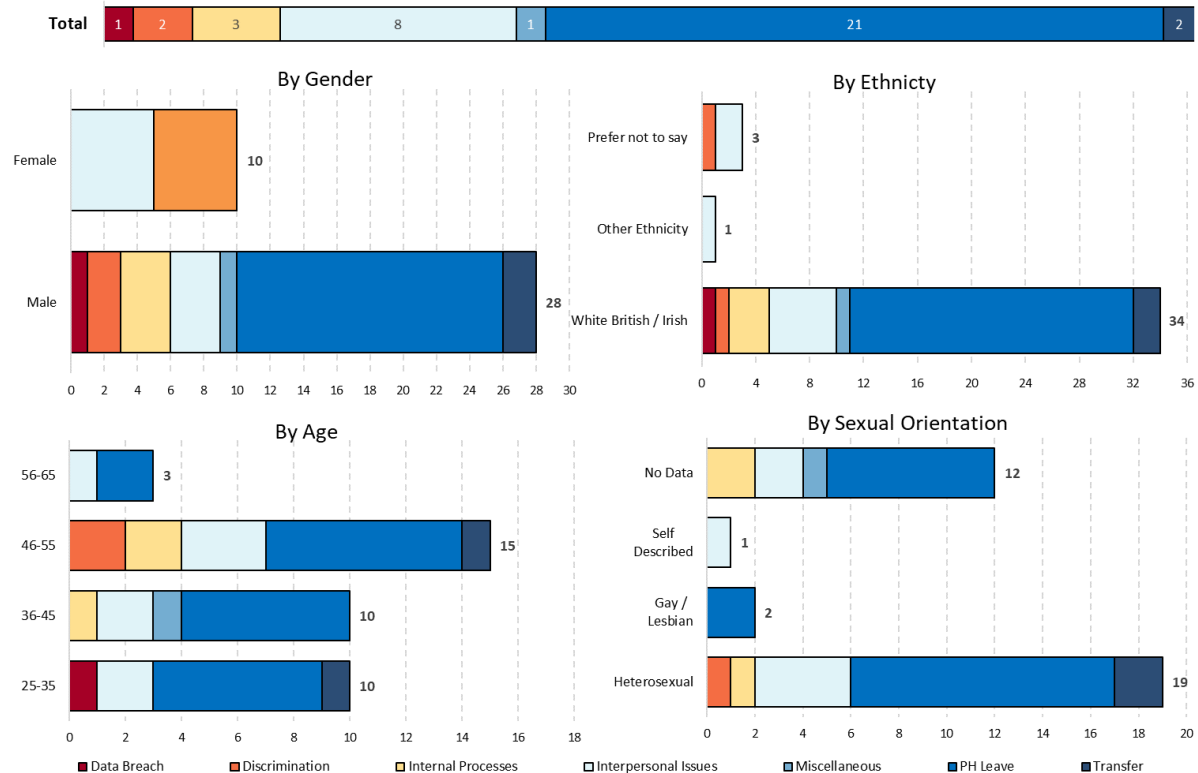
### Key results – Retrospective of Disciplinary cases per 1000 employees

Data chart above shows that over the 10-year period (2014/15 – 2023/24), the number of disciplinary cases per 1000 members of staff has gradually fallen.

## Staff Grievance

During 2023/24 there were 38 reported grievances, which is higher than the five-year average of 32 grievances per year. The following section analyses this data by: gender, age, ethnicity and sexual orientation - as well as reference to the reasons and outcomes from the grievance.

### Data chart: Grievances by cause and protected characteristic



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

The data chart above shows that during 2023/24:

- The majority of grievances fell into the Public Holiday Leave category (21).
- The next most common grievance was Interpersonal Issues (8)
- 3 were Process related
- Discrimination and Transfer had 2 each
- Data Breach accounted for one grievance

When looking at the grievances by gender:

- The majority were from men (28)
- 10 were from women

When grievances are split by age:

- 10 grievances involved 25-35 year olds
- 10 cases involved 36-45 year olds
- 15 cases involved 46-55 year olds
- 3 cases involved 56-65 year olds

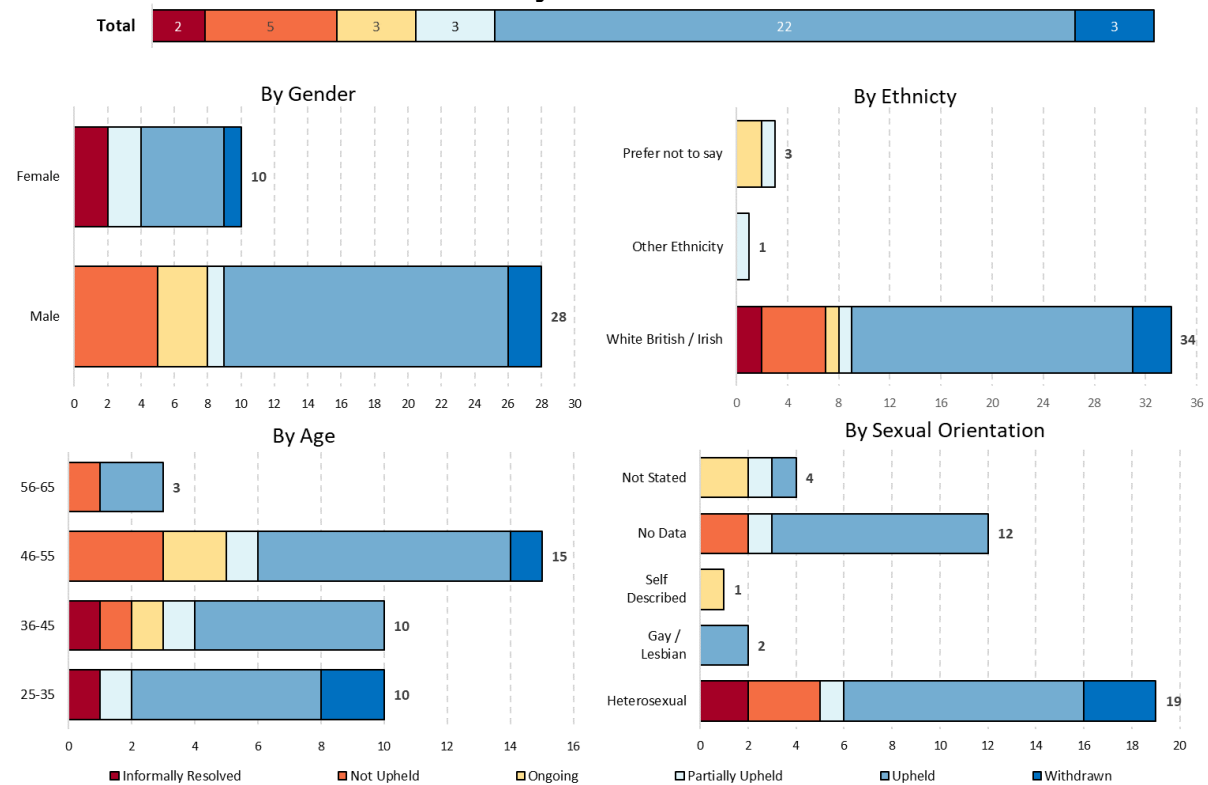
Taking ethnicity into account:

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

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

- 19 were heterosexual
- 2 were Gay / Lesbian
- 1 self identified

### Data chart: Grievance Outcomes by Protected Characteristic

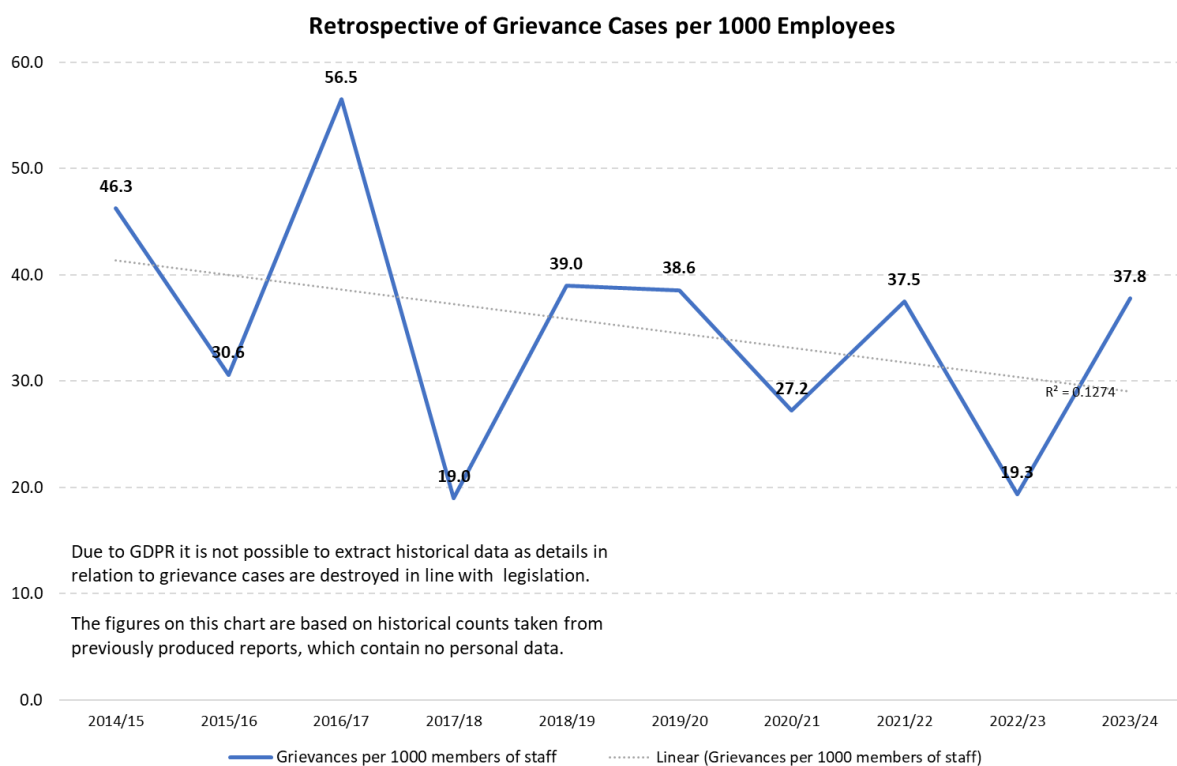


## Key Results – Grievance outcomes by protected characteristic

Data charts above shows that concerning outcomes

- 3 are still ongoing
- 22 were Upheld, with a further 3 being partially upheld
- 5 were Not Upheld
- 3 were Withdrawn
- 2 were informally resolved

## Data chart: Retrospective of Grievance cases per 1000 Employees



## Key results: Retrospective of Grievance cases per 1000 employees

Data charts above shows that whilst there is evidence to suggest that disciplinary cases have fallen over the 10-year period (2014/15 – 2023/24), grievance cases haven't seen the same reduction. The data suggests that grievances fluctuate year by year; though there is a general downward trend.

## Appendix A

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

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

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

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

## Specific Duties

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

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

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

## Gender Pay Gap

The gender pay gap is the average difference between hourly wages for men and women. Companies with more than 250 employees are legally required to publish their gender pay gaps annually. C

### **Who counts as an employee?**

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

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

### **What needs to be reported on?**

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

## Appendix B

### Breakdown of the new Ethnicity Data set introduced 1<sup>st</sup> April 2024

To ensure that our reporting is in line with the Home Office, CLG, HMICFRS and the census data we are realigning our data sets within our systems and application forms from 1<sup>st</sup> April 2024. Therefore for this year we are reporting out ethnicity figures at the highest level to allow our staff time to update their personal details in line with the new data sets detailed below

#### People in the White British / Irish group are:

Group	Sub-Category
White	English / Welsh / Scottish / Northern Irish / British
White	Irish

#### People in the Ethnic Minority group are:

Group	Sub-Category
White	Gypsy or Irish Traveller
White	Roma
White	Any Other White Background
Mixed or Multiple Ethnic Groups	White & Black Caribbean
Mixed or Multiple Ethnic Groups	White & Black African
Mixed or Multiple Ethnic Groups	White & Asian
Mixed or Multiple Ethnic Groups	Any Other Mixed / Multiple Ethnic Background
Asian / Asian British	Indian
Asian / Asian British	Pakistani
Asian / Asian British	Bangladeshi
Asian / Asian British	Chinese
Asian / Asian British	Any Other Asian/Asian British Background
Black / African / Caribbean / Black British	African
Black / African / Caribbean / Black British	Caribbean
Black / African / Caribbean / Black British	Any Other Black / African / Caribbean Background
Other	Arab
Other	Any Other Ethnic Group



The other group is:

<b>Group</b>	<b>Sub-Category</b>
Other	Ethnic Origin Not Stated