

MERSEYSIDE FIRE AND RESCUE AUTHORITY			
MEETING OF THE:	AUTHORITY		
DATE:	23 OCTOBER 2025	REPORT NO:	CFO/25/2526
PRESENTING OFFICER	CHIEF FIRE OFFICER, NICK SEARLE		
RESPONSIBLE OFFICER:	DIRECTOR OF PEOPLE AND ORGANISATIONAL DEVELOPMENT, NICK MERNOCK	REPORT AUTHOR:	EQUALITY AND DIVERSITY CO-ORDINATOR, VICKY CAMPBELL, CULTURE AND INCLUSION DEVELOPMENT ADVISOR, MANDY HAMILTON
OFFICERS CONSULTED:	STRATEGIC LEADERSHIP TEAM (SLT)		
TITLE OF REPORT:	EQUALITY, DIVERSITY AND INCLUSION ANNUAL REPORT AND EQUALITY ANALYSIS - WORKFORCE AND EMPLOYMENT DATA REPORTS 2024/25		

APPENDICES:	APPENDIX A:	EQUALITY, DIVERSITY, AND INCLUSION ANNUAL REPORT APRIL 2024 – MARCH 2025
	APPENDIX B:	EQUALITY ANALYSIS – WORKFORCE AND EMPLOYMENT DATA 1 APRIL 2024 – 31 MARCH 2025

Purpose of Report

1. This report provides an update to Members on the progress made against Merseyside Fire and Rescue Authority's (MFRA) Equality, Diversity, and Inclusion (ED&I) objectives for 2024–2027.
2. It presents both the Annual Report and the Equality Analysis – Workforce and Employment Data Reports.

Recommendation

3. It is recommended that Members;
 - a) note the contents of this report;
 - b) approve the publication of the ED&I Annual Report (1st April 2024 to 31st March 2025) on the Merseyside Fire & Rescue Service (MFRS) website;

- c) approve the publication of the Equality Analysis – Workforce and Employment Data Report (1st April 2024 to 31st March 2025) on the MFRS website; and
 - d) note that the publication of these reports demonstrates the Authority's commitment to equality, diversity, and inclusion, and demonstrates compliance with the Public Sector Equality Duty.
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4. This report outlines MFRA's compliance with the Equality Act 2010 General Duty and highlights key outcomes achieved in the 2024/25 period regarding ED&I.
5. Under Section 149 of the Equality Act 2010, public authorities must have **due regard** to the need to:
 - Eliminate unlawful discrimination, harassment, and victimisation.
 - Advance equality of opportunity between people who share a protected characteristic and those who do not.
 - Foster good relations between people who share a protected characteristic and those who do not.
6. To demonstrate compliance with the Public Sector Equality Duty (PSED), MFRA must:
 - Publish relevant information.
 - Set and publish equality objectives at least every four years.
 - Ensure all published information is accessible.
7. The PSED states that all information above must be published in a way which makes it easy for people to access it.
8. Both reports will be published on the intranet portal and the public website, which is supported by ReciteMe - a tool offering accessibility features such as read-aloud and translation.
9. The Annual Report includes analysis of how policies and practices have impacted individuals with protected characteristics, demonstrating progress against the general equality duty. The Workforce Analysis Report includes:
 - The Gender Pay Gap Report (a statutory requirement for public bodies with over 250 employees).
 - The Ethnicity Pay Gap Report (not currently mandatory but included as a reflection of best practice).
10. The Authority remains committed to ensuring its workforce reflects the community it serves. For benchmarking, Merseyside's general population data has been used.

Equality and Diversity Implications

11. The ED&I Annual Report outlines the Authority's implementation of the Equality Act 2010 and its commitment to the nine protected groups. This is evidenced through monitoring of the ED&I Action Plan and progress against five equality objectives.

Staff Implications

12. Staff have played a key role in developing this report through participation in staff networks, meetings with the Culture and Inclusion Team, and regular updates. The data will inform future Equality Impact Assessments and guide policy development in employment and service delivery.

Legal Implications

13. This report demonstrates the Authority's ongoing efforts to meet the requirements of the Equality Act 2010, including the Public Sector Equality Duty.

Financial Implications & Value for Money

14. There are no direct financial implications arising out of this report.

Risk Management and Health & Safety Implications

15. There are no risk management or health and safety implications arising from this report.

Environmental Implications

16. There are no environmental implications linked to this report.

Contribution to Our Vision: *To be the best Fire & Rescue Service in the UK.*

Our Purpose: *Here to serve, Here to protect, Here to keep you safe.*

17. This report demonstrates MFRA's commitment to delivering services in line with legal obligations and best practice.
18. It also highlights how MFRA engages with diverse communities and ensures their safety through inclusive service delivery.

BACKGROUND PAPERS

NONE

GLOSSARY OF TERMS

AFSA	A sian F ire S ervice A ssociation
ED&I	E quality, D iversity, and I nclusion
HART	H azardous A rea R esponse T eam
HFSC'S	H ome F ire S afety C heck's
LCR	L iverpool C ity R egion
LGBT	L esbian, G ay, B isexual and T ransgender
MFRA	M erseyside F ire and R escue A uthority
MFRS	M erseyside F ire and R escue S ervice
PH	P ublic H oliday
PSED	P ublic S ector E quality D uty
USAR	U rban S earch A nd R escue