



Equality Analysis of Workforce and Employment Data as of 1st April 2014 to 31st March 2015

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STRATEGIC PLANNING DIRECTORATE

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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

Ownership

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

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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 Manager¹ 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.

It was agreed that this report would be produced in draft format by and would be sent electronically to the Strategic Equality Group for comment at meeting 20th July 2015.

Note: The final report, which will always be in PDF format, will be finalised in August 2015 for publishing on the Merseyside Fire & Rescue Authority Website and Portal to meet the Public Sector Equality Duty requirements

¹ Deb Appleton

2. Summary

The purpose of this report is to provide equality analysis of workforce data held by Merseyside Fire and 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 an **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&RS), 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 2012-13.

This report provides 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.

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.

Future plans are in place to provide more robust reporting tools for future workforce equality data analysis using a new HR reporting system; due for completion in 2015. This will enable reports to cover trends year on year, thus helping to establish any equality issues for consideration when reviewing employment policies and practices through the Equality Impact Assessment process.

4. Methodology

Data was received from CLG (Communities for Local Government) in Microsoft Excel Format. As we are currently updating our Ethnic Origin and Religious Belief data held for all staff, the data in the report has been supplemented with figures extracted from My View which was provided

by People and Organisational Department also in Microsoft Excel format. All data was anonymised and analysed using Microsoft Excel 2013. 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.

Please note: Due to the above there are inconsistencies between both datasets and therefore should be treated with due diligence.

5. Results

5.1 Workforce Profile

A total of 1,190 staff were in post as at 31st March 2015.

Of the 1,190 total workforce population:

- There are 805 operational/uniformed posts, representing 67.65% of the total workforce population.
- 349 staff are in support posts, representing 29.33% of the total workforce population.
- 36 are Control staff, representing 3.03% of the total workforce population.

Table 1: All Staff by: Position²

Position	Men	Women	Total
Brigade Manager	2	0	2
Area Manager	4	0	4
Group Manager	15	0	15
Station Manager	31	0	31
Watch Manager	167	5	172
Crew Manager	20	1	21
Firefighter	524	36	560
Control Staff	2	34	36
Support Staff	174	175	349
Total	939	251	1190

The gender split for the total workforce population is:

- 78.91% (939) Male
- 21.09% (251) Female

There has been no change in the gender divide since last year.

² A full breakdown of staff position by wholetime and retained duty can be found in the appendix of this report – Table 8.

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

- Support staff have close to a 50% split between male (174) and female (175) staff, there is no significant difference to last year's figures.
- Operational staff have a gender split of 94.53% (761) males to 5.22% females (42).
- Control staff have gender split of 5.56% (2) male to 94.44% (34) 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.

Staff in Post by: Age

56.55% (673) of the staff are 46 or over and 43.45% (517) are 45 and under.

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.

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

- Control staff have 77.78% (28 from 36) of its staff who are 46 and over.
- The majority of staff aged over 56 are support staff.
- 55.78% (449 out of 805) of operational staff are aged 46 to 55.

Table 2: All Staff by Age

Age Group	Total	% of Workforce
17-24	21	1.76%
25-35	160	13.45%
36-45	336	28.24%
46-55	565	47.48%
56-65	102	8.57%
66+	6	0.50%
Total	1190	100.00%

Table 3: All Staff by Age & Category

Age Group	Uniformed	Non-Uniformed	Control	Total
17-24	0	21	0	21
25-35	77	80	3	160
36-45	268	63	5	336
46-55	449	101	15	565
56-65	11	78	13	102
66+	0	6	0	6
Total	805	349	36	1190

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 Merseyside Fire & Rescue Authority 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.

The number of staff declaring a Disability or long term ill health condition at Merseyside Fire & Rescue Authority is 4.87%; the figures show that Support staff have the highest proportion declaring a disability at 8.02% followed by Uniformed staff at 3.48%.

When only valid responses are taken into account, these figures coincide with Merseyside figures for eligibility for disability living allowance at 21.69% (source DFWP-2008) and the Census disability data 2011 with 20%.

Table 4: All Staff Disability

Disability	Total	% of Workforce	Valid %
Yes	58	4.87%	21.01%
No	218	18.32%	78.99%
Not Stated	914	76.81%	
Total	1190	100.00%	

Staff in Post: by Ethnicity

Figures for ethnicity have been taken from a different data set, My View. These figures show that 54.37% (647) of staff at Merseyside Fire & Rescue Authority are of White British ethnicity, with 0.42% (5) being BME - which is lower than the Merseyside population BME figure at 5.5% When only valid responses are taken into consideration

Table 5: All Staff Ethnicity

Ethnicity	Total	% of Workforce	Valid %
White British	647	54.37%	83.38%
White Irish	4	0.34%	0.52%
White - Gypsy/Traveller	1	0.08%	0.13%
Other White Background	14	1.18%	1.80%
Asian/ Asian British - Bangladeshi	1	0.08%	0.13%
Black or Black British - African	2	0.17%	0.26%
Mixed White & Asian	1	0.08%	0.13%
Other Mixed Background	1	0.08%	0.13%
Prefer Not to Say	105	8.82%	13.53%
Not Stated	414	34.79%	
Total	1190	100.00%	

Staff in Post by: Sexual Orientation

Although only 28.24% (336) of the MFRA population has declared their Sexual Orientation, declaration rates have increased by **6.44%** since figures were published in 2012. Therefore, while it is not possible to provide a detailed analysis of the MFRA population by declared Sexual Orientation it has improved over the last year. It is planned to increase the disclosure rates in this data area with the introduction of the the HR self service element of the new HR reporting system which is due for implementation during 2015.

Of those who have disclosed their sexual orientation, 97.92% were heterosexual.

Table 6: All Staff Sexual Orientation

Sexual Orientation	Total	% of Workforce	Valid %
Bisexual	2	0.17%	0.60%
Gay/ Lesbian	5	0.42%	1.49%
Heterosexual	329	27.65%	97.92%
Not Stated	854	71.76%	
Total	1190	100.00%	

Staff in Post by: Religion/Belief and No Belief

Figures for religious belief have been taken from a different data set, My View. The statistics show that 49.92% of Merseyside Fire & Rescue Authority 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 48.71%, this was followed by Atheist (6.57%) and Agnostic (4.51%). Furthermore, 20.23% of respondents Preferred Not to Say and 15.21% who said that they had No Religion. As the data is inconclusive, It is difficult to draw any conclusions in line with the recent Census data.

Table 7: All Staff Religious Belief

Religious Belief	Total	% of Workforce	Valid %
Christian	378	31.76%	48.71%
Atheist	51	4.29%	6.57%
Agnostic	35	2.94%	4.51%
Buddhist	4	0.34%	0.52%
Muslim	2	0.17%	0.26%
Jewish	1	0.08%	0.13%
Zoroastrianism	1	0.08%	0.13%
Humanist	2	0.17%	0.26%
Pagan	2	0.17%	0.26%
Other	25	2.10%	3.22%
No Religion	118	9.92%	15.21%
Prefer Not to Say	157	13.19%	20.23%
Not Stated	414	34.79%	
Total	1190	100.00%	

6. Appendix A: Further Breakdown by Position and Duty

Table 8: Further Breakdown by Position and Duty

Position	Men	Women	Total
Wholetime Staff			
Brigade Manager	2	0	2
Area Manager	4	0	4
Group Manager	15	0	15
Station Manager	31	0	31
Watch Manager	152	4	156
Crew Manager	18	1	19
Firefighter	458	32	490
Wholetime Staff Sub Total	680	37	717
Retained Staff			
Group Manager	0	0	0
Station Manager	0	0	0
Watch Manager	15	1	16
Crew Manager	2	0	2
Firefighter	66	4	70
Retained Staff Sub Total	83	5	88
Control Staff			
Group Manager	0	1	0
Station Manager	0	0	0
Watch Manager	0	9	0
Crew Manager	0	5	0
Firefighter	2	19	0
Control Sub Total	2	34	36
Support Staff	174	175	349
Support Staff Sub Total	174	175	349
Grand Total	939	251	1190

7. Appendix B: 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.