

Equality Analysis
Workforce and Employment Data
1st April 2024 to 31st March 2025

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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.

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 2022/23 to 2024/25 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 982 in 2022/23 to 996 as of 31st March 2025, an increase of 14¹

In relation to the total workforce:

Metric	MFRS as of 31/03/2025	National F&RS Average as of 31/03/24	Variance
% of wholetime staff that are female	13.80%	9.78%	4.02%
Female wholetime CM/WM as a % of the workforce	3.79%	1.96%	1.83%
Female wholetime CM/WM as a % of all CM/WM	10.90%	6.31%	4.59%
% of wholetime staff are from an ethnic minority	7.91%	6.50%	1.41%
Ethnic minority wholetime CM/WM as a % of the workforce	1.81%	1.38%	0.43%
Ethnic minority wholetime CM/WM as a % of all CM/WM	5.21%	4.42%	0.79%
% of wholetime staff disclosed as LGBT	7.91%	4.05%	3.86%
LGBT wholetime CM/WM as a % of the workforce	2.14%	0.83%	1.31%
LGBT wholetime CM/WM as a % of all CM/WM	6.16%	2.67%	3.49%

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

Metric	MFRS as of 31/03/2025	National F&RS Average as of 31/03/24	Variance
Females as a % of Fire Control Staff	87.18%	76.30%	10.88%
% of Fire Control staff from an ethnic minority	0%	4.27%	-4.27%
% of Fire Control staff disclosed as LGBT	2.56%	5.12%	-2.56%

Metric	MFRS as of 31/03/2025	National F&RS Average as of 31/03/24	Variance
Females as a % of Support Staff	52.00%	54.35%	-2.35%
% of Support staff from an ethnic minority	5%	8.06%	-3.49%
% of Support staff disclosed as LGBT	3.43%	3.54%	-0.11%

Metric	MFRS as of 31/03/2025	National F&RS Average as of 31/03/24	Variance
Females as a % of All Staff (combined)	30.12%	19.86%	10.26%
% of All Staff (combined) from an ethnic minority	6%	5.49%	0.94%
% of All Staff (combined) staff disclosed as LGBT	6.12%	3.49%	2.63%

In relation to the Gender and Ethnicity Pay gap:

Metric	MFRS as of 31/03/2025	National UK Average as of 31/03/24	Variance
Uniformed Gender Pay Gap	7.30%	13.10%	-5.80%
All Staff Gender Pay Gap	8.33%	13.10%	-4.77%
Uniformed Ethnicity Pay Gap	6.53%	23.50%	-16.97%
All Staff Ethnicity Pay Gap	5.39%	23.50%	-18.11%

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	19.21%

Gender

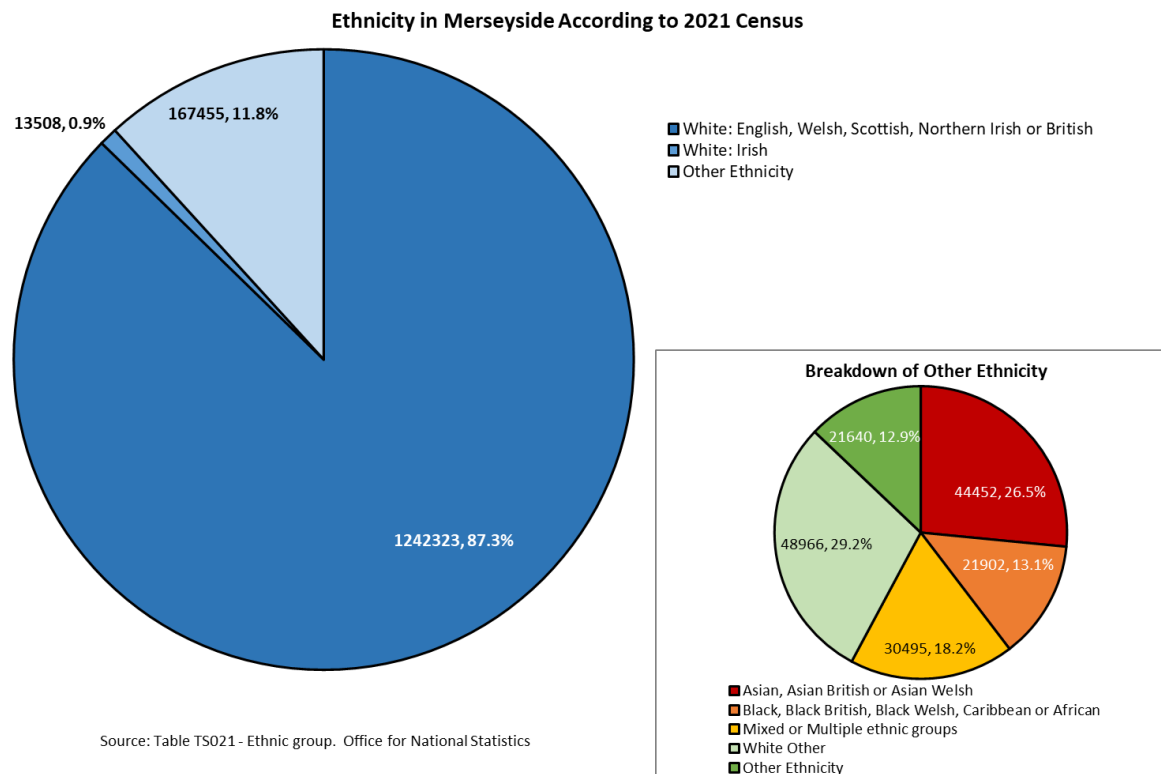
Males account for 48.5% of the Merseyside population and females 51.5%.

Age

When looking at the population of Merseyside has the following breakdown in relation to age: children make up 16.6% of the population, 64.2% 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 Minority² 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.

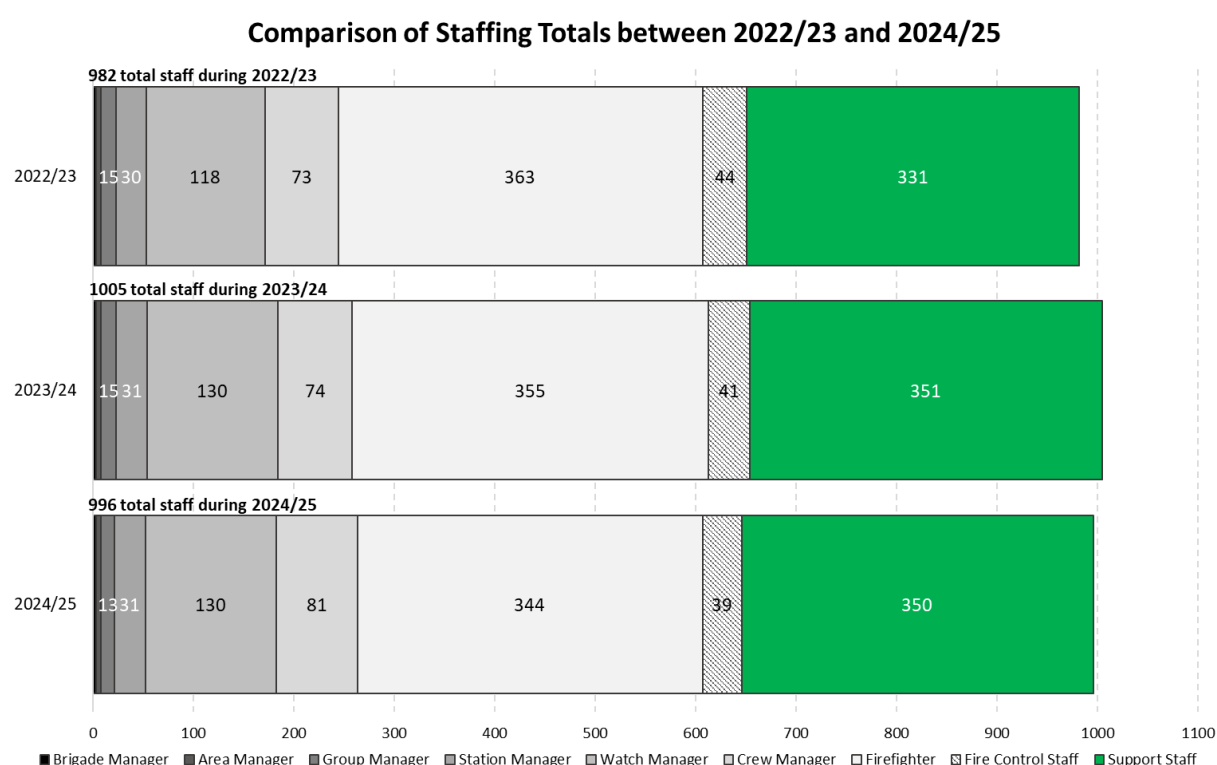
While the information above shows the levels of diversity found across Merseyside, our Community Engagement Advisor works closely with all our staff to understand these statistics and engage with the communities within their station area. By expanding the relationship between our crews on station and the surrounding communities we can 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.

Merseyside Fire & Rescue Authority Staffing Data 2024-25

In the following section of this report, you will find the detailed analysis of MFRA's staffing data as of 31st March 2025. This data covers the period 1st April 2024 to 31st March 2025. Included within this section you will also find our Gender and Ethnicity Pay Gap for the same period.

Analysis of workforce from 2022/23 to 2024/25

Data chart: Staffing Structure over time



Key Results – Analysis of the staffing structure over time

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

- Over the 3-year period, total employees have increased by 14, from 982 during 2022/23 to 996 during 2024/25. When compared to the previous year, overall employees have dropped from 1005 to 996 (a total of 9).
- Overall Operational personnel (shown as grey in the chart above) account for 60.9% of total staff (or 607)

- Though Firefighters have fallen to 344 during 2024/25, the number of crew managers has increased to 81 (from 74 the year prior).
- Watch Managers have increased over the 3-year period to 130 during 2024/25.
- Station Managers have remained generally consistent over the 3-year period.
- Fire Control staff saw a reduction from 44 during 2022/23 to 39 during 2024/25.
- Support staff numbers have gradually risen over the 3-year period, from 331 during 2022/23 to 350 during 2024/25.

Analysis of MFRS Staffing 2024/25

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	13	13	0	0.0%
	Station Manager	31	27	4	12.9%
	Watch Manager	130	117	13	10.0%
	Crew Manager	81	71	10	12.3%
	Firefighter	344	287	57	16.6%
	Sub Total	607	523	84	13.8%
Fire Control Staff	Group Manager	1	0	1	100.0%
	Station Manager	2	0	2	100.0%
	Watch Manager	11	2	9	81.8%
	Crew Manager	7	1	6	85.7%
	Firefighter	18	2	16	88.9%
	Sub Total	39	5	34	87.2%
Support Staff	Grades 12+	49	28	21	42.9%
	Grades 6-11	212	103	109	51.4%
	Grades 1-5	78	32	46	59.0%
	Apprentices	11	5	6	54.5%
	Sub Total	350	168	182	52.0%
Grand Total		996	696	300	30.1%

Key results – of staffing by gender

The data table above identifies the following when looking at the data by gender for 2024/25:

- There were 300 women working for MFRS, accounting for 30.1% of the total workforce.
- Women account for 84 or 13.8% of Operational staff, 34 or 87.2% of Fire Control staff and 182 or 52% of Support Staff.
- The highest ranked role for Operational women was Station Manager and for Group Manager for Fire Control. For Support Staff, 21 (42.9%) of the 49 posts Grade 12 and above, are held by women, an increase of 7.2% on the previous year.

Analysis of Staff by Ethnicity

Data Table: Breakdown of Ethnic Origin by role

Role	Position	Total	White British / Irish	Any other Ethnicity	Prefer Not to Say	No Data
Operational Staff	Brigade Manager	3	3	0	0	0
	Area Manager	5	5	0	0	0
	Group Manager	13	11	1	0	1
	Station Manager	31	29	1	1	0
	Watch Manager	130	119	7	2	2
	Crew Manager	81	76	4	1	0
	Firefighter	344	303	35	5	1
	Sub Total	607	546	48	9	4
Fire Control Staff	Group Manager	0	1	0	0	0
	Station Manager	2	2	0	0	0
	Watch Manager	11	11	0	0	0
	Crew Manager	7	7	0	0	0
	Firefighter	18	18	0	0	0
	Sub Total	39	39	0	0	0
Support Staff	Grades 12+	49	48	1	0	0
	Grades 6-11	212	193	13	2	4
	Grades 1-5	78	75	2	0	1
	Apprentices	11	11	0	0	0
	Sub Total	350	327	16	2	5
Total		996	912	64	11	9

Key results by Ethnic Origin by role

The Data chart above identifies that in 2024/25:

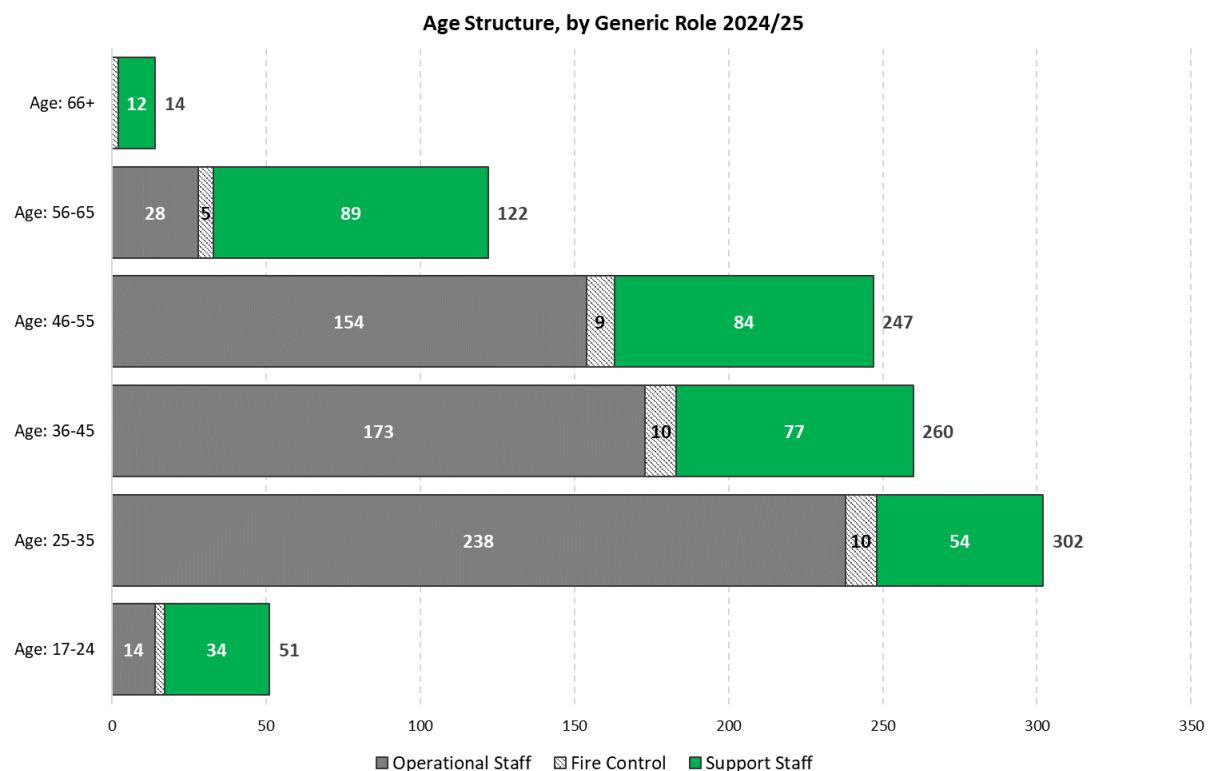
- Regardless of role, the most prominent ethnicity at Merseyside Fire & Rescue Service was White British with 912 members of staff or 91.5% overall.
- In total 64 members of staff (6.4%) were classified as Ethnic Minority, 11 preferred not to say and 9 had no data assigned.

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

- 1 senior member of staff from a non-White British background (Group Manager)1 Station Managers
- 7 Watch Managers
- 1 Support Staff grade 12+
- 13 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



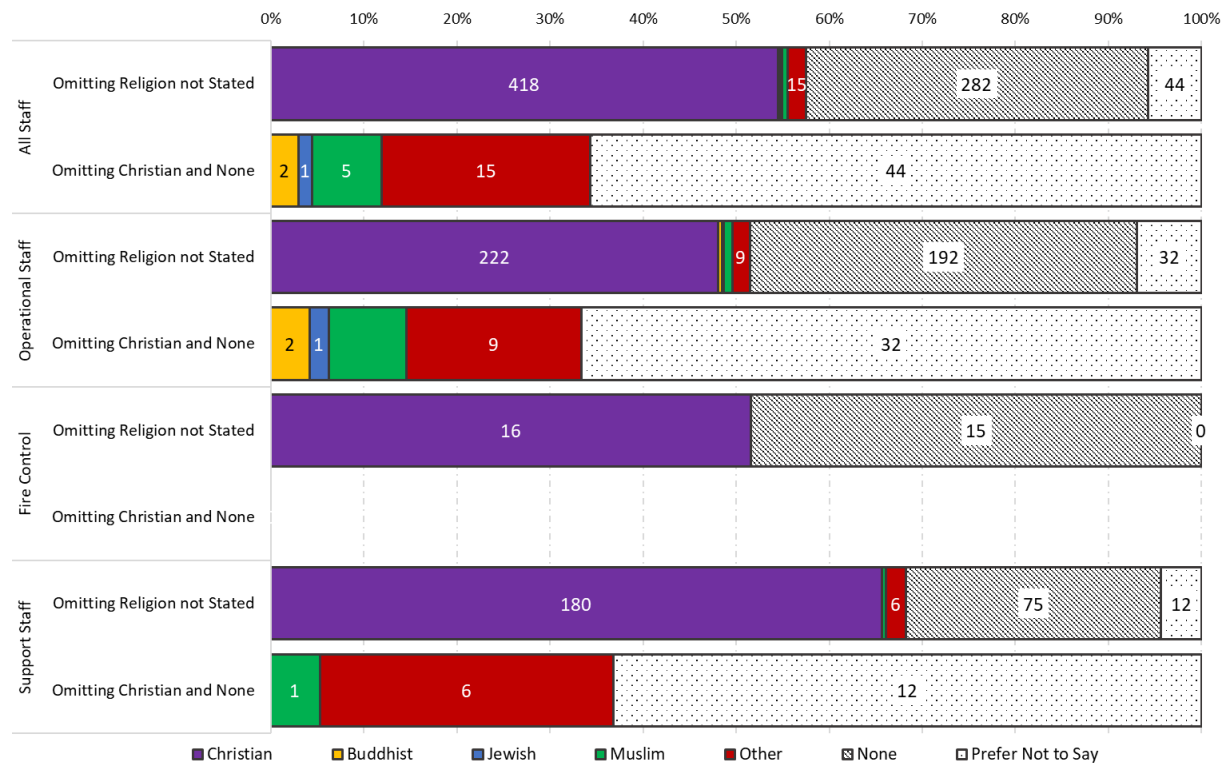
Key Results – Staffing by Age

The data chart above identifies that in 2024/25:

- Most 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 (28) with the majority being Support Staff, (89)
- There were no Operational Staff above the age of 66+
- When looking at the lower age range, there was a total of 51 staff aged 17-24, of which 14 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 418 members of staff stating that they are Christian. This is 54.5% of the valid data.
- This is then followed by staff who have no religion, accounting for 282 or 36.8% of the valid data.
- Minority religions including Judaism, Buddhism, and Islam account for 2.7% of the valid data.

Analysis of Staff Disability

Data table: Analysis of Staff Disability

Role	Position	Total	Yes	No	No Data
Operational Staff	Brigade Manager	3	0	3	0
	Area Manager	5	0	4	1
	Group Manager	13	0	9	4
	Station Manager	31	1	19	11
	Watch Manager	130	3	87	40
	Crew Manager	81	3	59	19
	Firefighter	344	6	266	72
	Sub Total	607	13	447	147
Fire Control Staff	Group Manager	1	0	0	1
	Station Manager	2	0	1	1
	Watch Manager	11	1	6	4
	Crew Manager	7	1	4	2
	Firefighter	18	0	18	0
	Sub Total	39	2	29	8
Support Staff	Grades 12+	49	2	35	12
	Grades 6-11	212	8	145	59
	Grades 1-5	78	3	55	20
	Apprentices	11	0	8	3
	Sub Total	350	13	243	94
Total		996	28	719	249
% of Total Responses			2.8%	72.2%	25.0%
% of Valid Data (count = 729)			3.7%	96.3%	

Key Results – in relation to disabilities

The data table above shows that:

- In relation to disability, 75% of data is valid, meaning that this proportion of staff have updated their records with disability data. This is a 2.5% improvement on the previous year's data. 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 28 members of staff who feel they have a disability, this equates to 3.7% of the valid data.

Where staff tell us that they have a disability, we work with them and Access to Work (an organisation that helps people with disabilities) to make reasonable adjustments to help them conduct their role. Some staff also confirm while they may have a disability (such as a neurodiversity) they do not feel that it has negative impact on their daily lives, so choose not to record it as a disability.

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	5	4	0	0	0	0	0	1
	Group Manager	13	8	0	0	0	0	0	5
	Station Manager	31	14	2	0	0	0	2	13
	Watch Manager	130	66	3	2	2	0	7	50
	Crew Manager	81	54	3	2	0	1	5	16
	Firefighter	344	240	17	14	0	2	15	56
	Sub Total	607	389	25	18	2	3	29	141
Fire Control Staff	Group Manager	1	0	0	0	0	0	0	1
	Station Manager	2	0	0	0	0	0	0	2
	Watch Manager	11	7	0	0	0	0	0	4
	Crew Manager	7	6	0	0	0	0	0	1
	Firefighter	18	16	0	1	0	0	1	0
	Sub Total	39	29	0	1	0	0	1	8
Support Staff	Grades 12+	49	36	1	0	0	0	0	12
	Grades 6-11	212	147	4	3	0	1	8	49
	Grades 1-5	78	63	0	1	0	1	2	11
	Apprentices	11	9	0	1	0	0	0	1
	Sub Total	350	255	5	5	0	2	10	73
Total		996	673	30	24	2	5	40	222
% of total response			67.6%	3.0%	2.4%	0.2%	0.5%	4.0%	22.3%
% of valid data (count = 774)			87.0%	3.9%	3.1%	0.3%	0.6%	5.2%	

Key Results – in relation to sexual orientation

The data table above shows that:

- Across the Authority, 22.3% of staff have not recorded their sexual orientation, however, this is improving year on year, based on the valid count of 774 (up from 731 the year before).
- We will continue to encourage staff provide this information and the importance of recording it.

- Based on valid data, provided by MF&RS staff:
 - 87.0% of staff reported that they were Heterosexual
 - 3.9% said they were either Gay/Lesbian,
 - 3.1% described themselves as Bisexual,
 - 5.2% preferred not to say
 - 0.9% reported that they were either self-describing or other.

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	0.0%
	Area Manager	0	0	0	0.0%
	Group Manager	0	0	0	0.0%
	Station Manager	1	1	0	0.0%
	Watch Manager	1	1	0	0.0%
	Crew Manager	0	0	0	0.0%
	Firefighter	30	27	3	10.0%
	Sub Total	32	29	3	9.4%
Fire Control Staff	Group Manager	0	0	0	0.0%
	Station Manager	0	0	0	0.0%
	Watch Manager	0	0	0	0.0%
	Crew Manager	0	0	0	0.0%
	Firefighter	0	0	0	0.0%
	Sub Total	0	0	0	0.0%
Support Staff	Grades 12+	5	2	3	60.0%
	Grades 6-11	16	10	6	37.5%
	Grades 1-5	20	7	13	65.0%
	Apprentices	7	3	4	57.1%
	Sub Total	48	22	26	54.2%
Total		80	51	29	36.3%

Key Results – New Starters by Gender

Data table 5 shows that during 2024/25:

- There was a total of 80 new employees within MFRS.
 - Of these new starters, they were predominantly men; 51 of the total (63.4%).
 - Concerning Operational (fire fighter) recruitment, there were 3 women, which equated to 9.4% of new recruits.
 - Within Fire Control there were no new starters.
 - Support staff; 26 new starters were women, equal to 54.2%.

Data table: Analysis of Leavers by Gender

Role	Position	Total	Gender		
			Male	Female	% Female
Operational Staff	Brigade Manager	1	1	0	0.0%
	Area Manager	0	0	0	0.0%
	Group Manager	2	1	1	50.0%
	Station Manager	4	4	0	0.0%
	Watch Manager	17	17	0	0.0%
	Crew Manager	1	1	0	0.0%
	Firefighter	27	26	1	3.7%
	Sub Total	52	50	2	3.8%
Control Staff	Group Manager	0	0	0	0.0%
	Station Manager	0	0	0	0.0%
	Watch Manager	0	0	0	0.0%
	Crew Manager	0	0	0	0.0%
	Firefighter	2	0	2	100.0%
	Sub Total	2	0	2	100.0%
Support Staff	Grades 12+	5	3	2	40.0%
	Grades 6-11	23	16	7	30.4%
	Grades 1-5	10	2	8	80.0%
	Apprentices	0	0	0	0.0%
	Sub Total	38	21	17	44.7%
Total		92	71	21	22.8%

Key Results – leavers by Gender

The data table above shows that during 2024/25:

- 92 members of staff left MFRS.
 - Leavers were predominantly men, accounting for 71 (77.2%).
 - Concerning Operational leavers, 2 were women, equating to 3.8%, with 50 or 96.2% men leaving the organisation.
 - Within Fire Control there were 2 leavers, both were women.
 - Support staff; there were 38 leavers, with 17 women, equal to 44.7% of leavers.
 - When leavers and new starters are compared there were proportionally more women joining (36.3%) than leaving (22.8%).

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

Flexible Working

In total there were 19 requests for flexible working, of which 16 were accepted by the panel.

When analysed by gender; 10 requests were from women and 9 were from men.

When analysed by age, there were:

- 3 requests from staff between the ages of 31-40
- 3 requests from staff between the ages of 41-50
- 3 requests from staff between the ages of 61-70
- 1 request was from a member of staff above the age of 70
- There were 9 requests where the age was unknown

When analysed by ethnicity, the majority of requests (9) were White British or Irish, the remaining 10 were unknown.

6 members of staff stated they were not disabled, with 13 being unknown.

Gender Pay Gap

The gender pay gap reporting obligations are included in the Public Sector Equality Duty (PSED). This section reports on our gender pay gap exercise which is based on data taken as of 31st March 2025. Gender pay gap figures are based on a total of 980³ staff in scope for this exercise; 693 (70.7%) were men and 287 (29.3%) were women.

Measure 1: Mean gender pay gap

This measure is the difference between the mean (average) hourly rates of pay for men and women's full pay for relevant employees. A positive percentage indicates that women are paid less than men and a negative pay gap reflects the opposite.

Data table: Mean Gender Pay Gap 2024/25

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	Previous Pay Gap
All staff	£19.69	£18.05	£1.64	8.3%	8.4%
Operational Staff (inc Fire Control)	£19.58	£18.15	£1.43	7.3%	8.8%
Support staff	£20.04	£17.99	£2.05	10.2%	9.4%

Across the organisation, the mean gender pay gap is 8.3% or £1.64 per hour. For operational staff only, the gap is 7.3% and for support staff the gap is slightly wider at 10.2%.

³ A number of employees weren't included in the Gender Pay Gap Figures because they were not "Full Pay Relevant". This means that, for the reasons detailed below an individual did not receive a full month's salary for the reporting period.

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

When the 2024/25 gender pay gap is compared to the previous year, the table identifies that overall, the gender pay gap has reduced marginally from 8.4% to 8.3%. For Support Staff the gap increased from 9.4% during 2023/24 to 10.2% during 2024/25. For operational staff, the gender pay gap fell from 8.8% during 2023/24 to 7.3% during 2024/25.

The impact of having relatively low numbers of women at higher grades has an important bearing on the overall Gender Pay gap for operational staff and this is being addressed through our Equality Objective 1 – in relation to 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 men and women full-pay for relevant employees.

Data table: Median Gender Pay Gap 2024/25

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	Previous Pay Gap
All staff	£18.27	£17.58	£0.69	3.8%	3.4%
Operational Staff (inc Fire Control)	£17.89	£17.36	£0.53	3.0%	2.3%
Support staff	£18.79	£17.88	£0.91	4.8%	7.2%

When compared to the median gender pay gap, the difference between men and women staff is narrower, with a 3.8% difference at a MFRA level, a 3% difference for operational staff and 4.8% difference for support staff. In the median comparison we have seen a raise for all staff of 0.4% and for operational staff of 0.7% and a decrease of 2.4% for support staff on the previous year's figures.

Measure 3. Mean bonus gap

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

Measure 5. Bonus proportions

The proportions of men and women 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. Quartile⁴ pay bands

The proportions of men and women 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 2024/25

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# of males	%	# of females	%
4. Upper	£20.77	£92.89	191	78.0%	54	22.0%
3. Upper Middle	£17.89	£20.77	177	72.2%	68	27.8%
2. Lower Middle	£17.19	£17.89	191	78.0%	54	22.0%
1. Lower	£8.59	£17.19	134	54.7%	111	45.3%

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 men and women, within these two quartiles, with a 5.8% difference between the two. Within the Lower quartile there is a difference between hourly rates of £8.60, this increases in the Upper quartile (where there is a difference of £72.12 between hourly rates).

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

Ethnicity Pay Gap

The ethnicity pay gap reporting obligations are included in the Public Sector Equality Duty (PSED). This section reports the ethnicity pay gap based on data taken as of 31st March 2025. Ethnicity pay gap figures are based on a total of 980⁵ staff in scope for this exercise; 905 (92.3%) were White British / Irish and 75 (7.7%) were from an Ethnic Minority background.

Measure 1: Mean ethnicity pay gap

This measure is the difference between the mean (average) hourly rates of pay for White British/Irish and an Ethnic Minority full pay relevant employees. A negative percentage indicates that Ethnic Minority staff are paid more than White British/Irish and a positive pay gap reflects the opposite.

Data table: Mean Ethnicity Pay Gap 2024/25

Staff group	White British/Irish hourly pay £	Ethnic Minority hourly pay £	Pay gap £	Pay gap %	<i>Previous Pay Gap</i>
All staff	£19.29	£18.25	£1.04	5.4%	6.1%
Operational Staff (inc Fire Control)	£19.44	£18.17	£1.27	6.5%	6.0%
Support staff	£19.03	£18.47	£0.56	2.9%	6.7%

Across the organisation, the mean ethnicity pay gap is 5.4% or £1.04 per hour, this is an improvement on the previous where the gap was 6.1%. For operational staff only, the gap is 6.5%, a slight increase of 0.5% on the previous year. For support staff the gap has dropped significantly to 2.9% which is a drop of 3.8% on the previous year.

⁵ 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

Measure 2. Median Ethnicity pay gap

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

Data table: Median Ethnicity Pay Gap 2024/25

Staff group	Non Ethnic Minority hourly pay £	Ethnic Minority hourly pay £	Pay gap £	Pay gap %	Previous Pay Gap
All staff	£17.92	£17.29	£0.63	3.5%	0.9%
Operational Staff (inc Fire Control)	£17.75	£17.19	£0.56	3.2%	1.4%
Support staff	£18.27	£17.88	£0.39	2.1%	0.0%

When compared to the mean ethnicity pay gap, the difference between White British/Irish and Ethnic Minority staff is narrower, with a 3.5% difference at a MFRA level, 3.2% for operational staff and 2.1% for support staff. When compared to the previous year, the gap has increased for all three cohorts.

Measure 3. Mean bonus gap

This is the difference between the mean bonus paid to White British/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/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 5. Bonus proportions

The proportions of White British/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. Quartile⁶ pay bands

The proportions of White British/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 2024/25

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# Non-Ethnic Minority	%	# Ethnic Minority	%
4. Upper	£20.77	£92.89	230	93.9%	15	6.1%
3. Upper Middle	£17.89	£20.77	231	94.3%	14	5.7%
2. Lower Middle	£17.19	£17.89	219	89.4%	26	10.6%
1. Lower	£8.59	£17.19	225	91.8%	20	8.2%

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 and ethnic minority staff, within these two quartiles. Within the Lower quartile there is a difference between hourly rates of £8.60, this increases in the Upper quartile (where there is a difference of £72.12 between hourly rates).

Drivers for change within our Gender and Ethnicity Pay Gaps

Gender and ethnicity pay gaps are affected by a number of impacts could these include:

- Many organisations are likely to see more women choosing to work part-time, to accommodate family and caring responsibilities.
- Women are more likely to take career interruptions or choose not to apply for progression because of the potential impact on family and childcare.

⁶ If a set of data is split into 4 equal parts, then each part is a quartile. The Lower / 1st Quartile is the first quarter of a dataset, the Lower Middle / 2nd Quartile is the equivalent of the Median, the Upper Middle / 3rd Quartile is the 3rd Quarter of a dataset and the Upper / 4th Quartile is the final quarter of the dataset.

- Changes in workforce composition can have a significant impact when working with small numbers such as number the female firefighters or ethnic minority staff. These changes can significantly affect the pay gap.
- Figures will expand before contracting as women and ethnic minority staff progress through an organisation.
- It takes significant time for staff to progress from recruit firefighter to competent firefighter and then to progress up the ranks. This means it will be a number of years before significant changes within the pay gaps are reported.

Home Fire Safety Checks 2024 – 25 (HFSC)

The following data tables below show the number of HFSC's conducted by our operational staff during the period 1st April 2024 to 31st March 2025 (these figures were correct on the date of extraction (10th June 2025)), from the Service's information management system⁷.

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

Ethnicity	2024/25 Total Visits	% Overall	% Omitting "PNTS"	% of Merseyside Resident Population	% of Over 65 Population
White - British	45,188	88.2%	94.2%	87.3%	95.6%
White - Irish	178	0.3%	0.4%	0.9%	1.3%
White - Other	635	1.2%	1.3%	3.4%	0.8%
Asian - Bangladeshi	34	0.1%	0.1%	0.3%	0.1%
Asian - Chinese	199	0.4%	0.4%	0.9%	0.5%
Asian - Indian	311	0.6%	0.6%	0.8%	0.3%
Asian - Other	161	0.3%	0.3%	0.8%	0.1%
Asian - Pakistani	78	0.2%	0.2%	0.3%	0.1%
Black - African	419	0.8%	0.89%	1.1%	0.2%
Black - Caribbean	70	0.1%	0.1%	0.2%	0.1%
Black - Other	112	0.2%	0.2%	0.2%	0.1%
Mixed - Other	103	0.2%	0.2%	0.6%	0.1%
Mixed - White & Asian	95	0.2%	0.2%	0.5%	0.1%
Mixed - White & Black African	57	0.1%	0.1%	0.5%	0.1%
Mixed - White & Black Caribbean	49	0.1%	0.1%	0.5%	0.1%
Other Ethnic Group	305	0.6%	0.6%	1.5%	0.3%
<i>Prefer not to say</i>	3,248	6.3%			
Total	51,242	100.0%			

Key Results – HFSC Equality data for Ethnicity

The data table above identifies that:

- On 6.3% of occasions the occupier did not state their ethnicity.

⁷ 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.

- 88.2% of our HFSCs have been conducted in homes where the resident identifies as White British, if Prefer not to say is omitted, then this increases to 94.2%.
- 4.2% of HFSC have been carried out in homes where the resident identifies as non-white compared to a Merseyside population of 8.3%, 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 non-white population is 2.2%.

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

Religion	2024/25	% Overall	% Omitting "PNTS"	% of Merseyside Resident Population
Christian	26,835	52.4%	62.5%	59.8%
Atheist / None	12,114	23.6%	28.2%	31.0%
Other	3,359	6.6%	7.8%	0.4%
Muslim	350	0.7%	0.8%	2.4%
Jewish	38	0.1%	0.1%	0.2%
Buddhist	64	0.1%	0.1%	0.3%
Hindu	126	0.2%	0.3%	0.5%
Sikh	25	0.0%	0.1%	0.1%
<i>Unknown</i>	8,331	16.3%		5.3%
Total	51,242	100.0%		

Key Results – HFSC Equality Data for Religion

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

- On 16.3% of occasions the occupier did not state their religion which is a slight improvement on the previous year (16.4%).

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

- 62.5% of responses indicated that they were of the Christian faith
- 28.2% 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 Community 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 2024 – 25 (S&W)

The following data tables represent the number of Safe and Well visits conducted by our Prevention team during the period 1st April 2024 to 31st March 2025 (these figures were correct on the date of extraction (10th June 2025)), from the Service's information management system.

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

Ethnicity	2024/25 Total Visits	% Overall	% Omitting "PNTS"	% of Merseyside Resident Population	% of Over 65 Population
White - British	9,813	91.1%	94.5%	87.3%	95.6%
White - Irish	70	0.6%	0.7%	0.9%	1.3%
White - Other	111	1.0%	1.1%	3.4%	0.8%
Asian - Bangladeshi	14	0.1%	0.1%	0.3%	0.1%
Asian - Chinese	42	0.4%	0.4%	0.9%	0.5%
Asian - Indian	39	0.4%	0.4%	0.8%	0.3%
Asian - Other	28	0.3%	0.3%	0.8%	0.1%
Asian - Pakistani	16	0.1%	0.2%	0.3%	0.1%
Black - African	73	0.7%	0.7%	1.1%	0.2%
Black - Caribbean	13	0.1%	0.1%	0.2%	0.1%
Black - Other	23	0.2%	0.2%	0.2%	0.1%
Mixed - Other	21	0.2%	0.2%	0.6%	0.1%
Mixed - White & Asian	22	0.2%	0.2%	0.5%	0.1%
Mixed - White & Black African	17	0.2%	0.2%	0.5%	0.1%
Mixed - White & Black Caribbean	31	0.3%	0.3%	0.5%	0.1%
Other Ethnic Group	46	0.4%	0.4%	1.5%	0.3%
<i>Prefer not to say</i>	394	3.7%			
Total	10,773	100.0%			

Key Results – Safe and Well Equality data for Ethnicity

The data table above identifies that:

- On 3.7% of occasions the occupier did not state their ethnicity.

- 91.1% of Safe and Well visits have been conducted in homes where the resident identifies as White British, this increases to 94.5% if prefer not to say data is omitted
- 3.7% of Safe & Well visits have been conducted 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	2024/25	% Overall	% Omitting "PNTS"	% of Merseyside Resident Population
Christian	6,607	61.3%	65.7%	59.8%
Atheist / None	3,199	29.7%	31.8%	31.0%
Other	94	0.9%	0.9%	0.4%
Muslim	108	1.0%	1.1%	2.4%
Jewish	13	0.1%	0.1%	0.2%
Buddhist	22	0.2%	0.2%	0.3%
Hindu	19	0.2%	0.2%	0.5%
Sikh	1	0.0%	0.0%	0.1%
Unknown	710	6.6%		5.3%
Total	10,773	100.0%		

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 6.6% of occasions the occupier did not state their religion.

Based on valid data:

- 65.7% of people responding indicated that they were of the Christian faith
- 31.8% were Atheist or had no religion.
- Judaism, Buddhism, Islam, Hindu, and Sikh accounted for 1.6% of valid data
- 0.9% indicated other (data is not available to explore further).

Youth Education Team

King's Trust Summary

During 2024/25 there was a total of 96 attendees on our Kings Trust courses.

Data table: Kings Trust Attendees by Age and Gender

Age	Total	Gender			% Female
		Male	Female	Other	
16	24	14	9	1	37.5%
17	21	12	8	1	38.1%
18	11	4	7		63.6%
19	10	7	3		30.0%
20	10	8	2		20.0%
21	8	4	4		50.0%
22	5	3	2		40.0%
23	3	3			0.0%
24	3		3		100.0%
25	1	1			0.0%
26	0				0.0%
Total	96	56	38	2	39.6%
%		58.3%	39.6%	2.1%	

Key Results – Kings Trust Attendees by Age and Gender

The data table above identifies:

- There were more male attendees than female, with 58.3% being male
- The most populous age for attending the course was 16 with 24 attendees.
The age of 17 was the second most common.

When analysing Kings Trust data further:

- 92.7% (89) of attendees were White British
- 70.8% (68) were Heterosexual, 19.8% (19) were LGBT and 9.4% (9) preferred not to say
- 77.1% (74) of attendees considered themselves to have some kind of disability
- 72.9% (70) of attendees had no religion, 16.7% (16) were Christian, 1% (1) was a Muslim. 9.4% (9) preferred not to say

Fire Cadets Summary

During 2024-25 there was a total of 54 attendees participating in our Fire Cadet groups.

When broken down by gender⁸:

- 70.4% of attendees were male
- 29.6% of attendees were female

When analysed by ethnicity, the following was identified:

- The majority of attendees were White British (52 attendees)
- 2 attendees were white other.

11 attendees were disabled to some degree

The breakdown of ages is as follows:

- 4 attendees were 13 years old
- 11 attendees were 14 years
- 14 attendees were 15 years
- 13 attendees were 16 years
- 12 attendees were 17 years

Beacon Course Summary

During 2024/25 there was a total of 241 attendees participating in our Beacon Courses.

When broken down by gender:

- 57.3% (138) of attendees were male
- 42.7% (103) of attendees were female

⁸ At the time of writing this report the details of 1 attendee were unknown

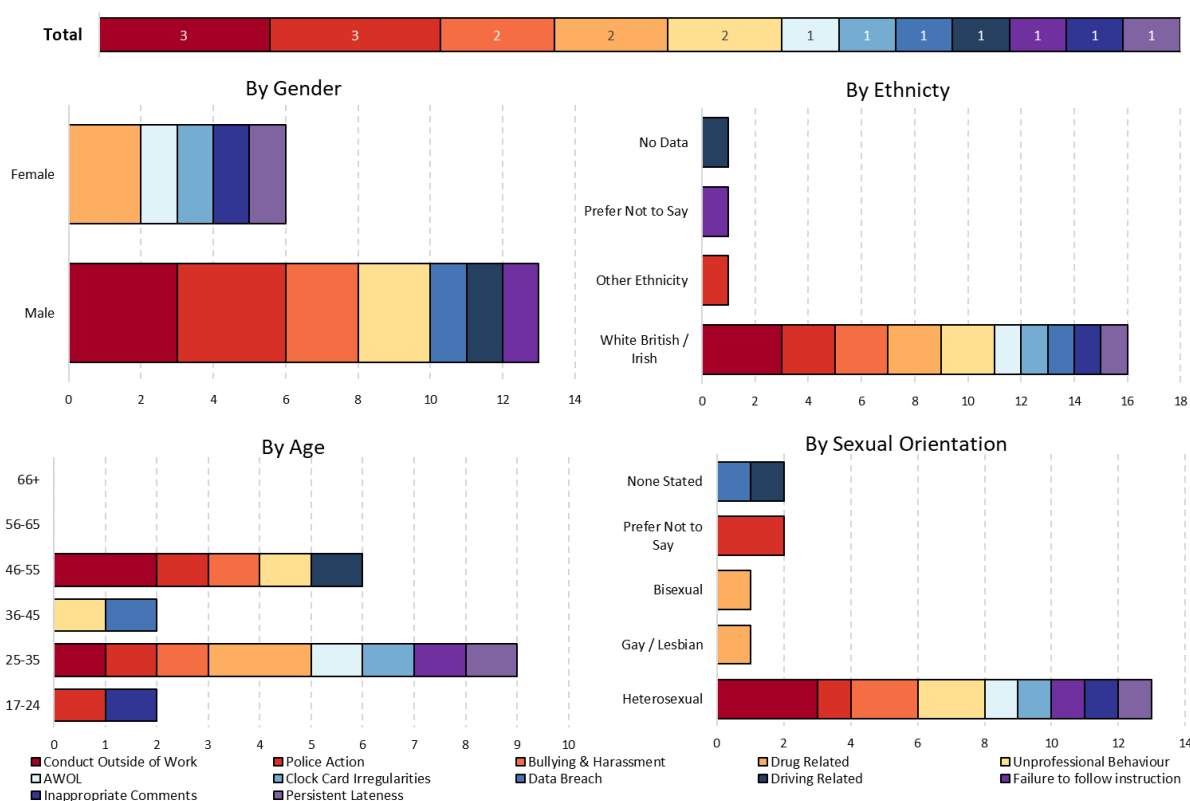
When broken down by age

- Most participants were in the 10-year-old group with 109 attendees
- Followed by 9-year-olds with 90 attendees

Staff Discipline Cases

During 2024/25 there was a total of 19 disciplinary cases, this is higher than the five-year average of 15.5 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 2024/25:

- The most common disciplinary cases were related to police action or conduct outside of work with 3 each.

When looking at the disciplinary cases by gender:

- 13 (68.4%) were related to men
- 6 (31.6%) were related to Women

When comparing the disciplinary cases by age:

- There were 0 cases involving an employee above the age of 56
- 2 cases involved 17-24 year olds
- 9 cases involved 25-35 year olds
- 2 cases involved 36-45 year olds
- 6 cases involved 46-55 year olds

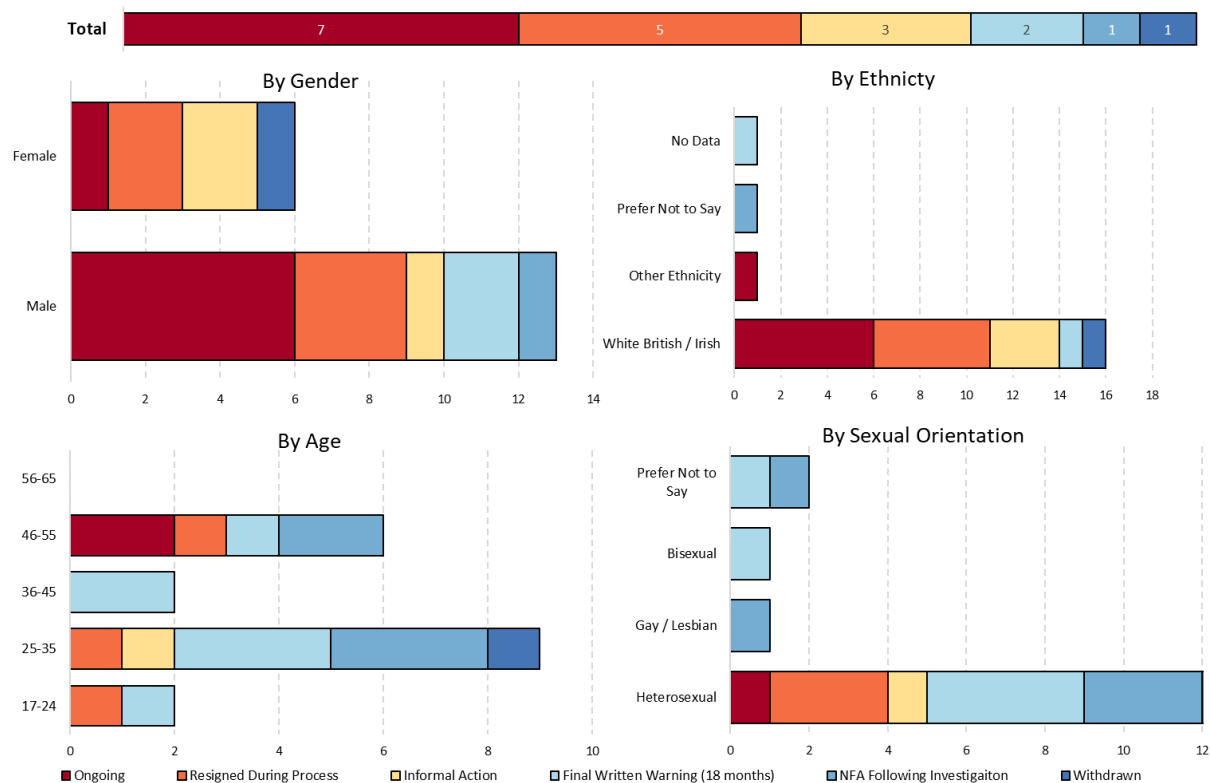
Concerning Ethnic Origin:

- 16 were White British / Irish
- 1 was another ethnicity
- 1 preferred not to say
- 1 had no available data

Concerning sexual orientation:

- 13 cases involved heterosexual people
- 1 person identified as Gay / Lesbian
- 1 person was identified as bisexual
- 2 people preferred not to say
- 2 cases had no available data

Data chart: Disciplinary cases by outcome and protected characteristic

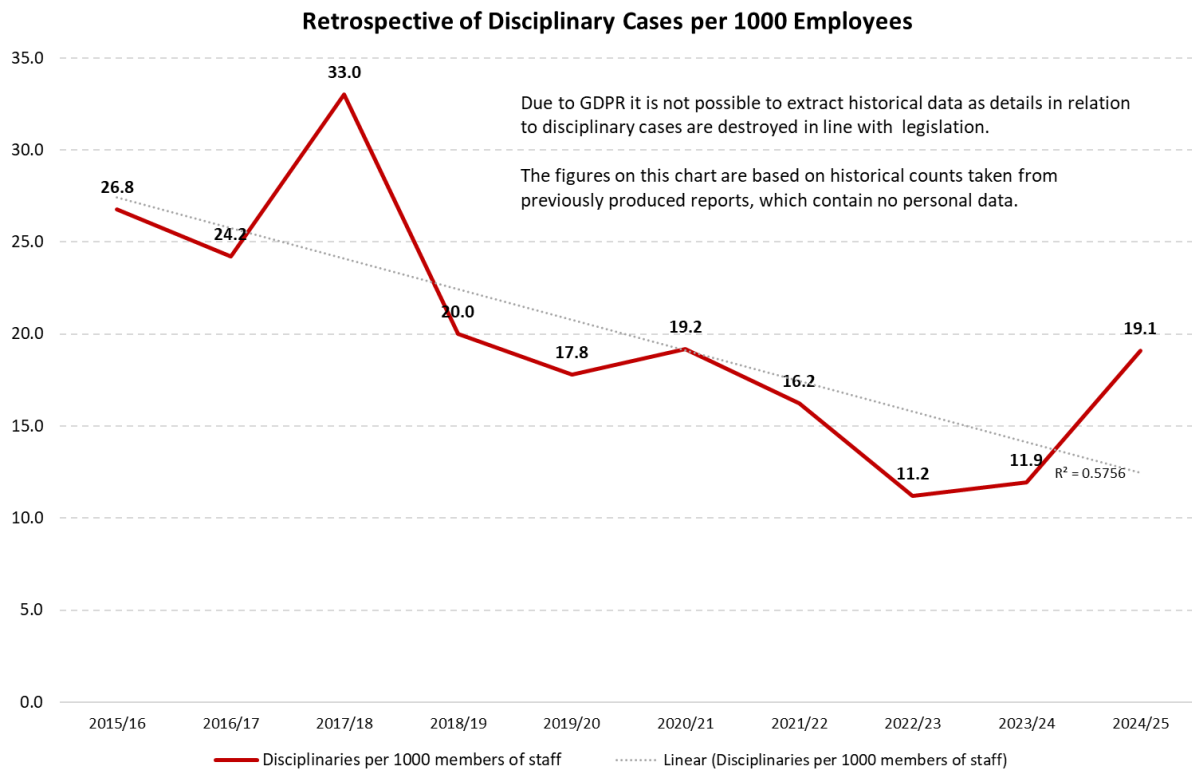


Key Results – Disciplinary cases by outcome and protected characteristics

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

- 7 cases are still ongoing
- 5 resigned during the process
- 3 involved informal action
- 2 were issued with a final written warning
- 1 involved no further action
- 1 was withdrawn

Data chart: Retrospective Disciplinary cases, per 1000 Employees



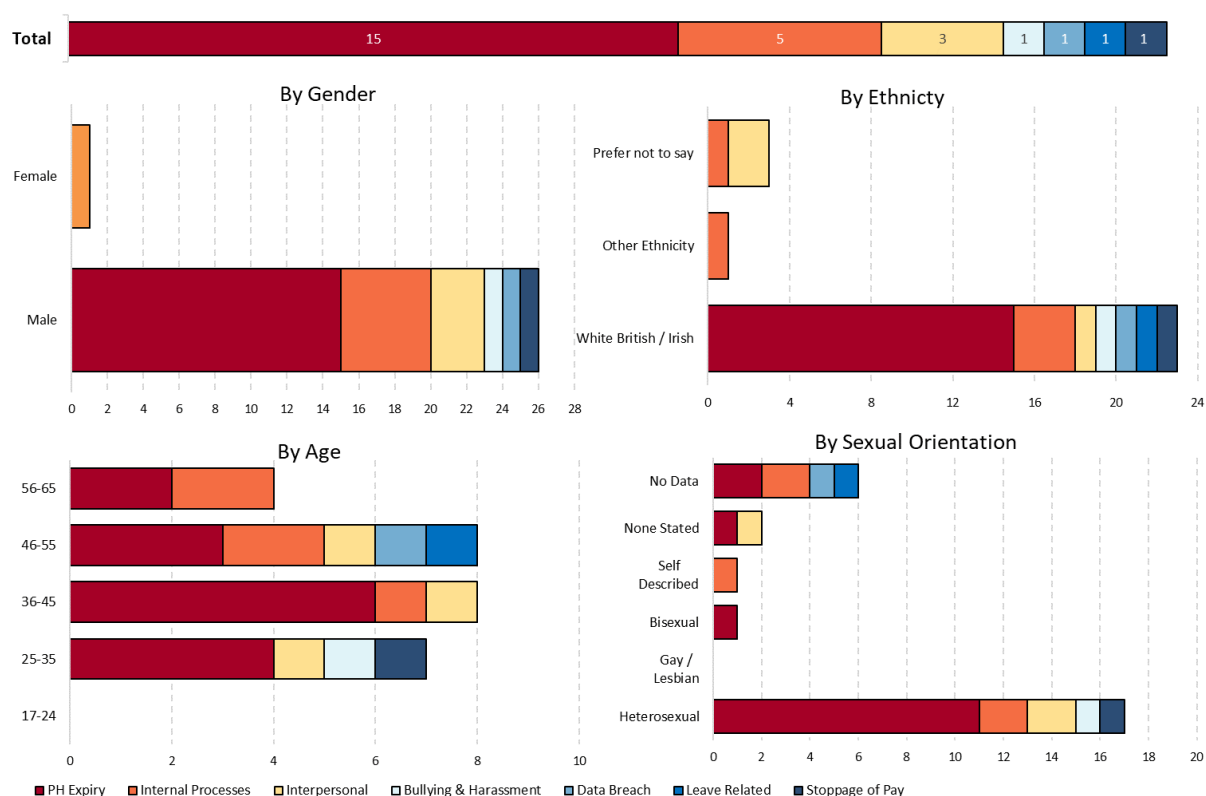
Key results – Retrospective of Disciplinary cases per 1000 employees

The data chart above shows that over the 10-year period (2015/16 – 2024/25), the number of disciplinary cases per 1000 members of staff has gradually fallen overall. With the increase in 2017/18 showing 33 cases and the increase during 2024/25, (total of 19 cases) we will continue to monitor this to see if this is a reoccurring trend or a one off.

Staff Grievance

During 2024/25 there were 27 reported grievances, which is lower than the five-year average of 30 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 2024/25:

- 15 cases involved public holiday (PH) leave
- 5 were process related
- 3 cases involved interpersonal issues
- Data breach, bullying and harassment, leave and stoppage of pay had 1 case each

When looking at the grievances by gender:

- The majority were from males (26)
- 1 was from a female

When grievances are split by age:

- 9 grievances involved 25-35 year olds
- 6 cases involved 36-45 year olds
- 8 cases involved 46-55 year olds
- 4 cases involved 56-65 year olds

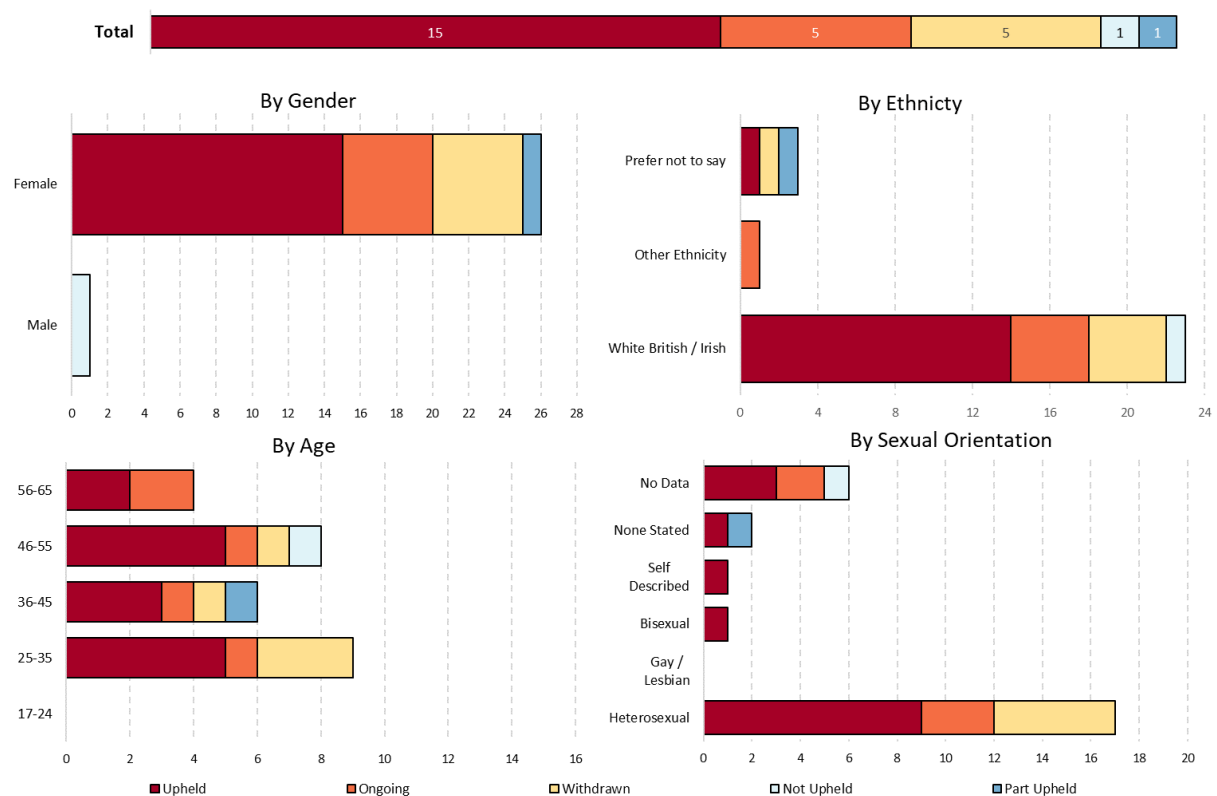
Taking ethnicity into account:

- 23 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:

- 17 were heterosexual
- 1 were Gay / Lesbian
- 1 self-identified
- 2 preferred not to say

Data chart: Grievance Outcomes by Protected Characteristic

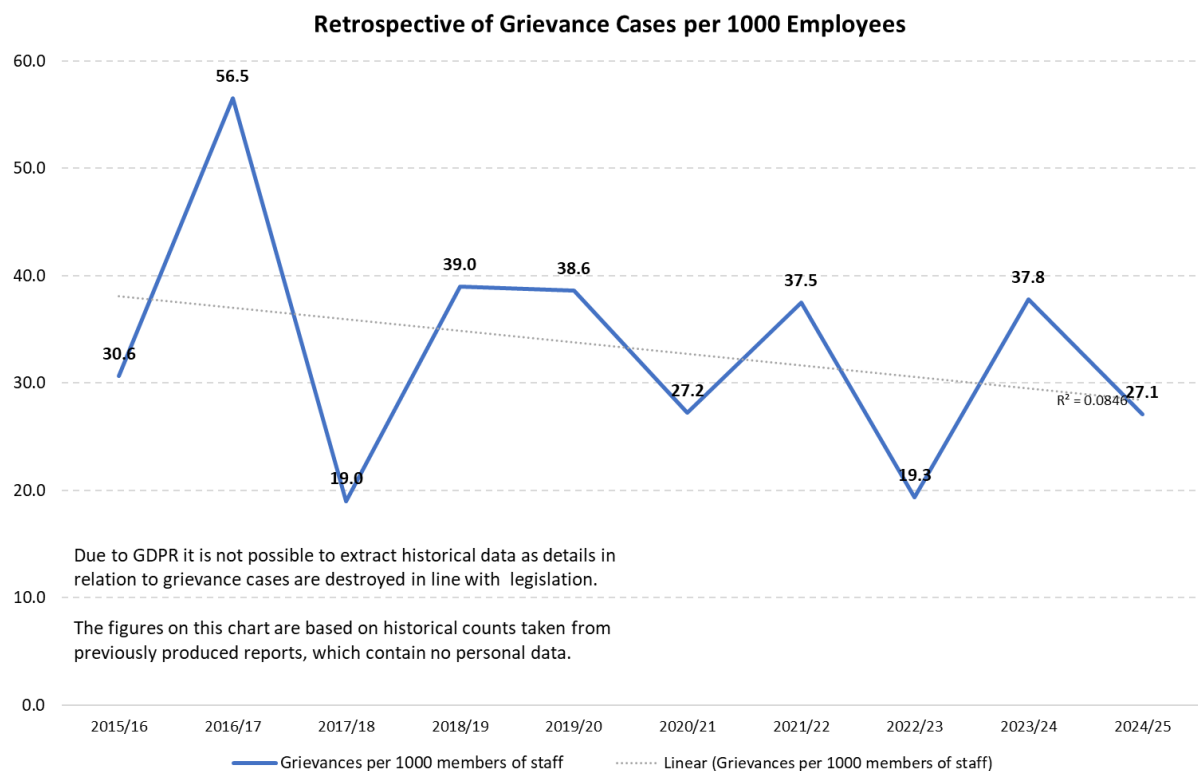


Key Results – Grievance outcomes by protected characteristic

The data chart above shows that concerning outcomes

- 15 were upheld, with a further 1 being partially upheld
- 5 are still ongoing
- 5 were withdrawn
- 1 was not upheld

Data chart: Retrospective of Grievance cases per 1000 Employees



Key results: Retrospective of Grievance cases per 1000 employees

The data chart above shows that whilst there is evidence to suggest that disciplinary cases have fallen over the 10-year period (2015/16 – 2024/25), grievance cases haven't seen the same reduction. The data suggests that grievances fluctuate year by year, with a narrow downward trend.