

**Merseyside Fire & Rescue Authority**

**Equality, Diversity & Inclusion Annual Report**

**April 2022 to March 2023**



## **Alternative Formats**

We are committed to ensuring that all our information is fully accessible for all communities across Merseyside, we have included this document on our website which can be accessed from our Webpage <http://www.merseyfire.gov.uk/equality & diversity>

If you would like a copy in any other formats please contact us at Diversity Team, Merseyside Fire & Rescue Service Headquarters, Bridle Road, Bootle, Liverpool L30 4YD. Telephone 0151 296 4422 or email [DiversityTeam@merseyfire.gov.uk](mailto:DiversityTeam@merseyfire.gov.uk)

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Welcome to the 2022-23 Equality, Diversity, and Inclusion (ED&I) Annual Report.

## Foreword

### Chief Fire Officer Phil Garrigan

This report brings together in one document Merseyside Fire and Rescue work on equality, diversity, and inclusion, equally importantly it responds to the duties placed on the Authority in relation to transparency and reporting.

Although we all hope that the pandemic is now behind us, new challenges have arisen.

The cost-of-living crisis has affected everyone, but we know that the poorest people in society suffer the most and they are often also the people who are most at risk of fire in the home.

In response we have led nationally on creating resources to help all fire and rescue services support their communities through the crisis, working with the health service to develop ways of sharing information to help us visit more at-risk people and we will continue to do so in the future.

Not only this, but in direct response the inequalities we see in our communities every day we have adopted the 'socio economic duty' as set out in the equalities act and we are working with the Liverpool City Region to put inequality and opportunity at the forefront of our decision making.

Despite our focus on the most vulnerable sadly, this year we have witnessed more fire deaths than in the previous 12 months. Every fire death is avoidable, and we will continue to learn from these tragic incidents to make sure that every one of our 60,000 contacts (home safety visits) counts.

At the time of writing, the Service is waiting to hear back following the third full inspection by Her Majesty's Inspectorate of Fire and Rescue Services. In 2021, we scored three 'outstanding' judgements across the 11-sub themes for fire prevention, response to major and multi-agency incidents and for providing value for money and overall, the Inspectorate judged us as:

- Good at effectively keeping people safe and secure from fire and other risks
- Outstanding at efficiently keeping people safe and secure from fire and other risks
- Good at looking after its people

We are working hard to continue to improve on the 2021 results.

Organisational culture has been in the spotlight nationally of late, having been identified as an area of focus by HMICFRS in their state of fire report. We remain

steadfast in our determination to create a culture fully inclusive and will operate a policy of zero tolerance when it is not. To further enhance our appeal to underrepresented members of our communities we have recruited a Head of Culture and Inclusion and employed from within our services an attractions team to ensure we are fully representative of our communities.

All staff have received input on our new Leadership Message which explains what is important to us as a Service, what we want to achieve for the people of Merseyside and our own employees and the values and behaviours that will get us there.

Merseyside Fire and Rescue Service is a positive, safe, and supportive place to work. We will continue to work to make sure that our organisational culture is welcoming to people from all backgrounds, and everyone feels that they belong.

Our response to HMICFRS's spotlight report will strengthen this even further in 2024/25.

Our work will also reach further into our communities to remove barriers for employment whilst making them safe in their homes and their communities.

We hope you enjoy reading about our work on ED&I and whatever challenges the next twelve months presents, you can be assured that Merseyside Fire and Rescue Service will continue to provide the highest levels of service to the communities of Merseyside and beyond.

**Cllr Jan Grace**

**Authority, Lead Member for Equality and Diversity 2022/23**

On the 27<sup>th</sup> of June this year the Local Government Association organised a Culture in the Fire and Rescue Service conference that I attended along with Cllr Brian Kenny. There were some excellent, informative presentations by diverse speakers including a Deputy Chief Fire Officer who has joined HMICFRS on secondment, an ED&I Strategic Lead at the Police Service in Northern Ireland, a Chief Executive of a Fire and Rescue Service, a National Secretary of the FBU, a National Women's Committee Secretary (FBU), a member of the Asian Fire Service Association (AFSA), a representative of Unison and Authority members that included several with fire fighter backgrounds.

On the day of the conference a lead story in the media was the report by an Independent Commission on English cricket stating that the game suffers from 'widespread and deep-rooted' racism, sexism, elitism, and class-based discrimination (The Guardian).

The Independent Culture Review of London Fire Brigade report was published in late 2022 focused on values and cultures in the London Fire Brigade, it was deeply disturbing. It found evidence that LFB is institutionally misogynist and racist. Several of the speakers mentioned the feeling of being here before, of hearing about the need for a change in culture to promote Equality, Diversity, and Inclusion, despite so many actively working to change things for many years, this Independent Culture Review demonstrates that progress is not adequate.

There was a consensus from all the speakers that ED&I had to be embedded in training in all Fire and Rescue Services, every F&RS had to be its own unique team, serving both the public and each other.

We will continue to work in this regard moving forward.

Our ethos of respecting and caring for each member of the workforce is a result of strong leadership, motivating, facing challenging issues, pro-actively promoting ED&I and the involvement of all the management team.

It is great privilege to serve on Merseyside Fire and Rescue Authority.

## Introduction and Governance of Equality, Diversity & Inclusion

Merseyside Fire and Rescue Authority is pleased to publish this report as a reflection on the work delivered across the organisation in pursuit of Equality, Diversity & Inclusion (ED&I) excellence. This report presents the public and other stakeholders with many success stories about the work we do on a day-to-day basis to ensure that the services we deliver provide our diverse communities with confidence that we are addressing their needs.

Therefore, as part of our commitment to delivering services and employing staff in accordance with the Equality Act 2010, and in line with the responsibilities placed on the Authority by the Act, we have established five Equality Objectives that are both inward looking (staff related) and outward looking (community and service delivery related)

The objectives below demonstrate how we show due regard to eliminating discrimination, harassment and victimisation, advance equality of opportunity and foster good relations.

<b>Equality Objective 1</b> Create a strong Inclusive organisation that is positive to rising to the future challenges we face	<b>Equality Objective 2</b> Ensure that people from diverse communities receive equitable services that meet their needs.	<b>Equality Objective 3</b> Reducing fires and other incidents amongst vulnerable people in the protected groups and deprived areas
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<b>Equality Objective 4</b> To ensure that all staff can undertake their role whilst understanding the need for and the benefits of equality, diversity, and inclusion:	<b>Equality Objective 5</b> To continue to aspire for equality, diversity, and inclusion excellence, measuring ourselves against best practise and benchmarking tools within the Fire & Rescue Service and other sectors.
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In addition, the Fire Service Core Code of Ethics also provides a strong foundation to support ED&I governance.

The Core Code sets out five ethical principles, based on the Seven Principles of Public Life, which alongside the accompanying guidance provides a basis for promoting good behaviour and challenging inappropriate behaviour.

- Putting our communities first – we put the interest of the public, the community and service users first.
- Integrity – we act with integrity including being open, honest, and consistent in everything we do.
- Dignity and respect - making decisions objectively based on evidence, without discrimination or bias.
- Leadership – we are all positive role models, always demonstrating flexibility and resilient leadership. We are all accountable for everything we do and challenge all behaviour that falls short of the highest standards.
- Equality, diversity, and inclusion (EDI) – We continually recognise and promote the value of EDI both within the FRSs and the wider communities in which we serve. We stand against all forms of discrimination, create equal opportunities, promote equality, foster good relations, and celebrate difference.

This year's report provides an overview of:

- The changing regional demographics following the publication of the 2021 census data
- How we have connected with our diverse communities in line with the above ED&I objectives in the last 12 months
- How we have created a positive, resilient and inclusive organisation in line with the above ED&I objectives in the last 12 months

This report also demonstrates our commitment to ensuring compliance with the Equality Act 2010 and the Public-Sector Equality Duty (PSED) in relation to:



1. Publishing, at least annually, information to demonstrate our compliance with the Equality Act 2010 and the PSED.
2. Preparing and publishing one or more specific and measurable objectives that help to achieve the aims set out in the PSED.
3. Publishing equality information and the objectives in a manner that is accessible to the public.

ED&I is embedded in each area (Function) of the organisation, with ED&I priorities included in Functional annual plans, which in turn become part of our Service Delivery Plan.

In addition, ED&I has been integral part of the work on the leadership message and the associated behaviours. Furthermore, the Fire Standards and Fire Service Core Code of Ethics have also provided other ways of ensuring ED&I and the associated equality objectives are integral part of the business of MFRS.

The Culture & Inclusion Board that is chaired by the Chief Fire Officer meets bimonthly and the membership includes functional heads and staff network chairs as well as colleagues whose role is to ensure ED&I is mainstreamed.

This ensures that ED&I is consistently considered and delivered as part of organisational planning and service development. These priorities form the basis of a comprehensive ED&I action plan.

Discussions on ED&I matters form the basis of regular equality engagement meetings with the Representative Bodies (trade unions and staff associations), Staff Inclusion Networks, and a variety of other stakeholders to ensure that they are aware of the ED&I developments and have an opportunity to contribute to the consideration of the ways in which ED&I influences the provision of our fire and rescue services.

Equality Impact Assessments (EIAs) are carried out on policies, strategic plans, and service delivery (including changes). EIAs play a crucial role in the design of services and enabling the Service to measure outcomes but also demonstrate due regard.

EIAs are attached to the governance documents to be considered when approved by the Authority and they are published on our website [www.merseyfire.gov.uk](http://www.merseyfire.gov.uk) with Authority papers.

Finally the publication of the national [spotlight report](#) by His Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) was published in March 2023. This has provided an opportunity to reflect and take action to address how we embed values, culture, fairness, and diversity in our Service. In line with the reporting requirements, we provide regular [updates](#) to the HMICFRS.

## Merseyside – Changing Regional Demographics

Since the last annual report, the 2021 census data for the population of Merseyside has been published and we have summarised it below

The revised data 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 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 table below outlines the growing diversity of the population of Merseyside. 8.3% of the population of Merseyside is non-white and the population of Liverpool has the most diverse population, with 16% from a non-white background.

Ethnicity		Numbers	%
White	British	1,242,323	87.30%
	Irish	13,508	0.95%
	Other	48,966	3.44%
Mixed	White and Black Caribbean	7,280	0.51%
	White and Black African	7,021	0.49%
	White and Asian	7,666	0.54%
	Other	8,528	0.60%
Asian or Asian British	Indian	10,686	0.75%
	Pakistani	4,723	0.33%
	Bangladeshi	3,863	0.27%
	Other	11,986	0.84%
Black or Black British	Black Caribbean	2,364	0.17%
	Black African	16,091	1.13%
	Other	3,447	0.24%
Chinese or other ethnic group	Chinese	13,194	0.92%
	Other ethnic group	21,640	1.52%
<i>total</i>		<b>1,423,287</b>	<b>100%</b>

## Sexual Orientation

In the 2021 Census 123,367 people in the Liverpool City Region 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 Liverpool City Region 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 LCR 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.

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.

## Connecting with our diverse communities (Equality objectives 2,3 & 5)

For this section we wish to highlight the work of three particular functions of MFRS.

- The Protection Function
- The Prevention Function
- The Strategy & Performance Function

The above functions have connected with our communities in the following ways:

**PREVENTION FUNCTION:** We are there for you. We are a visible presence that provides reassurance, support, and advice. Alongside our partners, we protect the most vulnerable and reduce inequalities.

Key highlights include:

- ✓ Through **Home Fire Safety Checks 2022 – 23 (HFSC)** we continue to ensure interventions to keep people safe in their home (through Home Fire Safety Checks and Safe and Well visits) are targeted with a particular focus on collecting data in line with protected characteristics. An example of progress includes on 84% of occasions the occupier did state their religion which is a 10.4% improvement on the previous year. (See Annex for detailed reporting & analysis of Home Fire Safety checks)
- ✓ In terms of **Safe and well visits**; on only 97.9% % of occasions the occupier of the dwelling did state their ethnicity.
- ✓ 3.5% of Safe & Well visits have been carried out in homes where the resident identifies as BAME compared to a Merseyside BAME 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 BAME population 2.27% of the total, therefore the 3.5% achieved is an over performance.. (See Annex for detailed reporting & analysis of Safe & Well visits)

- ✓ **Showcasing nationally.** Our work on Home Fire Safety Checks and Safe & Well visits was highlighted at a national workshop in November 2022.
- ✓ **Youth engagement activities** and engaging with the young diverse population shows continuing progress and success. In terms of the work of the **Princes Trust** (for participants in their late teens and early 20's). There were slightly more male attendees than female, with 54.1% being male. In addition, 17.6% were from a LGBT background and 57% considered themselves to be disabled. In terms of the **Fire Cadets** (for teenage participants); 6% of participants were from a BAME background. Similarly, for the **Beacon Course** (younger children); 10% of those who were involved identified from a BAME background and 51% had a disability.

### **Liverpool Talking Newspapers**

During Home Fire Safety Week in June, MFRS adopted a national online tool to allow members of the public to spend 15 minutes completing an assessment of their own property for fire safety from their laptop, tablet, or phone.

For some though, these methods can be difficult to use and they require assistance in accessing the content; particularly the visually impaired community. To this end, the Liverpool Talking Newspaper (based at Speke Training and Education Centre) conducted an interview with staff from Speke Community Fire Station and our Liverpool based Prevention team. In a broad conversation, they discussed how they started their fire service careers, how fires in Liverpool have changed over the last 20 years and gave information on how to stay safe around open water, they also delivered key messages that support the Service in its efforts to reduce fires and inform the community.



**PROTECTION FUNCTION:** We protect people from harm, provide advice, guidance and when absolutely necessary use enforcement of fire safety legislation to keep the public and our firefighters safe.

Key highlights include:

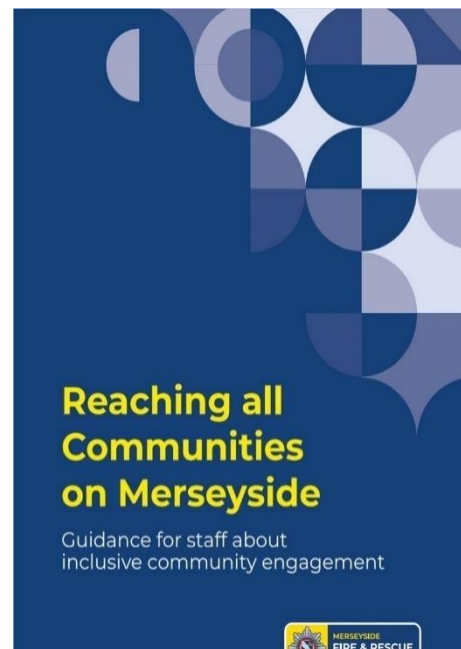
- ✓ Successful delivery of a suite of **business safety engagement events** with diverse businesses and demographics that we have previously not engaged with. This has led to improved partnership working and the potential to be able to provide fire safety awareness training to faith and community leaders across the districts who can then assist us with delivering key fire safety information and safety messaging
- ✓ **Showcasing nationally and sharing good practice** about the work on Business safety and engagement with diverse communities through an interactive workshop at a national workshop in June 2023.
- ✓ Inclusion of **ED&I questions in our fire safety audits** and subsequently built in to our management information platform. Consequently, we can now build data over time that can further inform elements such as our risk-based inspection programme methodology and enable us to identify themes, trends and patterns which will further enhance our business safety engagement approach
- ✓ Seeing **significant reductions in the numbers of unwanted fire signals (UwFS)**. These are usually false alarms caused by alarm systems. By cross-directorate working with Response, Prevention and Strategy and Performance, we have been able to scrutinise premises that have larger than average numbers of UwFS. As a result of then being able to target such premises from a more informed perspective, we have seen early indications of reductions in specific premises of up to 84%.

**STRATEGY & PERFORMANCE FUNCTION** - Key areas of achievement in 2022-23 by the Strategy and Performance Function have fallen into three areas, our community engagement, the recent Accessibility Audit of our website and communications and our premises Access Accessibility Audit.

Key highlights include:

✓ **Community engagement**

The Service has always worked hard to engage with our communities, particularly those that are hard to reach, to help us focus on how we can help improve outcomes. We also want to know what our communities think about our plans and for them to help influence those plans. This year we began a process of improving that engagement whilst helping our staff develop a better understanding of the different communities on Merseyside



We have updated and reissued our comprehensive guidance document for staff, “Reaching all communities on Merseyside”, spoken to staff about the ways in which they currently engage with their communities and what they might like to do in the future, and we’ve considered how that fits with our plans. We’ve attended community events to meet representatives of those communities and the people who live there. We’ve met with colleagues in the Police and Ambulance services, and we are using their community networks to help build and develop our own. Our Community Impact Fund was relaunched this year and fire stations are engaging with community groups to help support the places where they work. We have developed an action plan to make sure this work progresses and makes a difference for our communities, and we will be consulting with the public about our new Community Risk Management Plan in 2023, asking our new contacts for their views on our proposals in addition to our usual consultation processes.

- ✓ **Website and communications accessibility** - In early 2023 we commissioned independent audits of our website and communications to make sure they are both accessible to all users. There are areas in which we can improve, and we have put plans in place to do that, but we are pleased that in general the audit found: “Across your communication channels we found your style to be inclusive and culturally aware both in the language you use and visual imagery.”

Good practice on our website includes:

- ✓ Additional accessibility features
  - ✓ Font style (sans serif)
  - ✓ Full keyboard navigation
  - ✓ Showing links in both a different colour and underlined
  - ✓ Well-structured website
  - ✓ A sitemap to help users to easily find content
  - ✓ The user can go directly to the information on the page and bypass the menu bar
- **Building Accessibility** - Following on from an accessibility audit, this year we established a Building Accessibility Reference Group to help us make the best choices when refurbishing our existing buildings and building new ones. Members of staff who have an interest in building accessibility were invited to join the group which has been invaluable in helping us understand how we can use the laws and regulations around accessibility but enhance them to produce better outcomes for building users. An example was using darker shades of paint than are legally required, to make sure that different areas of a building can be seen by people with differing levels of vision. This group has been particularly useful as we started our biggest build for many years, a new Training and Development Academy and fire station on the same site in Aintree.

## **Creating a positive, resilient & inclusive organisation (Equality objectives 1 & 4)**

For this section the following three functions – (a) Operational Preparedness, (b) Response and (c) People & Organisational development will be highlighted for the focused work on inclusion and employment. All three functions have made real progress in terms of taking action to foster a more inclusive organisation in the following ways:

**PREPAREDNESS FUNCTION:** We will always be the best that we can be by having highly skilled and trained people who plan for every risk and keep our teams safe and effective.

Key highlights include:

- ✓ **Positive Action evaluation with Liverpool University.** MFRS has started a research project with the assistance of a Masters student from Liverpool University. The study will evaluate the perspectives and experiences of our female firefighters and use these experiences to inform the strategies and approaches taken by the Service to recruit women more as firefighters and ensure appropriate support is in place to allow those women to achieve their full potential within the Service.
- ✓ **Showcasing nationally** the research on positive action has led to an invitation to share findings at a national workshop in November 2023.

**NATIONAL RESILIENCE (NR) FUNCTION** – the UK Government enhanced the capability of the Fire and Rescue services by launching its New Dimension project in response to international and UK terror attacks and other major incidents. This resulted in the provision of specialist vehicles and capabilities across the country. Once the project concluded, these specialist capabilities became known as the National Resilience assets. NR is coordinated by MFRS on behalf of the Government.

Key highlights include:

- ✓ NR Co-operative Group meeting has been established to provide a forum for the principal departments from MFRS to oversee and provide governance and direction to the development of National Resilience. **Equality, Diversity & Inclusion is a standard agenda item** for the meetings.
- ✓ **Engagement with the Gender staff network group** steered additional sub-groups supporting women in the Service, which subsequently led to a business case on uniform for female firefighters being submitted. Data statistics have identified that the percentage of female representation at Search and Rescue Team (SRT) has risen significantly to 22%.
- ✓ Sub-group meetings have also been initiated with the **Positive Action** Team and REACH<sup>1</sup> staff network group to look at the demographics in NR and SRT and see how we can improve involvement of fire service staff from minority groups and offer opportunities for progression and growth in roles.
- ✓ NR attended the **AFSA Conference at Chester Racecourse** in November 2022, setting up an exhibition stand and advert to raise awareness of NR and encourage wider participation. . An expressions of interest database will manage contact with interested parties as shadowing, mentoring or job opportunities arise
- ✓ Memoranda of Understanding (MoUs) with National Resilience training delivery partners (TDPs) and users have been reviewed and the fire and rescue services that host training will ensure appropriate **equality impact assessments** are undertaken as a pre-requisite requirement of maintaining TDP status

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<sup>1</sup> Race, Equality and Cultural Heritage Staff Network

**RESPONSE FUNCTION** - We will be there when you need us most, pulling out all the stops to save lives. Whether we are taking 999 calls, or attending incidents, we keep our communities safe.

Key highlights include:

- ✓ Operational Response have contributed to supporting our Vision of '**One Team**', and will continue to enhance knowledge, understanding and application of this concept for station-based staff through working alongside the Positive Action working group, our human resources teams and station-based personnel to identify Positive Action events and opportunities within our local communities.
- ✓ Building on from work started in 2022-23 the robust planning of **Station Area Recruitment Days**, will allow members of the public to attend an event within their local area, maybe at a local gym, football or rugby club or community centre. At these events they are able to learn more about careers at MFRS, talk to operational staff and members of the recruitment team. They can also sign up for the **District Have a Go Days**. At MFRS we have held have a go days at our training development academy for a number of years. These events will allow people considering a career at MFRS to have a go at the fitness tests and learn more about what it take to become a firefighter, by holding one within each Council area, we are making these events more accessible and will reduce travel time and costs. The **Station Open Days** will be unique to each station area and will be designed to help our staff understand the community in which they are based and for the community to engage and learn more about MFRS. This planning feeds into our approach to '**Knowing our Communities**' with the emphasis on operational crews going out into their station areas, meeting, and building relationships with religious groups, charities and other representatives of our diverse communities.

**PEOPLE & ORGANISATIONAL DEVELOPMENT FUNCTION** – We have an overview of all people related areas, includes overseeing occupational health services, people services, recruitment and development of staff, professional standards, industrial relations, and human resource systems.

Key highlights include:

- ✓ In 2021-22 we had 71 female firefighters; which represented 11.4% of our total firefighters and we now have 76. This equates to 12.6% of firefighters. Nationally the percentage for female fighters is 8.2% (March 2022)
- ✓ In 2021-22 we had 10 women in the roles of Crew and Watch Manger, representing 5.3% of middle managers. We now have 18 women in these roles representing 9.4%; an increase of 4.1%
- ✓ BAME and firefighter representation. In 2021-22 we had 36 firefighters from Black & Minority Ethnic Backgrounds (BAME); which was 5.7% of firefighters. We now have 43 firefighters who are from a BAME background. This equates to 7.1% of operational firefighters.
- ✓ BAME and support services representation. In 2021-22, 10 BAME members of staff worked in support services representing 3.1% of the total. We now have 13 BAME staff working in support services. This equates to 4.0% of the total staff in this area.
- ✓ When the 2022/23 gender pay gap <sup>2</sup>is compared to the previous year it has reduced from 10.3% to 9.1% overall. For Support Staff the gap fell from 13.2% during 2021/22 to 11.0% during 2022/23. For operational staff, the gender pay gap also fell from 13.2% during 2021/22 to 11.0% during 2022/23. (See Annex for detailed reporting and analysis of the gender pay gap)
- ✓ We have once again voluntarily reported on the ethnicity pay gap. We are mindful of the gaps like the gender pay gap and will be taking necessary steps in line with our work on Positive Action and our People Plan. (See Annex for detailed reporting and analysis of the gender pay gap)

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<sup>2</sup> The Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 came into force on 31st March 2017. The regulations stipulate that organisations that employ more than 250 people must publish a report on their gender pay gap. There is a slight difference in the regulation for public sector organisations, in so much as we must publish an annual “snapshot” of our gender pay as at the 31st March each year in our annual report.

- ✓ Discipline cases fell by 31% compared to the previous year and the likelihood of both female and staff from a BAME background entering the disciplinary process also reduced. (See Annex for detailed reporting and analysis of discipline cases and protected characteristics)
- ✓ In terms of grievances, we witnessed a 95% reduction compared to the previous year. Again, both female and staff from a BAME background were less likely to enter the grievance process. (See Annex for detailed reporting & analysis of disciplinaries & protected characteristics).

We have:

- ✓ Developed and rolled out a Positive Action Strategy
- ✓ Showcased our work on 'Cognitive Diversity' and colours training at a national conference in November 2022. Cognitive diversity is a company's variety of employees—all of whom have different perspectives, backgrounds, ethnicities, and education levels.
- ✓ Embedded a revised equality impact analysis process
- ✓ Co designed a 'Race awareness conversation' to be delivered in-house by an operational fire fighter
- ✓ Developed our associated support to help embed our Leadership Message and positive behaviours.
- ✓ Developed and implemented an inclusive High Potential programme
- ✓ Worked with the Liverpool City Region to develop a framework to embed the socio-economic duty into our decision making
- ✓ Showcased work on inclusion and prevention at the AFSA Winter Conference in November 2022.
- ✓ Submitted evidence to achieve Fair Employment Charter status through the Liverpool City Region



## High Potential Programme

The High Potential programme aims to provide a clear, open, and transparent talent management provision available to all staff demonstrating the requisite behaviours and values

The programme establishes a means of identifying, developing, and nurturing the next generation of leaders. This aligns with the wholesale recruitment the organisation has embarked on with a rich diversity of talent.

It offers a core programme but is driven by individual need and therefore addresses any barriers that may impede individuals' growth and advancement. The programme begins with an individual meeting with a trained talent adviser, with the outcome being a bespoke development plan and tailored development. Not everyone recognises their own capability, and the programme gives them encouragement to develop further.

The programme is always open, as talent is recognised at different times. It is also applicable to all staff. It promotes an inclusive approach to talent management ensuring that all staff have regular talent management conversations.

### Key Highlights

- Currently 132 staff across all roles are in the programme.
- 50 members of the programme are women; representing 38% of the cohort
- 11 are BAME; representing 8% of the cohort
- A recent supervisory management process saw the first impacts of this programme, with 109 promotions in total.  
15 of these are women (20% of our female firefighter total) and five  
5 are BAME (12% of our BAME firefighter total).



### **Positive Action Attraction Strategy**

Over the last 12 months we have worked with staff from across the organisation and developed a 'Workforce Positive Attraction Strategy'. This sets out how we are going to target certain areas across Merseyside and attract the best candidates from diverse backgrounds. We are looking to hold community events at all community fire stations and 'Have a Go' days, at selected fire stations across the area. In addition, we have set up our own 'Attractions Team'. The team involves two firefighters working in the community to help generate interest and encourage those who may have never considered the fire and rescue service as a possible career. We also have an internal 'Positive Action Working Group' to help us steer our activities.

As well as the strategy a Positive Action Toolkit has been developed which has been designed to help staff to embed an inclusive and sustainable approach to diversifying our workforce. We recognise that having a diverse workforce also builds trust and confidence in communities and all staff can support these aims through their interactions with the public, through their roles in the community and by being role models for others. The toolkit:

- Explains simply what Positive Action is
- Provides case studies of what we already do
- Gives suggestions on how staff can deliver Positive Action in their own roles
- Provides answers to Frequently Asked Questions
- Gives details about where people can find further information.

## **Case Studies – Connecting with communities and fostering an inclusive organisation**

### **Celebrating Ramadan**

During Ramadan, firefighters from Toxteth joined community members at Masjid Al Rahma LMS (Liverpool Muslim Society) to give out boxes of dates before Friday prayers; dates are commonly eaten to break fast during Ramadan. The initiative was put forward by a member of staff from Toxteth Community Fire Station. Labels with various Ramadan-related fire safety messages were attached to each of the boxes of dates before they were handed out to members of the local community. Well, done to everyone - including those behind the scenes - who worked incredibly hard to bring this idea to life.

### **The Menopause: Continuing the Conversation**

Members of our Menopause Lounge invited colleagues to come together for a series of events in support of World Menopause Day.. Since the Menopause Lounge was launched in 2020, we have come to value the opportunity to talk to someone who understands and who is passionate about improving wellbeing in the workplace and at home. Staff were encouraged to join together for lunch and a brew in the SHQ canteen. The session gave colleagues the opportunity to find out more about the aim of the Lounge, find out how to access helpful and supportive information and have a chat about both the big and small impacts of the various stages of the menopause.

### **World Food Week**

As well as celebrating Black History Month, October 2022 also saw MFRS mark World Food Day with a week of culinary delights from around the world. In the lead up to World Food Day, our REACH (Race Equality and Cultural Heritage) staff network worked with the canteen to showcase different international cuisines.. As a result, staff at headquarters were able to try lunch plates from Hong Kong, Trinidad and Tobago, and Brazil, One the network involved in the event said: "When you get together with family and friends, who are like extended family, it's like one big party! Today was like an extension of that. Family have come together to cook food and everyone is happy eating." "For me, today was showing how the part of the world I come from, this is what we do and this is how we share – that's the love." Well, done to everyone involved!

## **New Staff Networks**

This year we have been able to build on the success of our original three staff networks and two forums. With the support of staff and our senior sponsors have been able to launch three further staff networks. Our Health and Wellbeing network launched in October 2022, the Neurodiversity Network launched in March 2023 and our Socio-economic network held their first official meeting in April 2023.

## **MFRS at Pride**

Staff from across all areas of MFRS joined together on Saturday 30th July 2022 to celebrate the return of Liverpool Pride, after a two-year hiatus due to the pandemic, it was fantastic to see everyone having such a good time in what was our 11th year of attendance. Our giant banner was hoisted up in pride of place at Liverpool City Fire Station, where our marchers (many donning their specially made MFRS Fire Proud t-shirts and rainbow coloured make-up) met before the parade for breakfast, to set them up for the day's events. The theme was 'Come Together'; chosen not only to represent the return of in-person events, but the need to come together as one united community, now more than ever. The march started from St George's Plateau and travelled around Liverpool city centre, raising awareness of issues faced by members of the LGBTQ+ community, including hate crime, homophobia, biphobia and transphobia. MFRS is fully committed to celebrating the diversity of staff and our community. By having a highly visible presence on the day, we played our part in sending the strong message that discrimination has no place within our organisation or in society as a whole.

## **Fire Cadets – Golden Jubilee**

Firefighters from Belle Vale attended Autism Adventures' Jubilee Party on Saturday 4th June 2022. The crew took our Autism Champion fire engine to the event on Riversdale Rd, L19, giving children and young people the chance to look at some of the equipment and try on fire kit.

## **Driving Licence Bursaries**

This year we reviewed our recruitment practices and identified that individuals experiencing socio-economic disadvantage were underrepresented in firefighter applications. Drawing on government data which indicated that women, people from ethnic minorities, and people from socio-economically disadvantaged backgrounds were less likely to have driving licences, MFRS identified that the driving licence requirement for firefighter roles was a significant barrier to applying. We have therefore removed the driving licence requirement for prospective firefighters and now offers driving licence bursaries for successful applicants from 20 deprived areas of Merseyside with driving lessons offered in the MFRS training and development academy with MFRS paying the cost of driving tests and licence fees. This has led to an extra 195 applications in 2022, 48 per cent of which came from the 10% most deprived areas of Merseyside.

## Closing Statement & Summary

We hope this EDI Annual Report has shown you we are continuously working hard across the organisation to create a welcoming and inclusive environment for everyone. In addition to complying with our statutory obligations, the evidence listed above highlights how we have invested time and dedication to several initiatives and activities to increase diversity, inclusion and belonging in the organisation.

Building on the work of the last 12 months we will continue to:

- Build on our progress, focusing on deeper cultural and systemic changes necessary to enable equality, diversity, and inclusion to thrive and be embedded within the Service and its system.
- Achieve our objectives through the relationships and influence we have across the organisational functional leads enabling them to continue to lead real systemic changes.
- Continue to recognise the tremendous reservoir of good intentions within MFRS and work to transform that into a living reality.
- Seek to bring to life the requirement for flatter, faster ways of working and increased emphasis on an inclusivity and belonging.

This work will continue and our review of our progress and achievements will be shared annually in this report in line with the People plan and the ED&I Action plan

If you have any question or queries regarding this report, or feel anything should be added in the years to come, please get in touch.

# ANNEX

## Home Fire Safety Checks 2022 – 23

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 47,364 HFSC's were carried out by our operational staff during the period 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023 (these figures were correct on the date of extraction (24<sup>th</sup> May 2023)), from the Service's information management system.

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

Religion	% Overall	% Omitting "PNTS"	% of Merseyside Resident Population
Christian	56.6%	<b>67.4%</b>	59.8%
Atheist / None	19.6%	<b>23.3%</b>	31.0%
Other	6.8%	<b>8.1%</b>	0.4%
Islam	0.6%	<b>0.7%</b>	2.4%
Jewish	0.0%	<b>0.0%</b>	0.2%
Buddhist	0.2%	<b>0.2%</b>	0.3%
Hindu	0.1%	<b>0.2%</b>	0.5%
Sikh	0.0%	<b>0.0%</b>	0.1%
<i>Unknown</i>	<i>16.0%</i>		5.3%

### Key Results – HFSC Equality Data for Religion

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

- On 87% of occasions the occupier did state their religion which is a 10.4% improvement on the previous year.

Based on valid data i.e. omitting the “Unknown” category:

- 67.4% of responses indicated that they were Christian
- 23.3% were Atheist or had no religion
- Judaism, Buddhism, Islam, Hindu, and Sikh accounted for 3.5% of valid data
- The remaining 8.1% 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 2022/23, the Merseyside Fire & Rescue Service Prevention team conducted 9268 Safe and Well (S&W) visits, the following data tables analyse this data (the figures were correct on the date of extraction (24<sup>th</sup> May 2023)), from the Service’s information management system.

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

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

Ethnicity	% Overall	% Omitting "PNTS"	% of Merseyside Resident Population	% of Over 65 Population
White - British	92.7%	<b>94.7%</b>	87.3%	95.6%
White - Irish	0.6%	<b>0.6%</b>	0.9%	1.3%
White - Other	1.2%	<b>1.2%</b>	3.4%	0.8%
Asian - Bangladeshi	0.1%	<b>0.1%</b>	0.3%	0.1%
Asian - Chinese	0.3%	<b>0.3%</b>	0.9%	0.5%
Asian - Indian	0.3%	<b>0.3%</b>	0.8%	0.3%
Asian - Other	0.5%	<b>0.5%</b>	0.8%	0.1%
Asian - Pakistani	0.2%	<b>0.2%</b>	0.3%	0.1%
Black - African	0.5%	<b>0.5%</b>	1.1%	0.2%
Black - Caribbean	0.2%	<b>0.3%</b>	0.2%	0.1%
Black - Other	0.3%	<b>0.3%</b>	0.2%	0.1%
Mixed - Other	0.3%	<b>0.3%</b>	0.6%	0.1%
Mixed - White & Asian	0.1%	<b>0.1%</b>	0.5%	0.1%
Mixed - White & Black African	0.1%	<b>0.1%</b>	0.5%	0.1%
Mixed - White & Black Caribbean	0.2%	<b>0.2%</b>	0.5%	0.1%
Other Ethnic Group	0.4%	<b>0.4%</b>	1.5%	0.3%

Prefer not to say	2.1%			
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The Data table above identifies that:

- On only 97.9% of occasions the occupier of the dwelling did state their ethnicity.
- 92.7% of Safe and Well visits have been carried out in homes where the resident identifies as White British, this increases to 94.7% if prefer not to say data is omitted
- 3.5% of Safe & Well visits have been carried out in homes where the resident identifies as BAME compared to a Merseyside BAME 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 BAME population 2.27% of the total, therefore the 3.5% achieved is an over performance.

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

Religion	% Overall	% Omitting "PNTS"	% of Merseyside Resident Population
Christian	61.2%	<b>65.6%</b>	59.8%
Atheist / None	29.7%	<b>31.8%</b>	31.0%
Other	0.7%	<b>0.8%</b>	0.4%
Islam	1.1%	<b>1.2%</b>	2.4%
Jewish	0.3%	<b>0.3%</b>	0.2%
Buddhist	0.1%	<b>0.1%</b>	0.3%
Hindu	0.2%	<b>0.2%</b>	0.5%
Sikh	0.0%	<b>0.0%</b>	0.1%
Prefer not to say	6.7%		5.3%

#### 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 6.7% of occasions the occupier did not state their religion.  
Based on valid data:
- 65.6% of people responding indicated that they were Christian
- 31.8% said they were Atheist or had no religion.
- Judaism, Buddhism, Islam, Hindu, and Sikh accounted for 1.8% of valid data  
0.7% indicated other (data is not available to explore further).



## 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 sixth gender pay gap exercise which is based on data taken on 31<sup>st</sup> March 2023. Gender pay gap figures are based on a total of 935<sup>3</sup> staff in scope for this exercise; 677 (72.4%) were male and 258 (27.6%) were female.

In 2022-23, the gap among full-time employees increased to 8.3%, up from 7.7% in 2021. This is still below the gap of 9.0% in 2019, before the coronavirus pandemic.

### Measure 1: Mean gender pay gap

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

Data table 7: Mean Gender Pay Gap 2022/23

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	2021/22 Pay Gap
All staff	£17.86	£16.23	-£1.63	-9.1%	-10.3%
Operational Staff (inc Fire Control)	£17.80	£16.43	-£1.37	-7.7%	-9.5%
Support staff	£18.10	£16.11	-£1.99	-11.0%	-13.2%

### Key points:

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<sup>3</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

- Across the organisation, the mean gender pay gap is 9.1% or £1.63 per hour. For operational staff only, the gap is 7.7% and for support staff the gap is wider at 11%.
- When the 2022/23 gender pay, gap is compared to the previous year, the table identifies that overall, the gender pay gap has reduced from 10.3% to 9.1%. For Support Staff the gap fell from 13.2% during 2021/22 to 11.0% during 2022/23. For operational staff, the gender pay gap also fell from 13.2% during 2021/22 to 11.0% during 2022/23.
- The pay gap may be due to typically longer service for men and incremental pay rises as a result. Research suggests that women may take longer to reach the top of their grade if they take time out for: maternity, adoption, or career breaks, for example. For 2022/23 there has been an increase in female staff in senior positions; reducing the gap. The impact of having relatively low numbers of female staff at higher grades also 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 male and female full-pay relevant employees.

Data table 8: Median Gender Pay Gap 2022/23

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	2021/22 Pay Gap
All staff	£16.25	£15.87	-£0.38	-2.3%	-2.3%
Operational Staff (inc Fire Control)	£16.25	£16.10	-£0.15	-0.9%	-2.3%
Support staff	£16.31	£15.25	-£1.06	-6.5%	-8.7%

- When compared to the mean gender pay gap, the difference between male and female staff is narrower, with a 2.3% difference at an MFRA level, a 0.9% difference for operational staff and 6.5% difference for support staff.

### 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>4</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 9: Quartile Pay Bands 2022/23

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# of males	%	# of females	%
4. Upper	£18.79	£85.07	185	79.1%	49	20.9%
3. Upper Middle	£16.12	£18.79	171	73.1%	63	26.9%
2. Lower Middle	£15.30	£16.12	191	81.6%	43	18.4%
1. Lower	£6.82	£15.25	130	55.8%	103	44.2%

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 male and female staff, within these two quartiles. Within the Lower quartile

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<sup>4</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.

there is a difference between hourly rates of £8.43, this increases in the Upper quartile (where there is a difference of £66.28 between hourly rates).

## Ethnicity Pay Gap

In May 2022, the House of Commons Women and Equalities Committee called on the government to make ethnicity pay gap reporting mandatory by April 2023 as a first step to addressing pay disparities between employees from different ethnic backgrounds.. 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 on our second ethnicity pay gap exercise which based on data taken as of 31<sup>st</sup> March 2023. Ethnicity pay gap figures are based on a total of 935<sup>5</sup> staff in scope for this exercise; 880 (94.1%) were non BAME and 55 (4.6%) were BAME.

### Measure 1: Mean ethnicity pay gap

This measure is the difference between the mean (average) hourly rates of pay for Non BAME and BAME full pay relevant employees. A negative percentage indicates that BAME staff are paid more than Non BAME, and a positive pay gap reflects the opposite.

Data table 10: Mean Ethnicity Pay Gap 2022/23

Staff group	Non BAME hourly pay £	BAME hourly pay £	Pay gap £	Pay gap %
All staff	£17.47	£16.48	-£0.99	-5.7%
Operational Staff (inc Fire Control)	£17.63	£16.81	-£0.82	-4.7%
Support staff	£17.16	£15.43	-£1.73	-10.1%

<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

- Across the organisation, the mean ethnicity pay gap is -5.7% or £0.99 per hour. For operational staff only, the gap is -4.7% and for support staff the gap is wider at 10.1%.

## Measure 2. Median Ethnicity pay gap

This is the difference between the median hourly rate of pay of BAME staff and non BAME full-pay relevant employees.

Data table 11: Median Ethnicity Pay Gap 2022/23

Staff group	Non BAME hourly pay £	BAME hourly pay £	Pay gap £	Pay gap %
All staff	£16.12	£16.11	-£0.01	-0.1%
Operational Staff (inc Fire Control)	£16.25	£15.98	-£0.27	-1.7%
Support staff	£16.12	£16.12	£0.00	0.0%

- When compared to the mean gender pay gap, the difference between Non BAME and BAME staff is narrower, with a -0.1% difference at a MFRA level, 1.7% for operational staff and equilibrium for support staff.

## Measure 3. Mean bonus gap

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

## Measure 5. Bonus proportions

The proportions of Non BAME and BAME 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>6</sup> pay bands

The proportions of Non BAME and BAME 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 12: Quartile Pay Bands 2022/23

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# Non BAME	%	# BAME	%
4. Upper	£18.79	£85.07	223	95.3%	11	4.7%
3. Upper Middle	£16.12	£18.79	222	94.9%	12	5.1%
2. Lower Middle	£15.30	£16.12	217	92.7%	17	7.3%
1. Lower	£6.82	£15.25	218	93.6%	15	6.4%

Based on the overall percentage of BAME staff (4.7%), there is a higher-than-expected proportion of BAME staff in the 4<sup>th</sup> Upper Quartile (5.1%, 13) and 737% in the 2<sup>nd</sup> Lower Middle Quartile.

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<sup>6</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.

## **Workforce Data – Discipline and Grievance**

During 2022/23 there was a total of 11 discipline cases, which represents 1.12% of the workforce, this was a reduction when compared to the five-year average of 16 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.

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

Data shows that during 2022/23:

- There was a total of 11 disciplinary cases
  - The most common disciplinary cases were related to Absence Related (AWOL) and Police Action – Driving with two each.

When looking at the 11 disciplinary cases by gender:

- 10 (90.9%) were related to men or 1.43% of the overall workforce
- 1 (9.1%) was related to women or 0.3% of the overall workforce

When comparing the disciplinary cases by age:

- There were 0 cases involving an employee who was less than 20 years
- 2 cases involved 20–29-year-olds
- 3 cases involved 30–39-year-olds
- 0 cases involved 40–49-year-olds
- 6 cases involved 50–59-year-olds
- No cases involving employees above the age of 60

Concerning Ethnic Origin:

- All 11 were White British / Irish

Concerning sexual orientation:

- 8 cases involved heterosexual people or 1.34% of the overall workforce
- 1 person preferred not to say 2.945 of the overall workforce
- The data is unavailable for the remaining cases

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

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

- 6 cases are still ongoing
- 2 involved no further action
- 1 was issued with a Final Written Warning
- 1 was informally resolved,
- 1 resigned (ongoing)

## **Staff Grievance**

During 2022/23 there were 19 reported grievances, which represents 1.93% of the workforce. 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.

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

The data shows that during 2022/23:

- There were 19 grievances.
  - The majority fell into the Expired Public Holiday Leave category (10).
  - The next most common grievance was Bullying & Harassment (5)
  - 2 were posting related

When looking at the grievances by gender:

- The majority involved men (15)

When grievances are split by age:

- 2 grievances involved 20–29-year-olds
- 7 cases involved 30–39-year-olds
- 5 cases involved 40–49-year-olds
- 3 cases involved 50–59-year-olds
- 2 grievances involved individuals above the age of 60

Taking ethnicity into account:

- All 19 grievances were raised by staff who were White British/Irish



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

- 9 were heterosexual or 1.5% of the workforce
- 1 was Gay / Lesbian or 2.3% of the workforce who have identified as LGBTQ+
- 1 preferred not to say or 2.94% of the workforce

### **Key Results – Grievance outcomes by protected characteristic**

The data shows that concerning outcomes

- 5 grievances that were ongoing at the time the data was collected
- 8 were Upheld
- 4 were Not Upheld
- 1 was Part Upheld
- 1 was Withdrawn