



## **Equality Analysis of Workforce and Employment Data as of 31<sup>st</sup> March 2016**

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**STRATEGY & PERFORMANCE DIRECTORATE**

## Document Control

### Amendment History

Version / Issue No.	Date	Author:	Remarks / Reason for Change
1.0	07/06/2015	R Hanson, W Kenyon	

### Sign-Off List

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### Distribution List

Name	Position	I / R
Diversity Action Group		
Strategic Management Group		
Public sharing for Equality Website and Portal		

### Related Documents

Reference No.	Title	Author	Version & Date
1.0	Public Sector Equality Data Report 2014	L Coles	03/02/2016

### Ownership

Has it been agreed with the client that this is a publicly owned document? yes

If Yes please state URL: TBC Awaiting authorisation from Strategic Equality Group

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## 1. Agreement

For the purpose of this report the following agreement was made between the client and the Strategy and Performance Directorate.

This work was requested by Wendy Kenyon, Diversity and Consultation Manager.

The Manager<sup>1</sup> has approved this report/ piece of work can be undertaken by the Strategy and Performance Directorate.

If the scope of the work changes, authorisation must be again obtained and would be noted within the version control document sheet.

Note: The final report, which will always be in PDF format, will be finalised in August 2016 for publishing on the Merseyside Fire & Rescue Authority Website and Portal to meet the Public Sector Equality Duty requirements

## 2. Summary

The purpose of this report is to provide equality analysis of workforce data held by Merseyside Fire & Rescue Authority to meet the requirements of the Public Sector Equality Duty. The report will subsequently be published on the Merseyside Fire & Rescue Authority portal and Website to demonstrate our compliance with the specific duties set out in **Appendix A**.

## 3. Introduction

The introduction of the Public Sector Equality Duties in 2011 requires Public bodies to publish equality information pertaining to the makeup of its workforce on an annual basis. **Appendix A**, sets out the equality duty in more detail.

Merseyside Fire and Rescue Authority (MF&RA), met the duty in January 2012 and this document now refreshes that data with additional information that is now available through the progression of its Equality and Diversity Action Plan 2013-17.

This report provides an analysis of workforce equality data produced by the People, Organisational and Development (POD) Department; the narratives have been developed by the Diversity and Consultation Manager.

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<sup>1</sup> Deb Appleton

The following equality analysis covers:

1. Staff in Post by Age, Gender, Disability, Ethnicity, Sexual Orientation and Religion and Belief.

Note: Where information exists to review previous years trends this has been added to the narrative.

## **4. Methodology**

Overall figures for 2015/16 are taken from the MyView system used at MF&RA<sup>2</sup>.

The data provided by People and Organisational Department was anonymised and analysed using Microsoft Excel 2013.

Data is correct as of **31/03/2016**.

Only valid data has been analysed, any gaps in the data have been identified using the "Not Stated" classification. When "Not Stated" data is removed from the overall count a valid % has been calculated.

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<sup>2</sup> This is a change to last years report which was a mix of figures from MyView and Appendix 1 Operational Statistics 2014-15 which was received from CLG (Communities for Local Government)

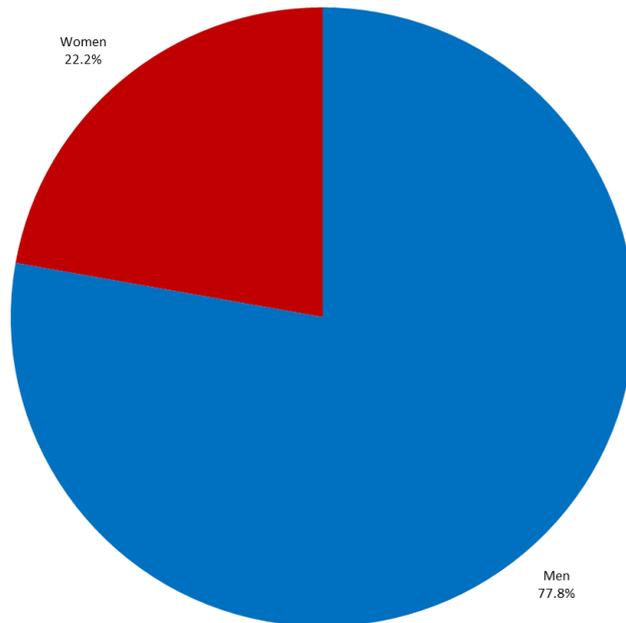
## 5. Results

### 5.1 Workforce Profile

A total of 1,045 staff were in post as at 31<sup>st</sup> March 2016, a reduction of 145 staff at 31<sup>st</sup> March 2015.

Chart 1: Gender Distribution

**Gender Distribution of Staff Working at Merseyside Fire & Rescue Service, 2015/16**



Author: R Hanson  
Date: June 2016  
Strategy & Performance

The gender split for the total workforce population is:

- 77.8% (813) Male
- 22.2% (232) Female

There has been a slight change in the gender divide since last year (an increase 1.1% in the proportion of females).

Table 1: All Staff by Position

Position	Gender		
	Male	Female	Total
<b>Wholetime Staff</b>			
Brigade Manager	2	0	2
Area Manager	5	0	5
Group Manager	9	0	9
Station Manager	24	0	24
Watch Manager	149	4	153
Crew Manager	13	1	14
Firefighter	451	36	487
<b>Wholetime Staff Sub Total</b>	<b>653</b>	<b>41</b>	<b>694</b>
<b>Control Staff</b>			
Group Manager	0	0	0
Station Manager	0	0	0
Watch Manager	0	9	9
Crew Manager	0	5	5
Firefighter	2	18	20
<b>Control Staff Sub Total</b>	<b>2</b>	<b>32</b>	<b>34</b>
Support Staff	158	159	317
<b>Support Staff Sub Total</b>	<b>158</b>	<b>159</b>	<b>317</b>
<b>Grand Total</b>	<b>813</b>	<b>232</b>	<b>1045</b>

Of the 1,045 total workforce population:

- There are 694 operational/uniformed posts, representing 66.4% of the total workforce population. Between 2014/15 and 2015/16, there has been a reduction of 109 staff.
- 317 staff are in support posts, representing 30.3% of the total workforce population.
- 34 are Control staff, representing 3.3% of the total workforce population.

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

- Support staff have close to a 50% split between male (158) and female (159) staff. Between 2014/15 and 2015/16, there has been a reduction of 32 staff.
- Operational staff have a gender split of 94.1% (653) males to 5.9% females (41), which is slightly lower than the UK FRS female FF average of 7%. Our Positive action in recruitment will continue to assist in attracting more Female staff to apply for FF roles
- Control staff have gender split of 5.9% (2) male to 94.1% (32) female, which has no significant difference to last year's figures. Due to the traditional nature of control work, this is generally in line with sector averages, being a female dominated occupation.

## 5.2 Staff in Post: by Age

Table 2: All Staff by Age

Age Group	Age Ranges						Total
	17-24	25-35	36-45	46-55	56-65	66+	
Uniformed	3	66	193	425	7	0	694
Control	0	2	5	15	12	0	34
Non-Uniformed	21	75	64	89	64	4	317
<b>Total</b>	<b>24</b>	<b>143</b>	<b>262</b>	<b>529</b>	<b>83</b>	<b>4</b>	<b>1045</b>
<b>Age Group Sub Total</b>	<b>429</b>			<b>616</b>			<b>1045</b>

58.9% (616) of all staff are 46 or above with 41.1% (429) being below the age of 45. This compares to 56.6% of staff who were 46 or above in the 2014/15 report, a proportional increase of 2.3%.

Table 3: All Staff by Age & Position

Position	Age Ranges						Total
	17-24	25-35	36-45	46-55	56-65	66+	
<b>Wholetime Staff</b>							
Brigade Manager				2			2
Area Manager			2	3			5
Group Manager			3	6			9
Station Manager		1	9	14			24
Watch Manager		4	37	109	3		153
Crew Manager			3	11			14
Firefighter	3	61	139	280	4		487
<b>Wholetime Staff Sub Total</b>	<b>3</b>	<b>66</b>	<b>193</b>	<b>425</b>	<b>7</b>	<b>0</b>	<b>694</b>
<b>Control Staff</b>							
Group Manager							0
Station Manager							0
Watch Manager				5	4		9
Crew Manager		1		1	3		5
Firefighter		1	5	9	5		20
<b>Control Staff Sub Total</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>15</b>	<b>12</b>	<b>0</b>	<b>34</b>
Support Staff	21	75	64	89	64	4	317
<b>Support Staff Sub Total</b>	<b>21</b>	<b>75</b>	<b>64</b>	<b>89</b>	<b>64</b>	<b>4</b>	<b>317</b>
<b>Grand Total</b>	<b>24</b>	<b>143</b>	<b>262</b>	<b>529</b>	<b>83</b>	<b>4</b>	<b>1045</b>

When reviewing ages by staffing group, the following observations are noted:

- Control staff have 79.4% (27 from 34) of its staff who are above the age of 46.

- The majority of staff aged over 56 are support staff followed by control staff.
- 61.2% (425 out of 694) of Uniformed staff are aged between 46 to 55.

As MF&RA has an aging workforce, without significant recruitment and the removal of the default retirement age, this **may** lead to a higher age average for employees. Employment policies will need to take account of this as part of on-going Equality Impact Assessments.

### 5.3 Staff in Post: by Disability

It is reported that 20% of the UK population are classed as having some form of Disability whether visible or hidden. It is thought that many disabled people will not declare their disability for fear of victimisation or discrimination or they may be unaware that they are classed as having a Disability under the Equality Act 2010.

It is therefore important to note that the MF&RA figures in the table below may not be a true reflection of the total staff with a disability. For that reason, the Equality Act places a clear duty on employers and providers of goods and services to anticipate all types of disabilities and requires them to make adjustments to its employment and service practice to ensure that disabled people can participate fully in public life.

Table 4: All Staff Disability

Position	Disability			
	Yes	No	Not Stated	Total
<b>Wholetime Staff</b>				
Brigade Manager		2		2
Area Manager		2	3	5
Group Manager		1	8	9
Station Manager	1	12	11	24
Watch Manager	6	34	113	153
Crew Manager		1	13	14
Firefighter	40	64	383	487
<b>Wholetime Staff Sub Total</b>	<b>47</b>	<b>116</b>	<b>531</b>	<b>694</b>
<b>Control Staff</b>				
Group Manager				0
Station Manager				0
Watch Manager	1	1	7	9
Crew Manager		1	4	5
Firefighter	1	2	17	20
<b>Control Staff Sub Total</b>	<b>2</b>	<b>4</b>	<b>28</b>	<b>34</b>
Support Staff	39	115	163	317

<b>Support Staff Sub Total</b>	<b>39</b>	<b>115</b>	<b>163</b>	<b>317</b>
<b>Grand Total</b>	<b>88</b>	<b>235</b>	<b>722</b>	<b>1045</b>

The proportion of all staff declaring a Disability or long term ill health condition at MF&RA is 8.4%; an increase of 30 staff on the year before.

When only valid responses are taken into account, this proportion rises to 27.2%. This figure is greater than the Merseyside figures for eligibility for disability living allowance at 21.7% (source DFWP-2008) and the Census 2011 disability data with 20%.

## 5.4 Staff in Post: by Ethnicity

Table 5: All Staff Ethnicity

Position	Ethnicity								Total
	White British or Irish	Any other white background	Mixed	Asian or Asian British	Black or Black British	Chinese	Any other Minority Ethnic Background	Not Stated	
<b>Wholetime Staff</b>									
Brigade Manager	2	0	0	0	0	0	0	0	2
Area Manager	5	0	0	0	0	0	0	0	5
Group Manager	9	0	0	0	0	0	0	0	9
Station Manager	23	0	1	0	0	0	0	0	24
Watch Manager	150	0	1	0	0	1	1	0	153
Crew Manager	13	0	0	0	0	0	0	1	14
Firefighter	457	5	11	1	8	1	1	3	487
<b>Wholetime Staff Sub Total</b>	<b>659</b>	<b>5</b>	<b>13</b>	<b>1</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>694</b>
<b>Control Staff</b>									
Group Manager	0	0	0	0	0	0	0	0	0
Station Manager	0	0	0	0	0	0	0	0	0
Watch Manager	9	0	0	0	0	0	0	0	9
Crew Manager	5	0	0	0	0	0	0	0	5
Firefighter	20	0	0	0	0	0	0	0	20
<b>Control Staff Sub Total</b>	<b>34</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>34</b>
Support Staff	302	2	3	2	3	0	0	5	317
<b>Support Staff Sub Total</b>	<b>302</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>317</b>
<b>Grand Total</b>	<b>995</b>	<b>7</b>	<b>16</b>	<b>3</b>	<b>11</b>	<b>2</b>	<b>2</b>	<b>9</b>	<b>1045</b>

These figures show that 95.8% (1002) of staff at MF&RA are of White British or Irish Origin, with 3.3% (39) being BME - which is lower than the Merseyside BME population Figure at 5.5% and lower than the UK FRS BME FF population at 4.4% , when only valid responses are taken into consideration. Our Positive action in recruitment will continue to assist in attracting more BME applications for any future FF roles

9 members of staff have not stated their Ethnicity.

100% of Control Staff are White British or Irish.

## 5.5 Staff in Post: by Sexual Orientation

Table 6: All Staff Sexual Orientation

Position	Sexual Orientation				Total
	Bisexual	Gay/Lesbian	Heterosexual	Not Stated	
<b>Wholetime Staff</b>					
Brigade Manager			2		2
Area Manager			2	3	5
Group Manager			3	6	9
Station Manager			14	10	24
Watch Manager			55	98	153
Crew Manager			4	10	14
Firefighter	2	2	106	377	487
<b>Wholetime Staff Sub Total</b>	<b>2</b>	<b>2</b>	<b>186</b>	<b>504</b>	<b>694</b>
<b>Control Staff</b>					
Group Manager					0
Station Manager					0
Watch Manager			4	5	9
Crew Manager			2	3	5
Firefighter			6	14	20
<b>Control Staff Sub Total</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>22</b>	<b>34</b>
Support Staff	1	5	190	121	317
<b>Support Staff Sub Total</b>	<b>1</b>	<b>5</b>	<b>190</b>	<b>121</b>	<b>317</b>
<b>Grand Total</b>	<b>3</b>	<b>7</b>	<b>388</b>	<b>647</b>	<b>1045</b>

38.1% (398) of MF&RA staff have declared their Sexual Orientation, this is a proportional increase of 10.1% compared to the year before.

While it is not possible to provide a detailed analysis of the MFRA population by declared Sexual Orientation it has improved over time.

Of those who have disclosed their sexual orientation, 97.5% were heterosexual.

## 5.6 Staff in Post: by Religion/Belief and No Belief

Table 7: All Staff Religious Belief

Position	Religious Belief							Total
	Christian	Buddhist	Muslim	Jewish	Other	No Religion	Not Stated	
<b>Wholetime Staff</b>								
Brigade Manager	1					1		2
Area Manager	2					1	2	5
Group Manager	3					1	5	9
Station Manager	11				3	4	6	24
Watch Manager	64	1		1	1	14	72	153
Crew Manager	3					2	9	14
Firefighter	114	2		1	4	31	335	487
<b>Wholetime Staff Sub Total</b>	<b>198</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>8</b>	<b>54</b>	<b>429</b>	<b>694</b>
<b>Control Staff</b>								
Group Manager								0
Station Manager								0
Watch Manager	5						4	9
Crew Manager	2						3	5
Firefighter	7					1	12	20
<b>Control Staff Sub Total</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>19</b>	<b>34</b>
Support Staff	158		3		8	72	76	317
<b>Support Staff Sub Total</b>	<b>158</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>8</b>	<b>72</b>	<b>76</b>	<b>317</b>
<b>Grand Total</b>	<b>370</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>16</b>	<b>127</b>	<b>524</b>	<b>1045</b>

The statistics show that almost 50% (49.9%) MF&RA staff have provided information about their Religion/belief or no belief. Of the valid responses received the Christian faith has the highest number of staff declarations at 71.0%, followed by Other with 3.1%. 24.8% of valid responses declared that they had No Religion.

50.1% of respondents did not state their religion. As the data is inconclusive, it is therefore difficult to draw any conclusions in line with 2011 Census data.

## 6. **Appendix A: The Equality Act and Public Sector Equality Duties**

### **The Equality Act and Public Sector Equality Duties Impact on Merseyside Fire and Rescue Authority**

The Equality Act became law in October 2010. It streamlines over 110 pieces of anti-discrimination legislation (such as the Race Relations Act 1976 and the Disability Discrimination Act 1995) and ensures consistency in what is needed in employment to make the workplace a fair environment and to ensure that public services are designed without discrimination or unfavourable treatment. The public sector equality duty (PSED) which came into force on 5 April 2011, replaces all previous separate equality duties for race, disability and gender.

The PSED consists of a **general duty**, with three main aims (set out in section 149 of the Equality Act 2010) and **specific duties** (set out in the secondary legislation that accompanies the Act). The specific duties are intended to assist public bodies to meet the general duty.

The PSED covers the following protected characteristics, which are the grounds upon which discrimination is unlawful:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race - this includes ethnic or national origin, colour or
- nationality
- religion or belief - this includes lack of belief
- sex
- sexual orientation

It is also unlawful to discriminate on the grounds of marriage and civil partnership in respect of employment only. (Not services)

#### **General duty**

The general duty has three aims. It requires MFRA to have 'due regard' to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
2. Advance equality of opportunity between people from different groups. This involves considering the need to:

- a. remove or minimise disadvantages suffered by people due to their protected characteristics
  - b. meet the needs of people with protected characteristics encourage people with protected characteristics to participate in public life or in other activities where their participation is low
  - c. Foster good relations between people from different groups. This involves tackling prejudice and promoting understanding between people from different groups.
3. In order to demonstrate 'due regard', MFRA must consider the three aims of the general duty when making decisions as an employer and provider of fire and rescue services; for example, when:
- a. developing, evaluating and reviewing policies
  - b. designing, delivering and evaluating services, including fire and rescue provisions
  - c. commissioning and procuring services from others

To comply with the general duty, public bodies may treat some people more favourably than others, as far as this is allowed by UK and European anti-discrimination law. The General duty also explicitly recognises that disabled people's requirements may be different from those of non-disabled people. MFRA is required to take account of disabled people's impairments and must make reasonable adjustments for disabled people.

### **Specific Duties**

The PSED is supported by specific duties. In England, these commenced on 10 September 2011 . The specific duties aim to help public bodies to perform better in meeting the public sector equality duty. The focus of the specific duties is transparency in how public bodies are responding to the equality duty. It is important to note that MFRA must meet both the equality duty and the specific duties - it is not enough to meet the specific duties alone.

There are three specific duties which MFRA has to Demonstrate compliance with as follows:

1. **Publication of information** -to publish, at least Annually , information to demonstrate its compliance with the equality duty. Subsequently, information must be published at intervals no greater than one year from the last publication. The Equalities section of the MFRA website contains information that demonstrates our compliance. The Equality and Human Rights Commission (EHRC) monitor public bodies (including Public Authorities) web sites to review how accessible equality information is for the public to use.

2. **Equality objectives** – Fire and Rescue Authority must prepare and publish one or more specific and measurable objective(s) that it thinks it should achieve to meet any of the three aims of the equality duty. The objective(s) must be published subsequently at intervals of no greater than four years. To help make the equality objectives measurable, link the objective to information collected by the institution. The government will conduct a review of the equality objectives set by public bodies after two years to check that they are meeting the required levels of transparency and accountability.
3. **Manner of publication** – Fire and Rescue Authority must publish their equality information and equality objective(s) in a manner that is accessible to the public. As this information is intended to be public facing.