



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Non Uniformed Staff (incl. Control) by Sexual Orientation

Total respondents: 183

Produced by People Insight in July 2016



Tel: 0870 742 4810

Email: enquiry@peopleinsight.co.uk
Website: www.peopleinsight.co.uk

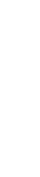
Key to the information displayed in this report

Symbols:

- indicates what percentage of the total answers for this question were positive
- indicates what percentage of the total answers for this question were neutral
- indicates what percentage of the total answers for this question were negative

A traffic light system is used to indicate:

- G areas of strength
- A areas for development
- R areas of weakness
- where we are unable to comment due to lack of data or to maintain confidentiality of respondents

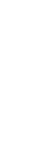


Non Uniformed (incl. Control)		ncl.	Questions in the "Goal Clarity" section	HOTOROSOVI ISI/STRSIANT			Prefer not to say (Sexuality)					
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G	92%	7%	1%	I understand the priorities or Missions & Aims of MFRA	G	93%	6%	1%	G	89%	7%	4%
G	92%	6%	2%	2. I am clear about what I am expected to achieve in my job	G	95%	3%	1%	G	75%	21%	4%
G	93%	5%	1%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	G	95%	4%	1%	G	89%	7%	4%
A	69%	17%	14%	4. Senior Managers provide a clear vision of the overall direction of MFRA	G	75%	15%	11%	R	43%	29%	29%
G	87%	9%	4%	Section averages	G	90%	7%	3%	G	74%	16%	10%





Non Uniformed (incl. Control)		ncl.	Questions in the "My Job" section		b'' section Heterosexual/Straight				Prefer not to say (Sexuality)				
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G	85% 9%	5%	1. I enjoy my work	G	88%	9%	3%	G	75%	11%	14%		
G	72% 15%	13%	2. My job makes the best use of the skills and abilities that I have	G	74%	15%	11%	A	61%	18%	21%		
G	85% 11%	4%	3. I get a sense of personal accomplishment from my work	G	88%	9%	3%	G	75%	18%	7%		
G	75% 21%	3%	I feel that my work contributes to Safer Stronger Communities	G	76%	21%	3%	G	71%	25%	4%		
G	76% 13%	11%	5. I feel supported in my role	G	81%	12%	7%	R	54%	18%	29%		
R	27% 31%	43%	6. I have a sense of good job security	R	28%	31%	40%	R	18%	32%	50%		
A	70% 17%	13%	Section averages	G	73%	16%	11%	A	59%	20%	21%		



Non Uniformed (incl. Control)	Questions in the "Employee Involvement" section	Heterosexual/Straight	Prefer not to say (Sexuality)
• ○ ○		• ⊙ ⊙	• ○ ○
G 87% 8% 5%	I am able to use my own initiative at work to do my job	G 93% 3% 3%	A 57% 36% 7%
G 76% 16% 8%	2. I am encouraged to suggest new ideas for improvements	G 81% 13% 6%	R 46% 32% 21%
G 77% 13% 11%	3. I am comfortable to speak up and constructively challenge how things are done	G 83% 9% 8%	R 39% 32% 29%
<u>A</u> 59% 19% 22%	4. People communicate openly here regardless of position or level	A 66% 16% 19%	R 25% 36% 39%
G 75% 14% 12%	Section averages	6 81% 10% 9%	R 42% 34% 24%





Non Uniformed (incl. Control)	Questions in the "Teamwork" section	Heterosexual/Straight	Prefer not to say (Sexuality)
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A 58% 25% 17%	Morale in my immediate team/watch/section is generally high	A 62% 25% 14%	R 43% 25% 32%
A 57% 28% 15%	2. We are good at sharing ideas to make things work better	A 62% 26% 11%	R 32% 36% 32%
A 63% 24% 13%	3. Different parts of the service work well together	A 64% 24% 13%	A 57% 29% 14%
A 60% 26% 15%	Section averages	A 62% 25% 13%	R 44% 30% 26%



Non Uniformed (incl. Control)	Questions in the "Learning & Development" section	Heterosexual/Straight	Prefer not to say (Sexuality)
• ⊙ ⊙		• ○ ○	• ○ ○
G 77% 12% 11%	I have received the training and development I need to do my job well and safely	G 80% 12% 8%	A 68% 11% 21%
<u>A</u> 62% 18% 20%	I have the right opportunities to learn and grow at work	A 66% 18% 17%	R 46% 21% 32%
G 89% 7% 4%	3. I have the knowledge and skills I need to do my job well	G 91% 7% 3%	G 82% 11% 7%
A 64% 22% 14%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	A 68% 22% 10%	R 54% 21% 25%
G 76% 16% 8%	5. I have good quality equipment to help me do my job	G 77% 17% 6%	G 75% 11% 14%
G 74% 15% 11%	Section averages	G 76% 15% 9%	A 65% 15% 20%



Non Uniformed (incl. Control)	med (incl. Questions in the "Recognition & Reward" section		Prefer not to say (Sexuality)
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<u>A</u> 58% 18% 23%	In the last week, I have received thanks or praise for doing good work	A 62% 17% 21%	R 43% 25% 32%
G 73% 17% 10%	I feel valued and recognised for the work that I do by my line manager	G 75% 18% 7%	A 61% 11% 29%
G 79% 15% 6%	I feel valued and recognised for the work that I do by other team members	G 79% 15% 6%	G 79% 14% 7%
R 52% 29% 19%	4. I feel valued and recognised for the work that I do by senior managers	<u>A</u> 56% 28% 15%	R 36% 32% 32%
A 62% 22% 16%	5. I receive feedback on my work	<u>A</u> 65% 21% 14%	R 54% 25% 21%
A 65% 20% 15%	Section averages	A 67% 20% 13%	R 54% 21% 24%



Non Uniformed (incl. Control)	Questions in the "Management Effectiveness" section	Heterosexual/Straight	Prefer not to say (Sexuality)
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G 75% 15% 10%	My manager communicates regularly about issues that affect my work	G 77% 13% 10%	A 64% 21% 14%
G 78% 14% 8%	2. My manager makes time for me	G 81% 11% 7%	A 61% 29% 11%
G 83% 13% 5%	3. My manager treats people fairly and with respect	G 87% 9% 4%	A 64% 29% 7%
<u>A</u> 63% 26% 11%	4. My manager gives me regular feedback on how I am doing	A 65% 26% 9%	R 54% 29% 18%
R 42% 36% 22%	5. Senior managers do what they say they are going to do	R 44% 36% 20%	R 32% 39% 29%
<u>A</u> 61% 21% 17%	6. Employees at my level are able to communicate their concerns to higher management	A 66% 21% 13%	R 39% 21% 39%
R 28% 41% 31%	7. MFRA Members engage well with staff at MFRA	R 30% 43% 27%	R 18% 29% 54%
R 31% 42% 28%	8. I have confidence in the future of MFRA	R 34% 42% 25%	R 14% 39% 46%
A 57% 26% 17%	Section averages	A 61% 25% 14%	R 43% 29% 27%



Non Cont	Uniformed (incl. rol)	Questions in the "Culture & Values" section	Hete	rosexu	al/Stra	aight		r not t uality)	o say	
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G	81% 11% 8%	Bullying, harassment and discrimination are not tolerated at MFRA	G	85%	9%	7%	Α	64%	25%	11%
G	86% 5% 9%	I do not feel I have been bullied, harassed or discriminated against in the last 12 months	G	89%	3%	8%	G	71%	18%	11%
Α	64% 19% 17%	3. I feel able to make decisions without fear of being blamed if things go wrong	Α	68%	19%	14%	R	46%	25%	29%
G	75% 18% 7%	4. Generally we resolve any differences of opinion amicably	G	81%	14%	5%	R	46%	43%	11%
Α	61% 26% 14%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	Α	66%	23%	11%	R	36%	43%	21%
R	30% 48% 22%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	R	32%	48%	20%	R	18%	50%	32%
G	87% 9% 4%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	G	90%	7%	3%	G	79%	14%	7%
G	81% 11% 8%	8. I feel Merseyside Fire and Rescue Authority treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	G	83%	9%	7%	G	79%	11%	11%
A	60% 26% 15%	9. I feel valued	A	64%	25%	11%	R	39%	32%	29%
G	72% 15% 13%	10. I am able to strike the right balance between my work and home life	G	77%	12%	11%	R	46%	25%	29%
A	70% 19% 12%	Section averages	G	74%	17%	10%	R	53%	29%	19%



Non Uniformed (incl. Control)	Questions in the "Change Management" section	Heterosexual/Straight	Prefer not to say (Sexuality)
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G 93% 7% 1%	I understand the need for change at MFRA given the cuts faced by the Authority	G 92% 7% 1%	G 96% 4% 0%
A 70% 19% 11%	2. I am communicated with about change that affects me in good time	G 76% 15% 9%	R 43% 36% 21%
A 56% 27% 17%	3. Change here is well managed overall	A 62% 25% 13%	R 25% 43% 32%
A 65% 17% 17%	4. Change within my team is well managed	A 70% 15% 15%	R 43% 29% 29%
R 44% 30% 26%	5. I feel that MFRA consider the impact on me and other people when making decisions	R 49% 28% 23%	R 18% 39% 43%
R 44% 38% 17%	6. A lot is done to help staff prepare for and cope with change	R 50% 37% 13%	R 18% 46% 36%
A 62% 23% 15%	Section averages	A 67% 21% 12%	R 40% 33% 27%



Non Uniformed (incl. Control)		cl.	Questions in the "Overall" section	te "Overall" section Heterosexual/Straight					r not to uality)	o say	
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G	91% 8%	1%	1. I am proud to say I work for MFRA	G	91%	8%	1%	G	89%	11%	0%
G	88% 9%	3%	2. Working here makes me want to do the best I can	G	88%	10%	2%	G	89%	4%	7%
G	75% 14% 1	10%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	G	79%	12%	9%	Α	61%	25%	14%
G	95% 3%	2%	4. I care about the future of MFRA	G	95%	3%	2%	G	96%	4%	0%
G	85% 10%	4%	5. I would still like to be working at MFRA in two years' time	G	87%	9%	3%	G	75%	18%	7%
G	87% 9%	4%	Section averages	G	88%	8%	3%	G	82%	12%	6%



Breakdown of respondents for Merseyside Fire and Rescue: Non Uniformed Staff (incl. Control)

Sexual Orientation	Total
Bisexual	0
Gay Man	1
Gay Woman/Lesbian	2
Heterosexual/Straight	151
Other (Sexuality)	1
Prefer not to say (Sexuality)	28
Total	183