Equality Objectives 2017- 2020

Annual Update

Below are details of the progress made during the first year of our Equality Objectives for 2017-2020. It was agreed that progress for these 5 new objectives would be reported on an annual basis and that full details of that progress would be provided as part of MFRA's Equality Analysis of Workforce and Employment Data as of 31st March 2018 report, which will be published in line with the Public Sector Equality Duty and will include our Gender Pay Gap information for 2017/18.

Equality Objective 1 **Create a strong cohesive organisation that is positive to rising to the future challenges we face.**	
Action	• Increasing the diversity of our workforce and volunteers to increase the number of people from underrepresented groups • Delivering Positive Action programmes across all occupations where under representation exists, and learning from and sharing results • Working with local diverse communities to build better relationships with people and organisations that can promote MFRA as employer of choice to those groups underrepresented in our workforce • Continuing to monitor the workforce and encourage more disclosure of diversity information by staff; including Disability, Sexual Orientation and Religion and Belief • Reviewing progression and promotion across all levels of the organisation.
How we will measure our success	Increased diversity of our workforce and volunteers, at all levels, in order to reflect the local community we serve. Increased applications for vacancies, at all levels, by people from the protected groups currently under represented.
How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability: We'd like our workforce to better represent the makeup of our communities and will work to encourage applications from under-represented groups when we carry out any internal or external recruitment	

Data/ Narrative

Staff Structure by Gender 2017/18

Role	Position	Male	Female	Total
Uniformed	Brigade Manager	2		2
	Area Manager	6		6
	Group Manager	12		12
	Station Manager	26	1	27
	Watch Manager	127	3	130
	Crew Manager	17		17
	Firefighter	392	46	438
	Uniformed Sub Total	**582**	**50**	**632**
Control	Watch Manager		10	10
	Crew Manager	1	3	4
	Firefighter	2	16	18
	Control Sub Total	**3**	**29**	**32**
Support	Grades 12+	21	14	35
	Grades 6-11	113	98	211
	Grades 1-5	28	54	82
	Apprentices	4	3	7
	Support Sub Total	**166**	**169**	**335**
Total		**751**	**248**	**999**

The table provides a breakdown of the of the 999 total workforce population:

- There are 632 operational/uniformed posts, representing 63.2% of the total workforce.
- 335 staff are in support posts, representing 33.5% of the total workforce.

New Starters by Gender 2017/18

Role	Position	Male	Female	Total
Uniformed	Brigade Manager			0
	Area Manager			0
	Group Manager			0
	Station Manager			0
	Watch Manager			0
	Crew Manager			0
	Firefighter	26	6	32
	Uniformed Sub Total	**26**	**6**	**32**
Control	Watch Manager			0
	Crew Manager			0
	Firefighter	1	6	7
	Control Sub Total	**1**	**6**	**7**
Support	Grades 12+	1		1
	Grades 6-11	11	4	15
	Grades 1-5	9	7	16
	Apprentices	4	2	6
	Support Sub Total	**25**	**13**	**38**
Total		**52**	**25**	**77**

The table identifies that the majority of Operational new starters were male with 26 out of 32. There were 7 new starters within Fire Control, 6 were female, and 38 Support staff starters, of which 25 were male.

- 32 are Control staff, representing 3.2% of the total workforce.

When reviewing the gender equality data by position the following observations are made:

- Overall females make up 24.8% (248) of the total staffing at MFRA, a slight increase on the 23.9% seen during 2016/17.
- Operational staff have a gender split of 92.1% (582) males to 7.9% females (50), which is marginally higher than the UK FRS female FF average of 5%.
- Control staff have a gender split of 9.4% (3) male to 88.9% (29) female, which is a slight increase in male staffing when compared to the previous year, this is due to 2 female members of Fire Control leaving the Authority. Due to the traditional nature of Fire Control work, this is generally in line with sector averages, as Control is normally a female dominated occupation.
- Support staff have an approximate 50% split between male (166) and female (169) staff. There are more females in the lower paid roles – including in grade 1-5 posts (65.8%, 54 out of 82). Within medium pay bands (grades 6-11) there is a difference in the male to female balance, with 46.4% (98 from 211) being female.

Staff Structure by Ethnicity 2017/18

Role	Position	White British or Irish	Any Other White	BAME	PNTS[1]	No Data	Total
Uniformed	Brigade Manager	2		0			2
	Area Manager	6		0			6
	Group Manager	11		0		1	12
	Station Manager	25		2			27
	Watch Manager	124		4	1	1	130
	Crew Manager	14	1	1	1		17
	Firefighter	407	5	23	3		438
	Uniformed Sub Total	**589**	**6**	**30**	**5**	**2**	**632**
Control	Watch Manager	10		0			10
	Crew Manager	4		0			4
	Firefighter	18		0			18
	Control Sub Total	**32**	**0**	**0**	**0**	**0**	**32**
Support	Grades 12+	35		0			35
	Grades 6-11	200	2	6	1	2	211
	Grades 1-5	75		3		4	82
	Apprentices	7		0			7
	Support Sub Total	**317**	**2**	**9**	**1**	**6**	**335**
Total		**938**	**8**	**39**	**6**	**8**	**999**

The figures show that 93.9% (938) of staff at MFRA are of White British or Irish origin, with 4.7% (47) being BAME - which is marginally lower than the Merseyside BAME population Figure at 5.5%.

100% of Control Staff are White British or Irish.

There were 6 staff members who preferred not to state their ethnicity and a further 8 who did not provide any data.

New Starters by Ethnicity 2017/18

Role	Position	White British or Irish	Any Other White	BAME	PNTS	No Data	Total
Uniformed	Brigade Manager			0			0
	Area Manager			0			0
	Group Manager			0			0
	Station Manager			0			0
	Watch Manager			0			0
	Crew Manager			0			0
	Firefighter	26		5	1		32
	Uniformed Sub Total	**26**	**0**	**5**	**1**	**0**	**32**
Control	Watch Manager			0			0
	Crew Manager			0			0
	Firefighter	7		0			7
	Control Sub Total	**7**	**0**	**0**	**0**	**0**	**7**
Support	Grades 12+	1		0			1
	Grades 6-11	14		0		1	15
	Grades 1-5	16		0			16
	Apprentices	6		0			6
	Support Sub Total	**37**	**0**	**0**	**0**	**1**	**38**
Total		**70**	**0**	**5**	**1**	**1**	**77**

Concerning new starters the vast majority (70 or 90.9%) were White British or Irish. There were 5 BAME starters, 1 new starter preferred not to state their ethnicity and 1 failed to provide data.

Gender pay gap calculations for MFRA as at 31/03/2017

Gender pay gap figures are based on a total of 986 staff in scope for this gender pay exercise, 759 (77%) were male and 227 (23%) were female.

Measure 1: Mean gender pay gap

[1] PNTS = Prefer not to say

This measure is the difference between the mean (average) hourly rates of pay for male and female fulltime pay relevant employees

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %
All staff	£15.13	£13.42	-£1.71	-12.1%
Operational Staff (inc Fire Control)	£15.29	£14.02	-£1.27	-9.7%
Support staff	£14.52	£13.16	-£1.36	-9.3%

Across the organisation, the mean gender pay gap is -12.1% or £1.71 per hour. For just operational personnel the gap is narrower at -9.7% and for Support Staff the gap is narrower again at -9.3%. It is possible that this may be due to the length of service for men and incremental pay rises. Women may take longer to reach the top of their grade if they take time out for: maternity, adoption or career breaks.
The UK average Gender Pay Gap using the Office for National Statistics data shows an average pay gap for all employees to be 18.1%

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

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %
All staff	£13.84	£13.52	-£0.32	-2.3%
Operational Staff (inc Fire Control)	£13.84	£13.84	£0.00	0.0%
Support staff	£13.53	£12.28	-£1.25	-9.2%

The difference between male and female staff is much narrower, when using this measure with a -2.3% difference at a MFRA level, a 0% difference for operational staff and -9.2% difference for support staff.

Measure 3. Mean and median Bonus gap

This is the difference between the mean and median bonus paid to male relevant employees and that paid to female relevant employees and bonus proportion is not applicable to MFRA as no bonus payments are made

Measure 4. Quartile pay bands

The proportions of male and female full- pay relevant employees in the Lower (1), Lower Middle (2), Upper Middle (3) and Upper (4) quartile pay bands

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# of males	%	# of females	%
1. Lower[2]	£4.00	£13.53	129	52.23%	118	47.77%
2. Lower Middle	£13.53	£13.84	218	88.62%	28	11.38%
3. Upper Middle	£13.84	£15.71	203	82.19%	44	17.81%
4. Upper [3]	£15.71	£67.87	209	84.96%	37	15.04%

The table above identifies that in general the pay gap between quartiles 1 to 3 is not significant, though when quartile 4 (maximum value) is involved there are large differences between the genders. This is due to the low numbers of female staff in higher operational grades, an issue that MFRA is addressing through its Equality and Diversity Action plan for 2017-20 and Equality Objective 1.

[2] Apprentice Rate (the lowest hourly rate for a contractual 35 hour a week member of staff is grade 2
[3] Based on a 48 hour week

Equality Objective 2 **Ensure that people from diverse communities receive equitable services that meet their needs.**	

Action	• Carry out activities to help us know and understand our diverse communities including:
	  ○ Gathering and data and intelligence to help us know and understand our diverse communities better
	  ○ Engaging with diverse communities to understand their needs in relation to the services we provide
	  ○ Using knowledge and data, to target services to the diverse communities at most risk
	  ○ Improving Equality Monitoring of the services we deliver to our communities (e.g. HFSC Monitoring) and take account of satisfaction levels with our services provided through ongoing community engagement and consultation
	• Carrying out Equality Impact Assessments on services and policies that affect the diverse communities we serve

How we will measure our success	We will have meaningful data that helps staff develop effective activities, campaigns and events that result in better engagement with diverse communities across Merseyside (including diverse businesses)
How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability: This work will strengthen our services to meet the needs of a wide range of diverse communities. By understanding people's needs and carrying out engagement we can ensure that those groups are fully supported by the Fire and Rescue Service to help reduce risk.	

Data/ Narrative

HFSC Data 2017/18

ETHNICITY	April	May	June	July	August	Sept	Oct	Nov	Dec	Jan	Feb	March	Total	Proportion
Asian - Bangladeshi		1	1	2	4			1	1		1		11	0.0%
Asian - Chinese	5	7	3	3	3	4	5	10	5	6	6	1	58	0.1%
Asian - Indian	13	5	8	5	4	6	5	5	3	5	6	4	69	0.2%
Asian - Other	4	30	14	11	9	3	14	3	2	9	12	1	112	0.3%
Asian - Pakistani		2	2		1	1		1	1		1	1	10	0.0%
Black - African	4	18	2	3	7	7	6	3	4	2	7	4	67	0.2%
Black - Caribbean		4	3	1	3	1	1	3		2	4	6	28	0.1%
Black - Other		3	1	7	8	1		2	6	1	3	2	34	0.1%
Mixed - Other	3	3		1	6		2	1	3	3	1		23	0.1%
Mixed - White & Asian	1	2	2	1				1	2	2			11	0.0%
Mixed - White & Black African		1	1	2	2	2			2		2		12	0.0%
Mixed - White & Black Caribbean	2	3	4	1	1	3		2	1	1	2	3	23	0.1%
Other Ethnic Group		4	5		3	2		1	4	2	5	1	27	0.1%
Unknown	682	657	709	512	624	653	725	523	603	495	698	704	7585	19.4%
White - British	2,702	2,704	2,720	2668	2507	2424	2597	2564	2061	2512	2551	2678	30688	78.5%
White - Irish	3	9	10	7	1	8	4	3	2	9	8	2	66	0.2%
White - Other	24	23	29	22	16	17	40	19	25	25	20	19	279	0.7%
Total	3,443	3,476	3,514	3246	3199	3132	3399	3142	2725	3074	3327	3426	39103	

The data above identifies that at the time the data was extracted from the Goldmine system, on 19.4% of occasions the occupier of the dwelling having a Home Fire Safety Check did not state their Ethnicity. As such the vast majority of people to have responded with their ethnicity were White British.

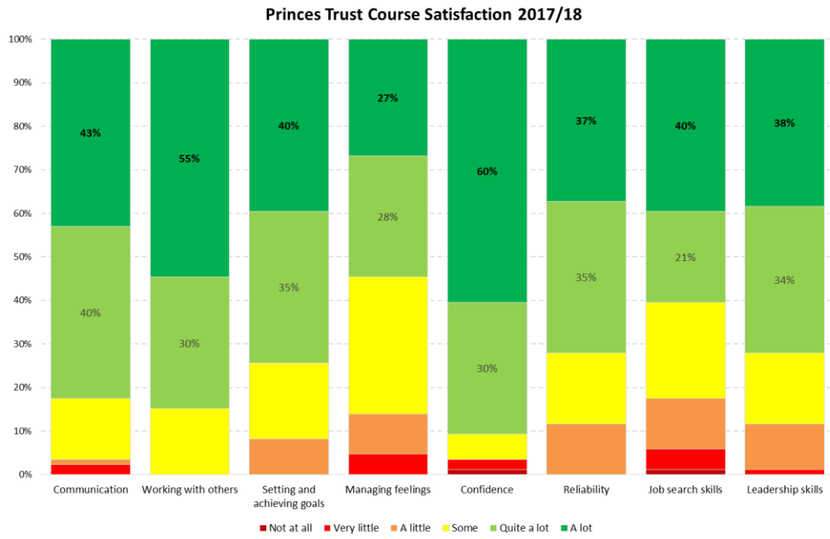
RELIGION	April	May	June	July	August	Sept	Oct	Nov	Dec	Jan	Feb	March	Total	Proportion
Atheist / None	118	170	94	93	167	116	157	149	100	145	233	149	1,691	4.3%
Buddhist	4		4	4	1		5		2		3		23	0.1%
Christian	1,270	1,267	1,315	1349	1107	991	1227	1126	761	1064	972	935	13,384	34.2%
Declined	7	3	7	1	4	6	3	9			9	6	55	0.1%
Hindu	2		3	2	1	1	6	1			1	1	18	0.0%
Jewish	5			3	2	1	3		2	1		2	19	0.0%
Muslim		25	8	6	6	1	2	4		4	12	3	71	0.2%

Other	34	39	36	25	6	11	19	25	16	13	23	27	274	0.7%
Sikh			1		3					1			5	0.0%
Unknown	2,003	1,972	2,046	1763	1902	2005	1977	1828	1844	1846	2074	2303	23,563	60.3%
Total	3,443	3,476	3,514	3246	3199	3132	3399	3142	2725	3074	3327	3426	39,103	

The data above identifies that at the time the data was extracted from the Goldmine system, on 60.3% of occasions the occupier of the dwelling having a Home Fire Safety Check did not state their religion.

HFSC Satisfaction surveys are now underway, 500 addresses have been provided to FSD and we have currently received 72 responses. It has been agreed by Performance Management Group that the initial analysis will be carried out once 100 surveys have been completed. This will be used as our baseline sample.

Course Satisfaction levels for all completed 12 week Princes Trust Programmes between 1st April 2018 and 31st March 2018



In total, 116 people attended the course, as such 86 course evaluation forms were submitted, equating to 74.1%. The course evaluation questionnaire asked attendees whether they felt that the Princes Trust programme had improved their: communication skills, confidence, leadership skills amongst others.

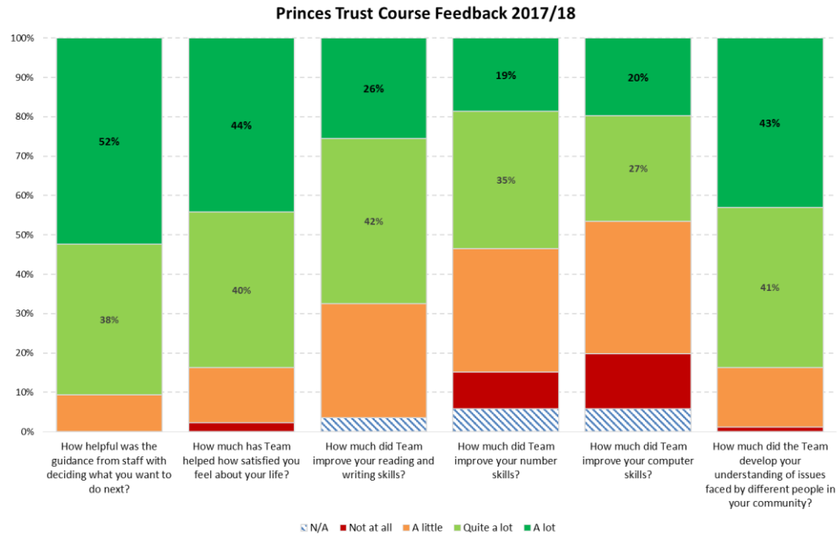
Concerning skill areas, the vast majority of attendees responded positively to improvements in their skills – particularly in the areas of Confidence, Working with others and Communication.

The skill areas of Managing Feelings and Job Search Skills are areas that whilst the majority of responses were positive, feedback could possibly be improved in these areas.

Overall concerning whether attendees would recommend the course and team to others, there was a 100% positive response.

Would you recommend Team to others?

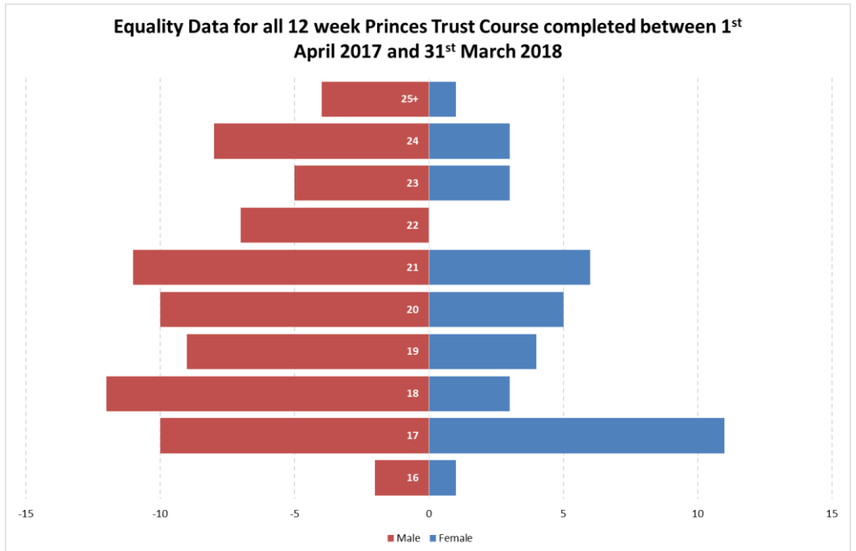
Yes		No	
86	100%		0%



Concerning further feedback from Princes Trust course attendees, generally the feedback was positive, with the majority of attendees stating they had improved their skills in some way.

The area which had the highest proportion of responses where skills were not improved was Computer Skills with 14% (12), however this isn't too surprising as there is a likelihood that given the target audience for Princes Trust campaigns some attendees will be skilled with using a computer prior to the start of the course.

Equality Data for all 12 week Princes Trust Course completed between 1st April 2017 and 31st March 2018



During 2017/18, a total of 116 people took part in Princes Trust courses. Overall the 17 year old age group was the most common for attendees. There were approximately 2/3rds more males attending the courses than females. The majority of attendees were White British, equal to 88 or 76% of all responses.

42 attendees reported that they had some kind of disability. 73 attendees reported their sexuality as heterosexual, with 10 stating that they were LGBT.

Ethnicity	Total
White British	88
Other	11
AB	4
Black British	2
CB	2
PNTS	1
Unknown	8
Total	116

Sexuality by Gender				
Gender	Female	Male	Unknown	Total
Heterosexual	19	54		73
Bisexual	3	2		5
Lesbian	4			4
Gay		1		1
other	1			1
Unknown	10	21	1	32
Total	37	78	1	116

Religion	Total
No Religion	38
Roman Catholic	16
Muslim	13
Other Christian	7
Protestant	3
Buddhist	1
PNTS	1
Unknown	37
Total	116

Disability by gender				
	Female	Male	Unknown	Total
No	22	36		58
Yes	11	31		42
PNTS		1		1
Unknown	4	10	1	15
Total	37	78	1	116

Equality Data for our MFRS Fire Cadets

Age Breakdown	Total
13	13
14	24
15	17
16	5
17	3

Ethnicity	Total
White British	51
White & Black African	1
Black African	1
Other African	2
Other Mixed Background	2
Unknown	5

Disability	Total
Yes	12
No	48
Unknown	2

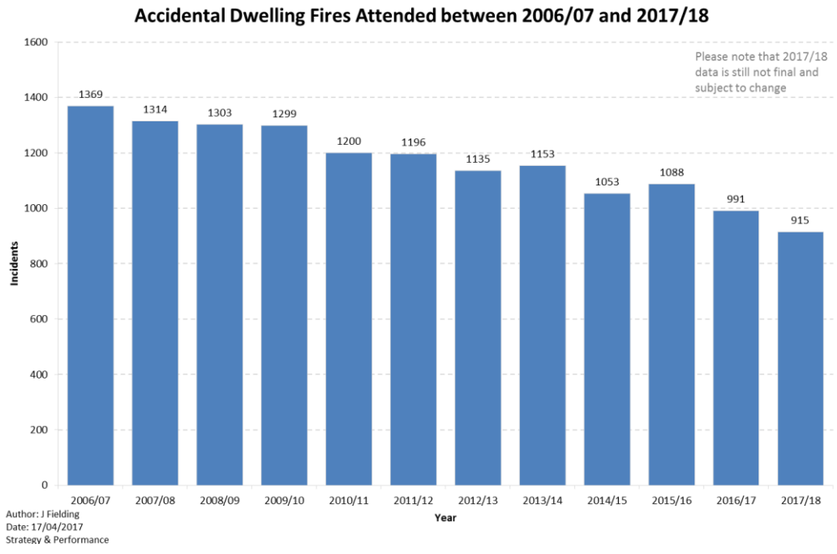
There was a total of 62 Cadets during 2017/18. The majority of which were White British accounting for 51 or 82.3%. The simple majority of cadets belong to the 14 year age group with 24.

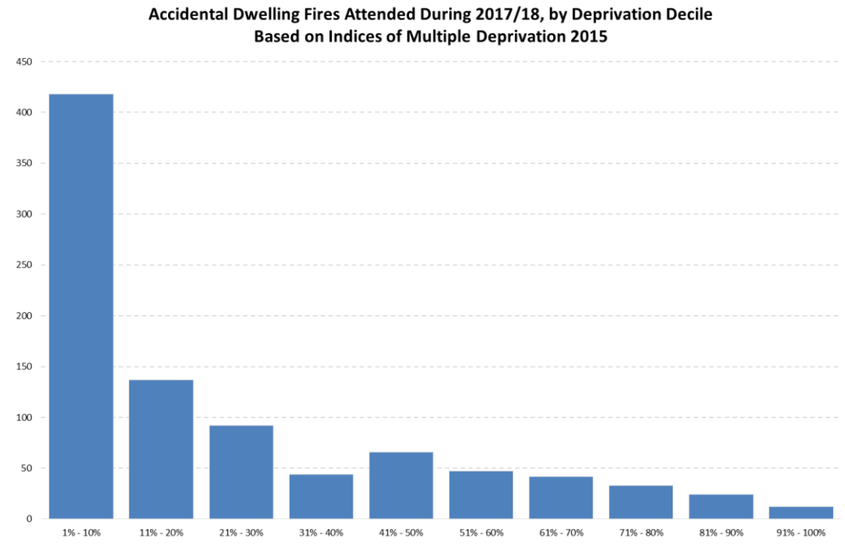
Currently we do not collect equality data for either of these as often they are anonymous and is not something we are in a position to provide at this time

After the incident satisfaction ratings will be available for the PSED report in mid to late June and equality data will be analysed to assess any impacts for underrepresented groups.

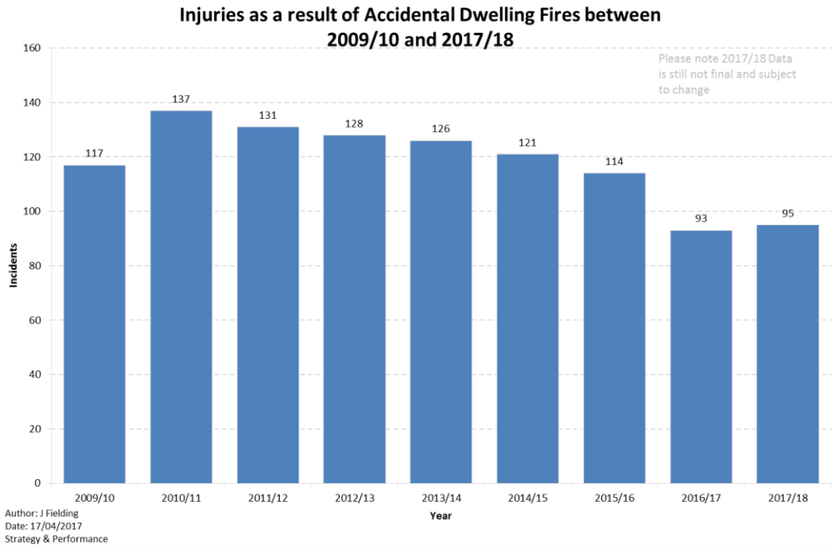
Equality Objective 3 Reducing fires and other incidents amongst the vulnerable protected groups	
Action	• Continuing to prioritise Home Fire Safety Checks to high risk people and places • Continuing to engage with young people in vulnerable areas • Increasing the Equality Monitoring and reporting of Home Fire Safety Checks, hate crime and safeguarding • Analysing our performance each year using the Performance Indicators (PI's) that relate to fire deaths, injuries and accidental dwelling fires. We will introduce measures as necessary to contribute to the reduction in these incidents
How we will measure our success	• We will contribute to a reduction in fires, deaths and injuries and other relevant incidents.
How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability: By better understanding the impacts for diverse community groups in terms of Fires and other incidents we can measure whether there are any disproportionate outcomes for the protected groups of : Age, Gender, Ethnicity, Religion, LGBT and Disability	

Data/ Narrative

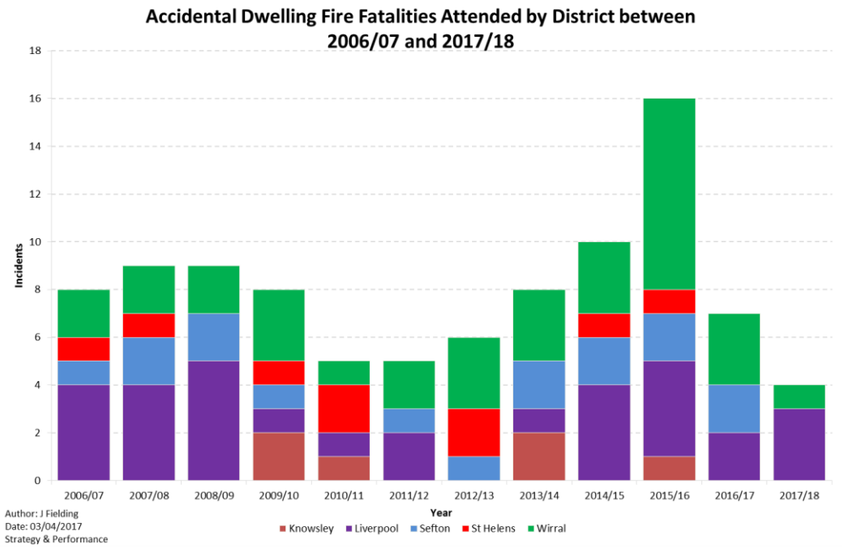




As of 17th April 2018, there were a total of 915 Accidental Dwelling Fires attended across Merseyside for the period 2017/18. Whilst it is possible that the total number of Accidental Dwelling Fires could increase marginally due to late IRS (Incident Recording System) submissions and Quality Assurance, it is highly likely that 2017/18 will have the lowest count of incidents on record. Also shown is a chart identifying where accidental dwelling fires occurred in relation to the indices of multiple deprivation 2015, the chart identifies that the majority of such incidents take place in the most deprived areas of Merseyside, with 46% (418) taking place in the 1-10% deprivation decile.



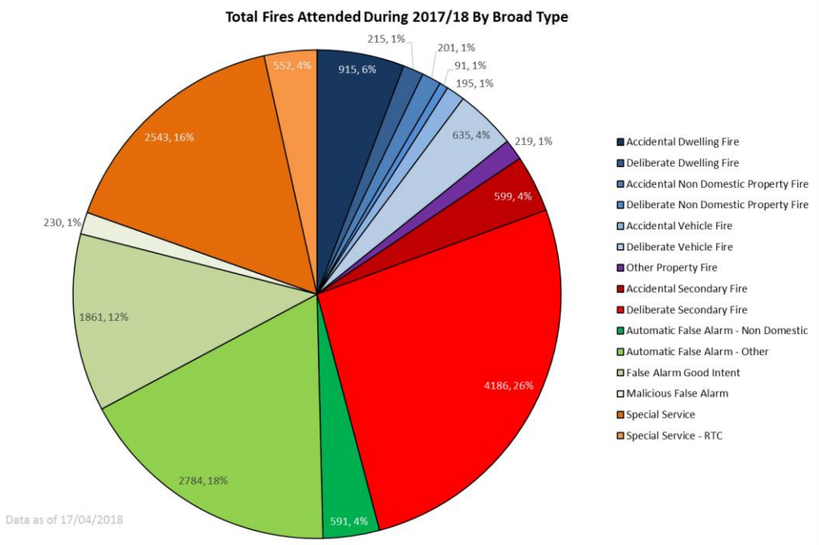
As of 17th April 2018, there was a total of 95 reported injuries as a result of accidental dwelling fires. Between 2015/16 and 2016/17 there was a notable improvement in performance where injuries fell from 114 to 93 – a reduction of 21. Pleasingly the total number of injuries for 2017/18 is in line with that of 2016/17.



2017-18 saw the Authority achieve a record performance of 4 accidental dwelling fire fatalities. This is the lowest figure ever achieved in the history of the Service, it is one less than our previous record of 5 fatalities (achieved both in years 2010-11 and 2011-12) and one quarter of the figure of 16 fatalities from only 2 years ago (our worst performance within the last 10 years). Only 2 out of the 5 Local Authority Districts had accidental dwelling fire fatalities, with Sefton, Knowsley and St Helens having no fatalities.

Despite every fatality being a tragedy for the family and community affected, this performance demonstrates the effectiveness of the Authority's Home Safety Strategy, brought in following 2015-16, which has enabled the Service to increase the efficiency and effectiveness of our Prevention activities through an enhanced focus on vulnerability (particularly the over 65s). This has been achieved by extending our data sharing arrangements to enable intelligent targeting of those most vulnerable to fire and expanding our home safety services through the highly successful Safe and Well pilot.

It is also a clear indication of the hard work and dedication of our staff, and particularly those at the front end, the Fire Crews and the Prevention Advocates, who deliver the Home Fire Safety Checks and the Safe and Well visits on a daily basis.



In total during 2017/18 there were a total of 15817 incidents attended, which is a very minor increase on 2016/17 when 15802 incidents took place.

Overall fires accounted for 45.9% of incidents, false alarms accounted for 34.6% and special services accounted for 19.6% of incidents.

Primary Fires – fires generally affecting buildings and vehicles, accounted for 16% of total incidents, with secondary fires (often related to anti-social behaviour) accounting for 30.3% of incidents.

Automatic False Alarms account for 21.3% of total incidents with the sub group Automatic False Alarm – Other – which includes AFA's in Dwellings, accounted for 17.6% of total incidents alone.

Equality Objective 4 To ensure that staff are better equipped to deliver their roles whilst showing due regard to the need to: “eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who don’t.”	
Action	• Development of equality and diversity training including: e-learning, equality and diversity related workshops, inductions for new staff • Embedding Equality and Diversity in our volunteering programmes and youth engagement. • Helping Authority Members understand their role in scrutinising the organisation’s delivery of equality and diversity outcomes • Carrying out Equality Impact Assessments • Creating a diverse supplier base for goods and services in our procurement procedures • Supporting staff groups and forums to help us understand our diverse groups of staff and their contribution to the organisation • Using staff survey results understand levels of engagement in relation to the protected groups
How we will measure our success	• Staff will feel better equipped to manage their functions and delivery of services to all communities in a confident way. This could be measured through the Staff Survey engagement and the outcomes delivered to different groups and community feedback from after the incident reports. Monitoring the number of training sessions completed around Equality and Diversity • Improvement in levels of engagement amongst staff from the protected groups
How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability: This helps the organisation to meet its Public Sector Equality Duty to have due regards to understand and meet the needs of different protected groups and foster good relations between groups	

Data/ Narrative

Disciplinary cases during 2017/18

	Gender			Ethnic Origin					
Disciplinary Category	Male	Female	**TOTAL**	Other Black Background	Other Mixed Background	Other White Background	White British / Irish	None Stated	**TOTAL**
Alcohol - Drink Driving	1	0	**1**	0	0	0	1	0	**1**
Bullying & Harassment	3	0	**3**	0	0	0	3	0	**3**
Breach of Fire Ground Safety Procedures	2	0	**2**	0	0	1	1	0	**2**
Criminal Court Case / Criminal Action	1	0	**1**	0	0	0	1	0	**1**
Driving - Miscellaneous	1	0	**1**	0	0	0	1	0	**1**
Driving - RTC while reversing	1	0	**1**	0	0	0	1	0	**1**
Drugs - test	1	0	**1**	0	0	0	1	0	**1**
Miscellaneous	12	2	**14**	0	0	0	14	0	**14**
Other - Duty/Work Related	2	0	**2**	0	0	0	2	0	**2**
Other - outside of duty/work	4	0	**4**	0	0	0	4	0	**4**
Refusal to follow instructions	3	0	**3**	0	0	0	3	0	**3**
Total	31	2	**33**	0	0	1	32	0	**33**

During 2017/18, there was a total of 33 disciplinary proceedings. Of these, 31 involved male members of staff and 2 female. Concerning ethnicity 32 were White British / Irish and 1 being from another White Background.

	Gender			Ethnic Origin					
Disciplinary Category	Male	Female	**TOTAL**	Other Black Background	Other Mixed Background	Other White Background	White British / Irish	None Stated	**TOTAL**
Final Written Warning (12m)	1	0	**1**	0	0	0	1	0	**1**
Final Written Warning (18m)	2	0	**2**	0	0	0	2	0	**2**
Informally Resolved	8	1	**9**	0	0	0	9	0	**9**

Management Investigation - No Case to Answer	1	0	**1**	0	0	0	1	0	**1**
Management Investigation - No Further Action	2	0	**2**	0	0	0	2	0	**2**
Ongoing	6	0	**6**	0	0	0	6	0	**6**
Personal Development Plan	5	1	**6**	0	0	1	5	0	**6**
Resigned	3	0	**3**	0	0	0	3	0	**3**
Withdrawn	3	0	**3**	0	0	0	3	0	**3**
Total	31	2	**33**	0	0	1	32	0	**33**

Concerning outcomes, 3 staff members were issued Final Written Warnings, 9 were Informally Resolved, 3 required Management Investigations – with either no case to answer or no further action required. There were 6 Personal Development plans issued, 3 withdrawals and 3 resignations. There are at the time of writing this report 6 ongoing disciplinary investigations. Of the female members of staff, the disciplinary matters were resolved either informally or by the use of the Personal Development Plan.

Grievance cases during 2017/18

	Gender			Ethnic Origin				
Grievance Reason	Male	Female	**TOTAL**	Black / Black British	Other Mixed Background	Other White Background	White British / Irish	TOTAL
Bullying & Harassment	2	1	**3**	0	0	0	3	3
Inter-personal issues	1	0	**1**	0	1	0	0	1
Miscellaneous	6	1	**7**	0	0	0	7	7
PH Leave	2	0	**2**	0	0	0	2	2
Posting	6	0	**6**	1	0	0	5	6
Total	17	2	**19**	1	1	0	17	19

During 2017/18, there was a total of 19 grievances. Of these, 17 involved male members of staff and 2 female. Concerning ethnicity 17 were White British / Irish, 1 being Black / Black British and 1 from Other Mixed Background.

	Gender			Ethnic Origin				
Grievance Outcome	Male	Female	**TOTAL**	Black / Black British	Other Mixed Background	Other White Background	White British / Irish	TOTAL
Denied	7	0	**7**	0	0	0	7	7
Informally Resolved	5	0	**5**	0	1	0	4	5
Ongoing	3	0	**3**	1	0	0	2	3
Upheld	1	2	**3**	0	0	0	3	3
Withdrawn	1	0	**1**	0	0	0	1	1
Total	17	2	**19**	1	1	0	17	19

Concerning Outcomes, 7 of the 19 were denied, 5 were informally resolved, 3 were upheld and 1 was withdrawn. There are 3 grievances that are still ongoing. Of the female grievances, both were upheld. Concerning BAME personnel, 1 grievance was Informally Resolved and 1 is still Ongoing.

EMPLOYMENT TRIBUNALS 1ST APRIL 2017 TO 31ST MARCH 2018

NO OF CLAIMANTS	NATURE OF CLAIM	OUTCOME	NOTES
2 (JOINED CLAIM)	EQUAL PAY	WITHDRAWN DAY BEFORE ET HEARING	COSTS CLAIM FROM MFRA SETTLED AT £1500
NATIONAL (ALL FRA'S)	SEX DISCRIMINATION	ONGOING	PENSION ISSUES, PARTLY AGREED BUT SUBJECT TO APPEAL BY FRA'S

The third Merseyside Fire & Rescue Authority Staff Survey will be taking place in June and July 2018, in line with our promise to conduct these surveys every two year. Staff Engagement levels, and benchmarking against our previous Staff Surveys carried out in 2014 and 2016 will be published in the autumn

Equality Objective 5 To continue to aspire to achieving excellence, or equivalent in a Fire and Rescue Service Equality Framework	
Action	• Prepare an Equality and Diversity self-assessment • Undertake a Peer Assessment if available
How we will measure our success	By maintaining excellence in a Fire and Rescue related Equality and Diversity Framework if available
How this impacts on Equality and Diversity: protected characteristics – Age, Gender, Ethnicity, Religion/Belief/LGBT and Disability: Taking part in an assessment helps us to integrate our commitments to promote equality and diversity across all functions of the organisation. This assists with meeting the Equality Act 2010 – Public Sector Equality Duty to ensure that we are having due regards to the needs of staff and public we serve around the 9 [4]protected groups.	

The Diversity and Consultation Manager is reviewing the current arrangement for the FRS Equality Framework and other Equality, Diversity and Inclusion frameworks such as the ENEI benchmarking aware for SEG to consider the best self-assessment arrangements to benchmark to ensure the Authority continuously improves its approach, practises and policies around Equality, Diversity and Inclusion.

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