



# **Equality Analysis of Workforce and Employment Data as of 31<sup>st</sup> March 2019**

**STRATEGY & PERFORMANCE DIRECTORATE**

This is an unpublished work, the Copyright in which vests in Merseyside Fire & Rescue Service. All rights reserved. The information contained herein is the property of Merseyside Fire & Rescue Service, and is supplied without liability for errors or omissions. No part may be reproduced or used except as authorised by Contract or other written permission. The Copyright and the foregoing restriction on reproduction and use extend to all media in which information may be embodied ©

## Document Control

### Amendment History

Version / Issue No.	Date	Author:	Remarks / Reason for Change
1.0		J Fielding, W Kenyon	
1.1	04/02/2020	J Fielding, W Kenyon	Minor change to Gender Pay Gap

### Sign-Off List

Name	Position
DCFO Garrigan	Chief Fire Officer
Deb Appleton	Director of Strategy & Performance
Wendy Kenyon	Equality & Consultation Manager
Strategic Equality Group	All Members

### Distribution List

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

### Related Documents

Ref No.	Title	Author	Version & Date
1.0	Equality Analysis of Workforce and Employment Data as of 31st March 2018	J Fielding, W Kenyon, V Campbell	1.0
2.0	Operational Fire Stats: <a href="https://www.gov.uk/government/statistical-data-sets/fire-statistics-data-tables#workforce-and-workforce-diversity">https://www.gov.uk/government/statistical-data-sets/fire-statistics-data-tables#workforce-and-workforce-diversity</a>	Home Office	October 2018

### Ownership

Has it been agreed with the client that this is a publicly owned document? Yes / No

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

<b>1. SUMMARY</b>	<b>5</b>
<b>2. INTRODUCTION</b>	<b>5</b>
<b>3. METHODOLOGY</b>	<b>6</b>
<b>4. EXECUTIVE SUMMARY</b>	<b>8</b>
<b>5. DETAILED RESULTS</b>	<b>11</b>
<b>5.1 Analysis of the Workforce from – 2016/17 to 2018/19</b>	<b>11</b>
<b>5.2 Analysis of Protected Groups between 2016/17 and 2018/19.</b>	<b>14</b>
<b>5.3 Workforce Profile by Gender 2018/19</b>	<b>15</b>
<b>5.4 Staff in Post: by Age 2018/19</b>	<b>17</b>
<b>5.5 Staff in Post: by Disability 2018/19</b>	<b>19</b>
<b>5.6 Staff in Post: by Ethnicity 2018/19</b>	<b>21</b>
<b>5.7 Staff in Post: by Sexual Orientation 2018/19</b>	<b>23</b>
<b>5.8 Staff in Post: by Religion/Belief and No Belief</b>	<b>24</b>
<b>5.9 New Starters 2018/19</b>	<b>26</b>
<b>5.10 Staff Leavers 2018/19</b>	<b>28</b>
<b>5.11 Discipline cases 2018/19</b>	<b>30</b>
<b>5.12 Grievance Cases 2018/19</b>	<b>32</b>
<b>5.13 Employment Tribunals 2018/19</b>	<b>34</b>
<b>5.14 Career Breaks 2018/19</b>	<b>35</b>
<b>5.15 Flexible Working Applications 2018/19</b>	<b>36</b>
<b>5.16 Maternity Leave</b>	<b>37</b>
<b>5.17 Gender pay gap as at 31.3.2019</b>	<b>38</b>
<b>5.18 Princes Trust Students 2018/19</b>	<b>42</b>
<b>5.19 Fire Cadets 2018/19</b>	<b>43</b>
<b>5.20 Volunteers 2018/19</b>	<b>44</b>
<b>Appendix A: The Equality Act and Public Sector Equality Duties</b>	<b>45</b>
<b>Appendix B: Retrospective by Generic Role</b>	<b>49</b>
<b>Appendix C: Supplemental Information</b>	<b>50</b>
<b>Appendix D: Comparison of “Not Stated” by Protected Group</b>	<b>52</b>
<b>Appendix E: Equality and Diversity Objectives 2017 – 2020</b>	<b>53</b>



## ***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, once approved by the Authority it will be published on the Merseyside Fire & Rescue Authority Website and Portal to meet the Public Sector Equality Duty requirements.

## **1. Summary**

The purpose of this report is to provide equality analysis of workforce data held by Merseyside Fire & Rescue Authority (MFRA) to meet the requirements of the Equality Act 2010, Public Sector Equality Duty. The report will subsequently be published on the Merseyside Fire & Rescue Authority website and intranet Portal to demonstrate our compliance with the specific duties set out in **Appendix A**.

## **2. Introduction**

The introduction of the Public Sector Equality Duty (PSED) in 2011 required 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.

The following equality analysis covers Age, Gender, Disability, Ethnicity, Sexual Orientation and Religion / Belief (where available) for the following:

---

<sup>1</sup> Deb Appleton

- Staff in post
- Leavers and New Starters
- Discipline, Grievance cases and Employment Tribunals
- Career Breaks and Flexible Working Requests
- Gender pay gap
- Data from Fire Cadets, Princes Trust participants and volunteers

Note: Where information exists to benchmark, this has been done against operational figures published by the Home Office.

MFRA has a number of Equality Objectives that we have adopted to help us achieve our PSED; these can be found at appendix E and are referenced throughout this document.

### **3. Methodology**

Staffing figures have been extracted from the MyView system.<sup>2</sup>

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

Data is correct as of **31/03/2019**.

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 percentage has been calculated.

Due to data being extracted from different systems - with differing configurations, the descriptors (particularly for age bands) can differ.

Gender pay gap data is based on the following method:

All members of staff who were full time employment as at 31/3/2019 **except** the following have been included in calculations:

---

<sup>2</sup> Counts are based on headcount. It should be noted, particularly for non-uniformed staff it does not equate to actual roles for example, some roles may be job share, part time and vacant roles.”

- Secondary contracts for out of hours cover e.g. tender drivers, workshops, and marine unit.
- Individual payments for the incidents that staff have attended whilst retained. On call - retained payments are included. Contracts are an area that needs to be considered more widely by the sector as to the way in which those calculation re dealt with for the purposes of gender pay gap reporting. ACAS and LGA guidance have not covered rules of application around working hours - due to recent working time regulation case law.
- Staff who were paid less than their full time salary that month have been excluded in line with government guidelines (e.g. unpaid leave, career break, maternity or sickness reductions in pay )

Salary sacrifice has been included in the pay calculations, as to remove it would make the figures appear disproportionate for either gender.

No performance related bonuses are paid to staff, therefore three of the gender pay gap reporting requirements are not reportable (mean, median and proportion for bonus payments).

## 4. **Executive Summary**

The purpose of this report is to provide equality analysis of workforce data held by Merseyside Fire & Rescue Authority (MFRA) to meet the requirements of the Equality Act 2010, Public Sector Equality Duty. This report is published annually and provides detailed charts, tables and narrative to support our analysis of the changes within our workforce.

The analysis provides an overview of the last three years from 2016/17 to 2018/19 in relation to the **number of staff in post** during that period. We are required to publish these figures based on a headcount not on full time equivalent posts, so some of these staff (particularly support staff) will be part time. These figures do not include the operational staff who also have retained contracts which increases the availability of staff.

- The total number of staff employed by Merseyside Fire & Rescue Authority has increased from 991 in 2016/17 to 1000 as at 31<sup>st</sup> March 2019, an increase of 9, or 1% (headcount).<sup>3</sup>

In relation to the total workforce;

- The percentage of Watch Managers has fallen from 13.1% (130) during 2016/17 to 11.9% (119) during 2018/19.
- The percentage of crew managers has increased from 1.4% (14) during 2016/17 to 5.5% (55) during 2018/19.
- The percentage of fire-fighters has fallen from 46.1% (457) during 2016/17 to 39% (390) during 2018/19. This fall is due in part to the expansion of the crew manager role and the use of retained contracts to improve Service resilience.
- Control staffing has remained consistent with 34 members of staff for both 2016/17 and 2018/19. When 2018/19 is compared to 2017/18 there has been an increase of 2 personnel (headcount).

---

<sup>3</sup> These figures do not include the additional operational posts covered by the retained/secondary contracts.

- The percentage of support staff has increased from 31.2% (309) during 2016/17 to 35.5% (355) during 2018/19 (headcount).<sup>4</sup>
- Over the three year period, the proportion of operational personnel as a whole has fallen from 65.4% to 61.1%.

In relation to protected groups:

- The number of staff who have disclosed their sexual orientation as Lesbian Gay Bisexual or Transgender (LGBT) has increased from 15 to 22 staff since 2016/17.
- BAME staff have increased by 25% from 39 in 2017/18 to 49 in 2018/19
- Regarding the sexual orientation data from staff (including prefer not to say), 55.1% of staff have declared their sexual orientation. This is a notable improvement on 2017/18 where only 37.3% of staff declared their sexual orientation.
- The number of male staff fell by 2.5% (19 staff) between 2016/17 and 2018/19. By contrast, the number of females working for Merseyside Fire & Rescue Authority has increased overall by 11.8% (28 staff).
- Overall, females make up 26.5% (265) of the total staffing at Merseyside Fire & Rescue Authority, a slight increase over the three year period from 23.9% seen during 2016/17. This is well ahead of the English Fire & Rescue Service average of 15.9%<sup>5</sup>.
- Operational staff have a gender split of 91% (556) males to 9% females (55), which is higher than the English Fire & Rescue Service female whole-time Fire Fighter average of 6.1%.
- Concerning Support Staff, 41 members of support staff are aged under 24; this is the highest proportion of this age group in the whole organisation.

---

<sup>4</sup> These figures are based on headcount, as some posts may be part time/job share.

<sup>5</sup> Source: FIRE STATISTICS TABLE 1103: Staff headcount by gender, fire authority and role – October 2018  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/748881/fire-statistics-data-tables-fire1103-oct2018.xlsx](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/748881/fire-statistics-data-tables-fire1103-oct2018.xlsx)

- In relation to the Gender Pay gap :
  - Data (at 31.3.19) shows that across the organisation, the mean gender pay gap is -12.3% or £1.90 per hour, which is a minor deterioration on the 2016/17 figures of -12.1%
  - During 2018/19, MFRA recruited a total of 113 new members of staff with 51 being operational personnel (8 females), 7 for Fire Control (6 females) and 55 support staff (23 females).
  - During 2018/19, there were 112 staff leavers; 73 being operational (3 females), 5 from Fire Control (all female) and 34 support staff (22 males).

The analysis of equality monitoring data shows no significant disproportionate equality impacts in relation to our recruitment levels, leavers, disciplinary and grievance cases or tribunals.

## 5. Detailed Results

### 5.1 Analysis of the Workforce from – 2016/17 to 2018/19

The chart below provides an overview of the last three years data in relation to the numbers of staff in post.

**Chart 1: Staffing at MFRA between 2016/17 to 2018/19**

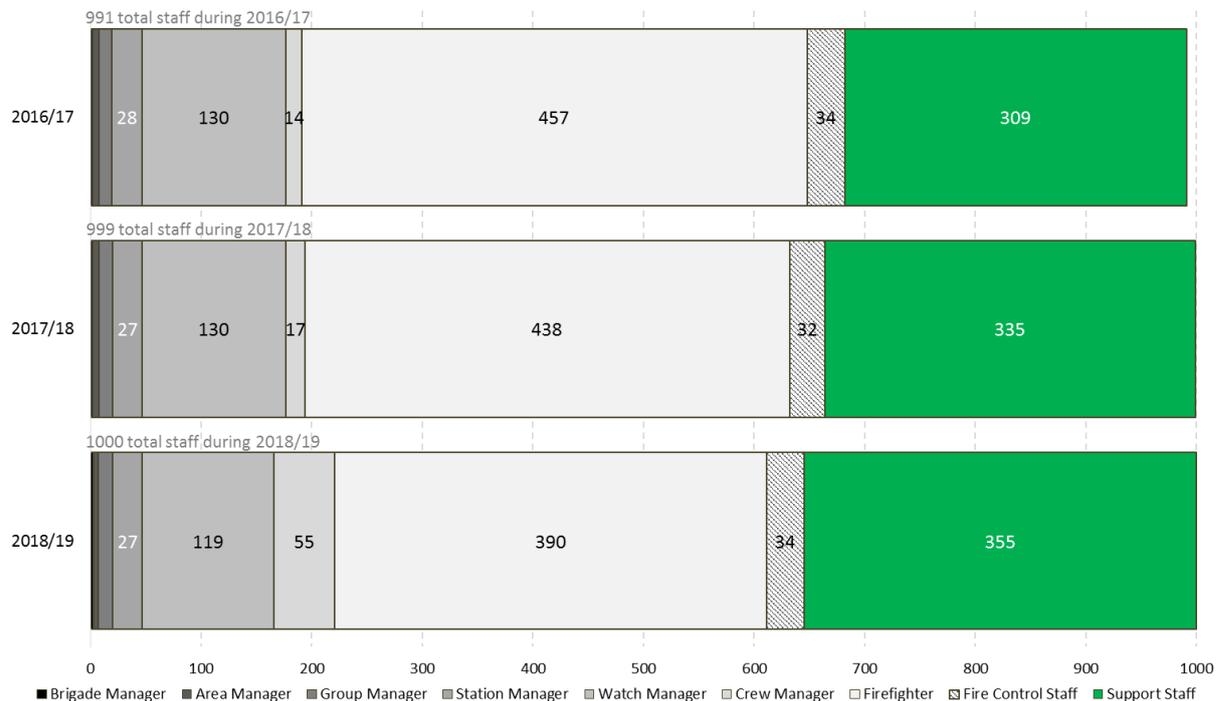


Chart 1 identifies that between 2016/17 and 2018/19, the total count of staff has increased slightly from 991 to 1000 employees, an increase of 9 or 1%.

The majority of staff employed by MFRA fall into two categories; Grey Book who are operational staff /Uniformed staff and Green Book staff who are support staff/non Uniformed staff .

Grey book staff have reduced with:

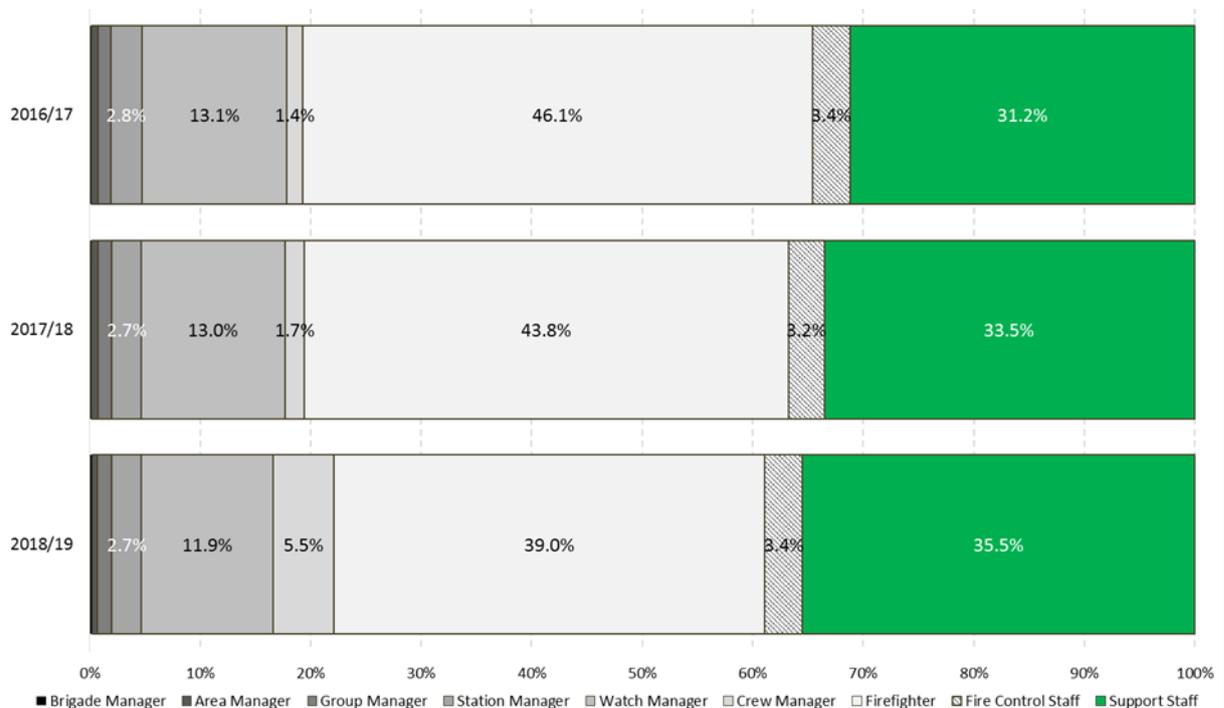
- Watch Managers falling from 130 during 2016/17 to 119 during 2018/19, a reduction of 11 or -8.5%.

- Fire-fighters fell from 457 during 2016/17 to 390 during 2018/19, however this reduction is due in part to the re-introduction of the Crew Manager Role (38 new Crew Managers) during 2018/19 and this accounts for the majority of this reduction.

The majority of reductions have been through retirements, staff leavers and reduction in posts in line with our Integrated Risk Management Plan to reduce overall staffing to meet the reductions in budgets. However with the introduction of the 2019 – 2021 IRMP Supplement, it is expected that the overall numbers of fire fighters will increase with the introduction of new working models and systems to fit around the increase in appliances.

Support Staff (Green book) increased in number from 309 during 2016/17 to 355 during 2018/19, an increase of 14.9% or 46 posts.<sup>6</sup> There have been fewer retirements and a number of recruitment drives into planned growth areas such as: Protection, application development and apprenticeships.

**Chart 2: Proportional Retrospective of Staffing at MFRA**



<sup>6</sup> These figures for Support staff will include part time/ job share roles and are based on headcount.

Chart 2 describes the overall breakdown of the staff at MFRA as a proportion of the total for each year. In summary, the following staff groups have been impacted most:

- Watch Managers fell from 13.1% during 2016/17 to 11.9% during 2018/19.
- Fire-fighters fell from 46.1% during 2016/17 to 39.0% during 2018/19. However this reduction in numbers is compensated by the increase in Crew Managers from 1.4% during 2016/17 to 5.5% during 2018/19 and the increase in retained contracts held by wholetime firefighters and supervisory managers.
- Support Staff have risen from 31.2% during 2016/17 to 35.5% during 2018/19.

Over the three year period, the proportion of Operational personnel as a whole fell from 65.4% to 61.1%.

## 5.2 Analysis of Protected Groups <sup>7</sup>between 2016/17 and 2018/19.<sup>8</sup>

MF&RA has a set of five Equality and Diversity objectives see

[http://www.merseyfire.gov.uk/asp/pages/equality/pdf/Appendix\\_B\\_Equality\\_Objects\\_2017-2020.pdf](http://www.merseyfire.gov.uk/asp/pages/equality/pdf/Appendix_B_Equality_Objects_2017-2020.pdf).

Objective 1 is designed to Increase the diversity of our workforce and volunteers at all levels across the organisation and this will focus on providing Positive action in supporting BAME and female staff to apply for development and promotion as they are currently underrepresented in operational , supervisory and management roles.

**Table 1: Retrospective Analysis of Protected Groups – All Staff**

Criteria	2016/17	2017/18	2018/19	Difference	% Change
Total	991	999	1000	9	0.9%
Male	754	751	735	-19	-2.5%
Female	237	248	265	28	11.8%
Age >= 46	588	580	543	-45	-7.7%
% >= 46	59.3%	58.1%	54.3%		
Disability	11	11	17	6	54.5%
BAME	43	39	49	6	14.0%
LGBT	15	18	22	7	46.7%

Between 2016/17 and 2018/19 the count of male staff has fallen by 19 or -2.5%. By contrast the count of females shows an overall 11.8% increase in staffing. The increase in females in the workforce is in line with Equality Objective 1 which seeks to increase the diversity of our workforce and volunteers at all levels across the organisation.

Based on valid information for: Disability, Ethnicity and Sexual Orientation <sup>9</sup> , it is apparent that there have been increases in staffing for each characteristic.

<sup>7</sup> The 9 protected groups as detailed in the Equality Act 2010 are, Sex, Age, Race, religion and belief, Disability, Maternity and Paternity, Gender reassignment, Sexual Orientation and Marriage and civil partnership

<sup>8</sup> Further breakdowns by Role are found in Appendix C

<sup>9</sup> Regarding Disability, Ethnicity and Sexual Orientation data, it is important to note that between 2014/15 and 2016/7 a self-service system for updating our personal records was introduced. This appears to have resulted in a reduction of approximately 55% of staff providing their equality monitoring information.

## 5.3 Workforce Profile by Gender 2018/19

**Table 2: All Staff by position by gender**

Role	Position	Total	Gender		
			Male	Female	% Female
Operational Staff	Brigade Manager	3	3	0	0.0%
	Area Manager	4	4	0	0.0%
	Group Manager	13	13	0	0.0%
	Station Manager	27	26	1	3.7%
	Watch Manager	119	116	3	2.5%
	Crew Manager	55	51	4	7.3%
	Firefighter	390	343	47	12.1%
	Sub Total	611	556	55	9.0%
Fire Control Staff	Group Manager	0	0	0	0.0%
	Station Manager	0	0	0	0.0%
	Watch Manager	9	0	9	100.0%
	Crew Manager	4	1	3	75.0%
	Firefighter	21	3	18	85.7%
	Sub Total	34	4	30	88.2%
Support Staff	Grades 12+	32	19	13	40.6%
	Grades 6-11	221	117	104	47.1%
	Grades 1-5	88	30	58	65.9%
	Apprentices	14	9	5	35.7%
	Sub Total	355	175	180	50.7%
<b>Grand Total</b>		<b>1000</b>	<b>735</b>	<b>265</b>	<b>26.5%</b>

When analysing gender, the following observations can be made:

- Overall, females make up 26.5% (265) of the total workforce at MFRA, an increase on the 23.9% seen during 2016/17.
- Operational staff have a gender split of 91% (556) males to 9% females (55), which is higher than the UK fire and rescue service female Firefighter average of 6.1%<sup>10</sup>.
- Control staff have a gender split of 88.2% (30) females to 11.8% (4) males. This is generally in line with sector averages, as fire control occupation has high levels of female staff working in those job roles<sup>11</sup>.
- Support staff have a gender split of 50.7% (180) females to 49.3% (175) males. There are more females in the lower paid roles – including staff working grades 1-5 (65.9%, 58 out of 88). Within medium pay bands

<sup>10</sup> Source: FIRE STATISTICS TABLE 1103: Staff headcount by gender, fire authority and role – October 2018  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/748881/fire-statistics-data-tables-fire1103-oct2018.xlsx](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/748881/fire-statistics-data-tables-fire1103-oct2018.xlsx)

<sup>11</sup> We will continue to support Positive Action for recruitment to increase the number of underrepresented applicants in various areas of Merseyside Fire & Rescue Service including, increasing the number of men within our Fire Control, and Recruitment of bi-lingual Business Safety Advisors

(grades 6-11) there is a difference in the male to female balance, with 47.1% (104 from 221) being female.

## Benchmarking: Gender - MFRA against Home Office Operational Statistics 2018/19

**Chart 3: Proportion of female staff**

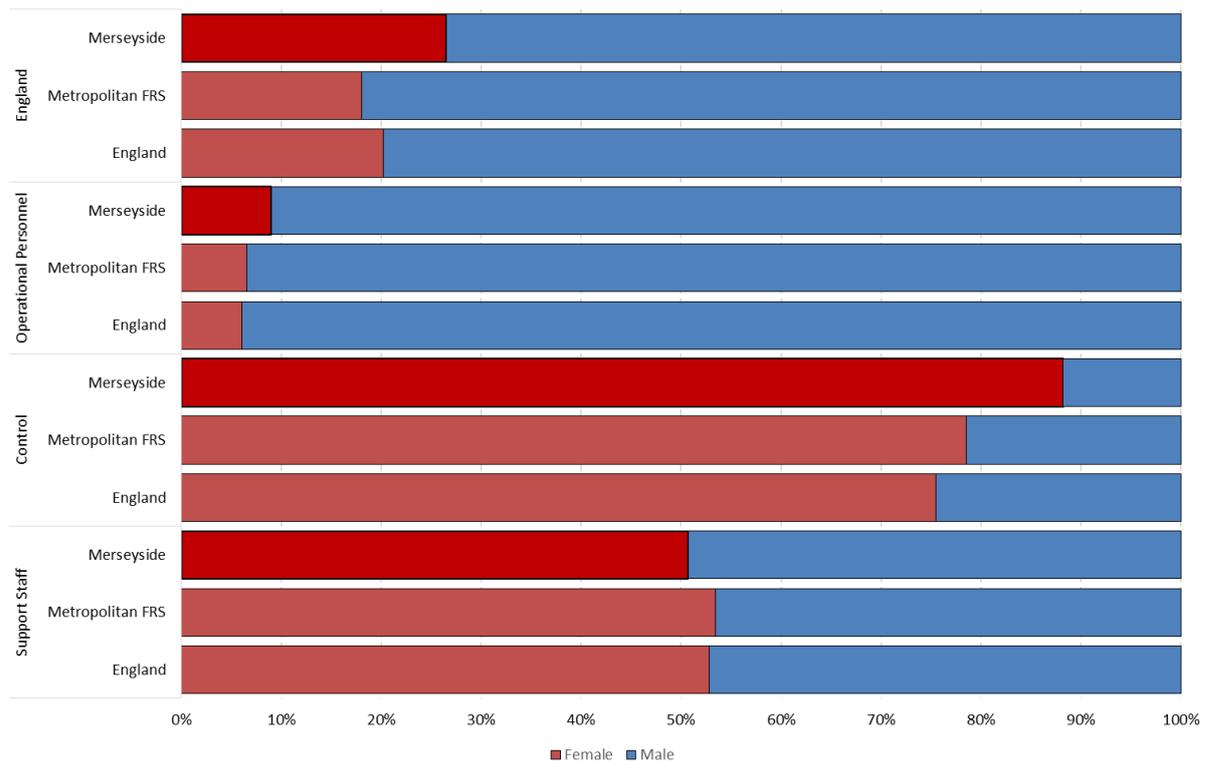


Chart 3 compares the proportions of female staff employed at MFRA against other Metropolitan FRS and England as a whole. The chart identifies that with the exception of Support Staff, there are higher proportions of females in roles at MFRA when compared to the benchmark figures.

Positive action in recruitment will continue to assist in attracting more women to apply for fire-fighter roles and progression to higher ranks. The introduction of the MFRA People Strategy and associated implementation plan will also focus on this priority.

## 5.4 Staff in Post: by Age 2018/19

**Chart 4: All Staff by Age**

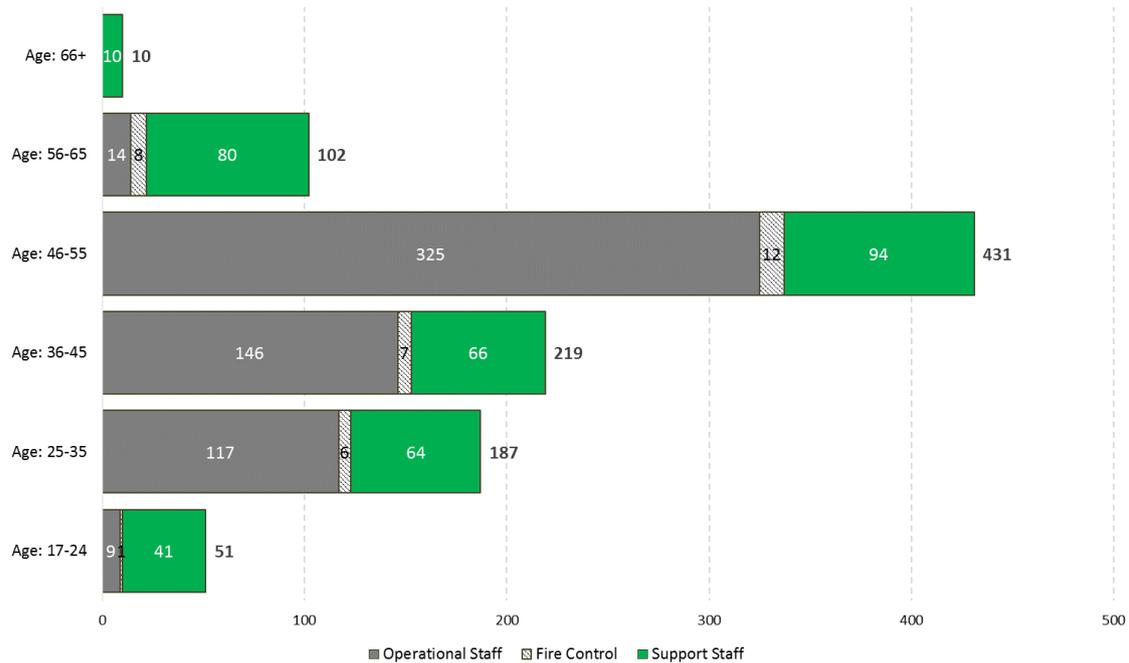


Chart 3 identifies that the majority of staff within MFRA (466 or 43.1%) belong to the 46-55 age group. As an overall picture, the chart identifies the staffing structure to ageing, with more personnel above the age of 46 than below.

In summary, the chart identifies the following:

- For Operational personnel, 53.2% (325) are aged 46-55, 23.9% (146) are aged 36-45 and 19.2% (117) are aged 25-35.
- Concerning Support Staff; the 46-55 age group accounts for 26.5% (94), followed by the 56-65 age group with 22.5% (80). 18.6% (66) of staff make up the 36-45 age group and 18% (64) make up the 25-35 group. For the 17-24 age group, Support staff make up the majority with 41 out of 51 employees.
- The majority of Fire Control staff belong to the 46-55 age group accounting for 35.3% (12) of total Fire control staff. The 56-65 age group accounts for 23.5% (8) of total Fire control staff.

MFRA has an ageing workforce and without significant operational recruitment in the last decade together with the removal of the default retirement age, this

could lead to a higher average age for employees at MFRA. Recent increases in firefighter recruitment and the consideration of Equality Impact Assessments for employment policies and workforce succession planning (as outlined in the People Strategy) will help to address this.

### Benchmarking: Age - MFRA against Home Office Operational Statistics

Chart 5: Comparison of personnel at MFRA against Metropolitan FRS (Met) by age group and role

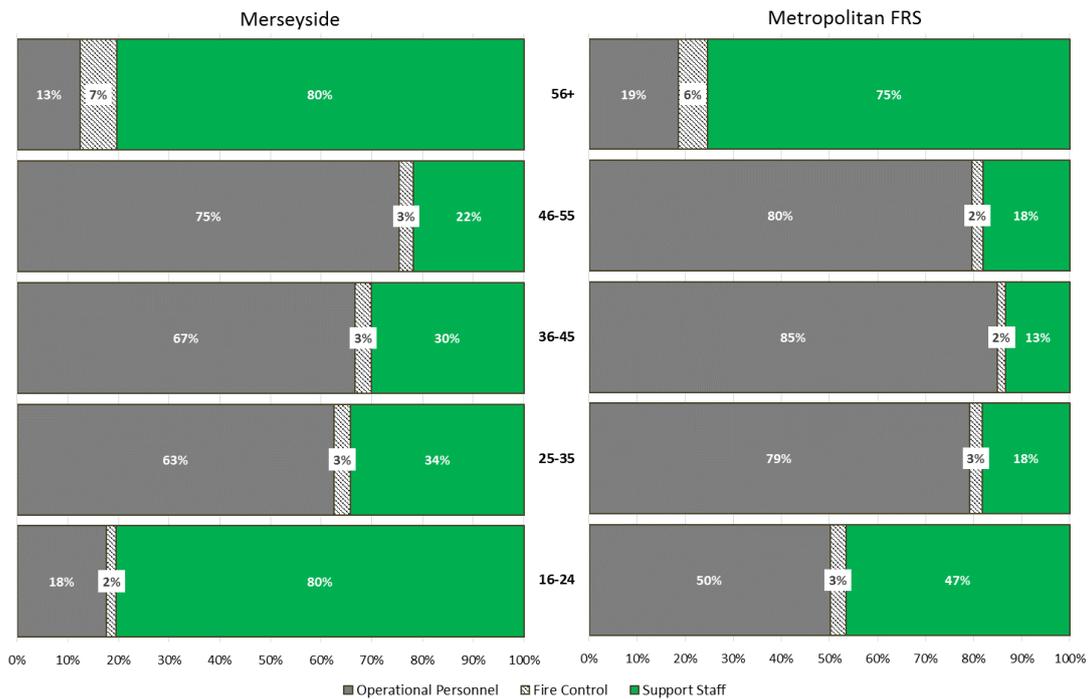


Chart 5 compares the age structure of MFRA against Metropolitan fire and rescue services. The chart shows that from an operational personnel perspective, there are far fewer operational personnel within the 16-24 age group at Merseyside than against the collective Metropolitan FRS, there is also proportionally slightly fewer operational personnel for other age groups at Merseyside than nationally.

Concerning Support Staff, Merseyside has proportionally more members of staff than the number that is seen in other Metropolitan FRS, particularly within the 16-24 age group.

Concerning Fire Control the proportions are similar for MFRS and the Metropolitan FRS.

### ***5.5 Staff in Post: by Disability 2018/19***

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 MFRA figures in the following table 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 3: All Staff Disability 2018/19**

Role	Position	Yes	No	Not Stated	Total	% Valid Data
Operational Staff	Brigade Manager		3	<b>0</b>	3	100.0%
	Area Manager			<b>4</b>	4	0.0%
	Group Manager		6	<b>7</b>	13	46.2%
	Station Manager		15	<b>12</b>	27	55.6%
	Watch Manager	1	43	<b>75</b>	119	37.0%
	Crew Manager	1	23	<b>31</b>	55	43.6%
	Firefighter	2	139	<b>249</b>	390	36.2%
	Sub Total	4	229	<b>378</b>	611	38.1%
Fire Control Staff	Group Manager				0	0.0%
	Station Manager				0	0.0%
	Watch Manager		3	<b>6</b>	9	33.3%
	Crew Manager		1	<b>3</b>	4	25.0%
	Firefighter		7	<b>14</b>	21	33.3%
	Sub Total	0	11	<b>23</b>	34	32.4%
Support Staff	Grades 12+	1	15	<b>16</b>	32	50.0%
	Grades 6-11	9	100	<b>112</b>	221	49.3%
	Grades 1-5	2	40	<b>46</b>	88	47.7%
	Apprentices	1	10	<b>3</b>	14	78.6%
	Sub Total	13	165	<b>177</b>	355	50.1%
<b>Total</b>		<b>17</b>	<b>405</b>	<b>578</b>	<b>1000</b>	<b>42.2%</b>

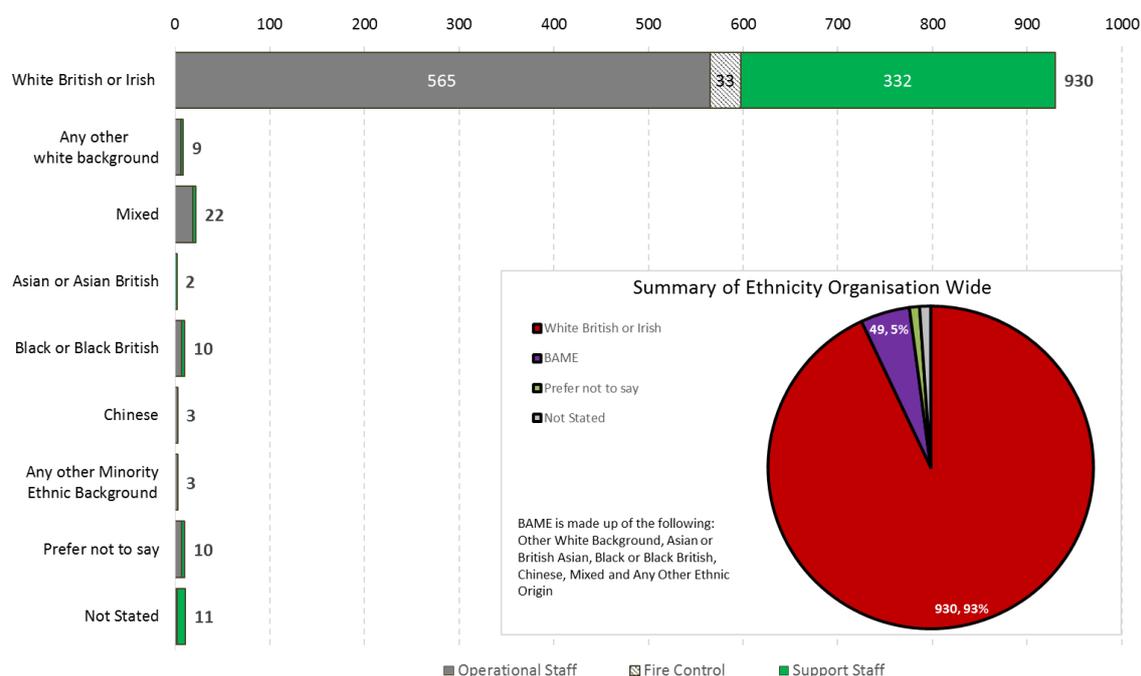
On face value, Table 3 identifies there are few members of staff (17, 1.7%) with a disability, with the majority primarily being support staff (8).

Of the total 1000 members of staff, 42.2% of the data is statistically valid (with staff having completed their equality and diversity monitoring data on My View) however when compared to 2017/18, this is an improvement in data quality as only 34.7% of data was valid.

Based on the valid data, the proportion of disabled members of staff is 4.1% - which is much lower than the Merseyside figures for eligibility for disability living allowance at 21.7% (source DFWP-2008) and the Census 2011 disability data with 20%.

## 5.6 Staff in Post: by Ethnicity 2018/19

**Chart 6: Distribution of Ethnicity by Generic role<sup>12</sup>**



The figures show that 93% (930) of staff at MFRA are of White British or Irish origin, with 5% (49) being BAME – this is a 25% increase on 2017/18's figures and only slightly below the Merseyside BAME population figure at 5.5% (Census 2011). There were 10 staff members who preferred not to state their ethnicity and a further 11 who did not provide any data.

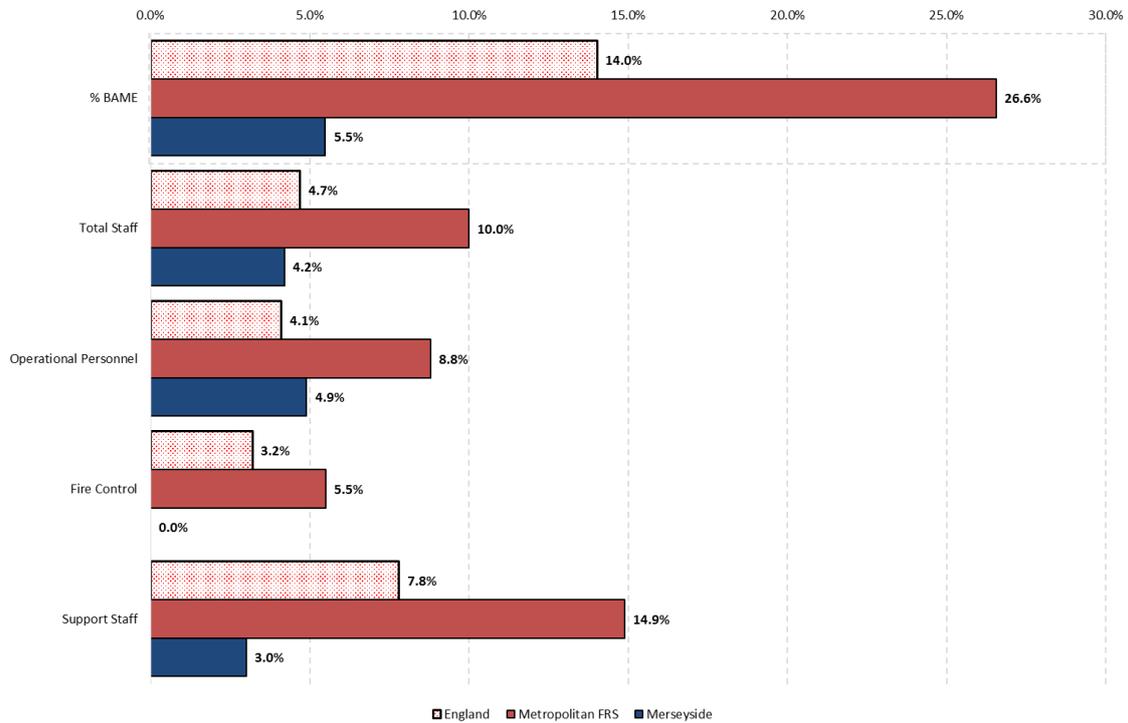
**Table 4: Black, Asian and Minority Ethnic by Group**

Role	Other white background	Mixed	Asian or Asian British	Black or Black British	Chinese	Other Minority Ethnic Background
Operational Staff	6	19	0	7	3	3
Fire Control	0	0	0	0	0	0
Support Staff	3	3	2	3	0	0
<b>Total</b>	<b>9</b>	<b>22</b>	<b>2</b>	<b>10</b>	<b>3</b>	<b>3</b>

<sup>12</sup> For a breakdown of Ethnicity by Rank, please refer to Appendix C

## Benchmarking: BAME- MFRA against Home Office Operational Statistics

**Chart 7: Comparison of BAME<sup>13</sup> workforce proportions**



The chart identifies that in all roles Merseyside has proportionally fewer BAME personnel when compared to the Metropolitan and English FRS. However on face value this is misleading as Merseyside has a far lower BAME population than many areas of England. Therefore when the proportion of BAME employees is compared to the actual local BAME population it is apparent that Merseyside is closer to achieving parity than either the Metropolitan or English FRS as a whole.

<sup>13</sup> Based on Census 2011 data

## 5.7 Staff in Post: by Sexual Orientation 2018/19

**Table 5: All Staff Sexual Orientation**

Role	Position	Total	Hetero- sexual	Gay/ Lesbian	Bisexual	Other	Prefer not to say	No Data
Operational Staff	Brigade Manager	3	3					0
	Area Manager	4						4
	Group Manager	13	5					8
	Station Manager	27	9		1		2	15
	Watch Manager	119	32				4	83
	Crew Manager	55	18	1	1		2	33
	Firefighter	390	127	9	4	1	11	238
	<b>Sub Total</b>	<b>611</b>	<b>194</b>	<b>10</b>	<b>6</b>	<b>1</b>	<b>19</b>	<b>381</b>
Fire Control Staff	Area Manager							
	Group Manager							
	Watch Manager	9	1					8
	Crew Manager	4					1	3
	Firefighter	21	13					8
	<b>Sub Total</b>	<b>34</b>	<b>14</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>19</b>
Support Staff	Grades 12+	32	14					18
	Grades 6-11	221	114	2	1	1	3	100
	Grades 1-5	88	50		1		4	33
	Apprentices	14	11				3	
	<b>Sub Total</b>	<b>355</b>	<b>189</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>10</b>	<b>151</b>
<b>Total</b>		<b>1000</b>	<b>397</b>	<b>12</b>	<b>8</b>	<b>2</b>	<b>30</b>	<b>551</b>
% of total response			39.7%	1.2%	0.8%	0.2%	3.0%	55.1%
% of valid data (count = 449)			88.4%	2.7%	1.8%	0.4%	6.7%	

Including prefer not to say, 44.9% (449) of staff have declared their sexual orientation; however, this is an improvement on 2017/18, where 37.3% of staff declared their sexual orientation.

If only valid data is taken into account (i.e. where sexual orientation has been declared) this is a total of 449 employees (again including prefer not to say). Of this, 88.4% (397) are heterosexual, with 2.7% of staff being Gay/Lesbian.

Employees who preferred not to say what their sexual orientation was accounted for 6.7% of the valid responses.

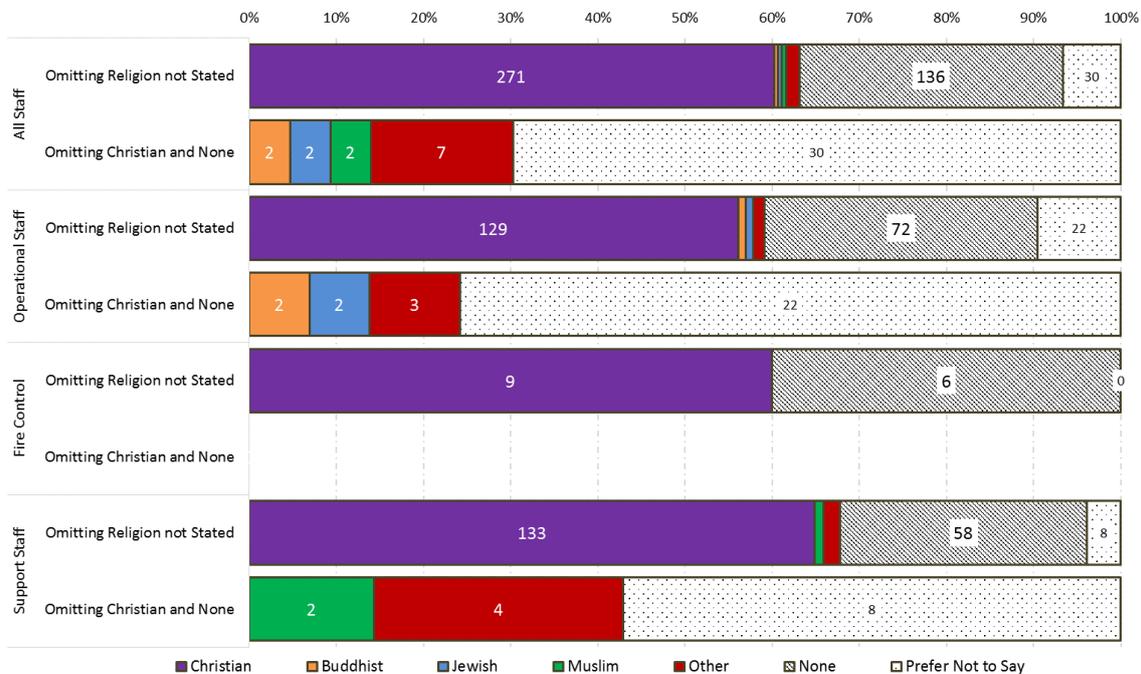
The average “prefer not to say” is at 3% which is lower than the census figures

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

Of the 1000 members of staff<sup>14</sup>, 450 or 45% provided their religious / belief information, an improvement on 2017/18 where 37.5% of MFRA staff provided this data. Based on valid responses, 271 (60.2%) were Christian, with 136 (30.2%) having no religion. Minority religions including: Judaism, Buddhism and Islam, account for 13 (2.9%) staff<sup>15</sup>. There were 30 members of staff who preferred not to state what their religion was.

As 55% of respondents did not state their religion, the data is inconclusive, and therefore difficult to draw any conclusions in line with 2011 Census data.

**Chart 8: Proportion and counts of valid Religion / Belief data by role**



Based on valid data, the following analysis is made by staff groups and their religion/no religion:

- Concerning operational staff there were 230 valid responses, of which: 129 (56.1%) are Christian, with 72 (31.1%) having no religion. Minority religions including: Judaism, Buddhism and Islam account for 7 (3%) and Prefer Not to Say accounted for 22 (9.6%).

<sup>14</sup> For a breakdown of Religion by Rank, please refer to Appendix C

<sup>15</sup> No Hindus or Sikhs submitted religion / belief data.

- For Fire Control there were 15 valid responses, of which: 9 (60%) are Christian, with 6 (40%) having no religion. There were no other reported minority religions / prefer not to say in the Fire Control data.
- For support staff, there were 205 valid responses, of which: 133 (64.9%) are Christian, with 58 (28.3%) having no religion. Including “other”, minority religions including Judaism, Buddhism and Islam account for 6 (2.9%) and Prefer Not to Say accounted for 8 (3.9%) members of staff.

## 5.9 New Starters 2018/19

During 2018/19 MFRA recruited a total of 113 new members of staff with 51 being operational personnel, 7 for Fire Control and 55 support staff (including 11 apprentices).

**Table 6: Breakdown of New Starters by Gender**

Role	Position	Total	Gender		
			Male	Female	% Female
Operational Staff	Brigade Manager	0	0	0	0.0%
	Area Manager	0	0	0	0.0%
	Group Manager	0	0	0	0.0%
	Station Manager	0	0	0	0.0%
	Watch Manager	6	6	0	0.0%
	Crew Manager	5	4	1	0.0%
	Firefighter	40	33	7	17.5%
	<b>Sub Total</b>	<b>51</b>	<b>43</b>	<b>8</b>	<b>15.7%</b>
Fire Control Staff	Group Manager	0	0	0	0.0%
	Station Manager	0	0	0	0.0%
	Watch Manager	0	0	0	0.0%
	Crew Manager	0	0	0	0.0%
	Firefighter	7	1	6	85.7%
	<b>Sub Total</b>	<b>7</b>	<b>1</b>	<b>6</b>	<b>85.7%</b>
Support Staff	Grades 12+	1	0	1	100.0%
	Grades 6-11	27	18	9	33.3%
	Grades 1-5	16	7	9	56.3%
	Apprentices	11	7	4	36.4%
	<b>Sub Total</b>	<b>55</b>	<b>32</b>	<b>23</b>	<b>41.8%</b>
<b>Total</b>		<b>113</b>	<b>76</b>	<b>37</b>	<b>32.7%</b>

Table 6 identifies that the majority of new whole-time fire-fighters were male, however the percentage of female new recruits for operational staff is 15.7% and higher than the average.

**Chart 9: Breakdown of New Starters by Age**

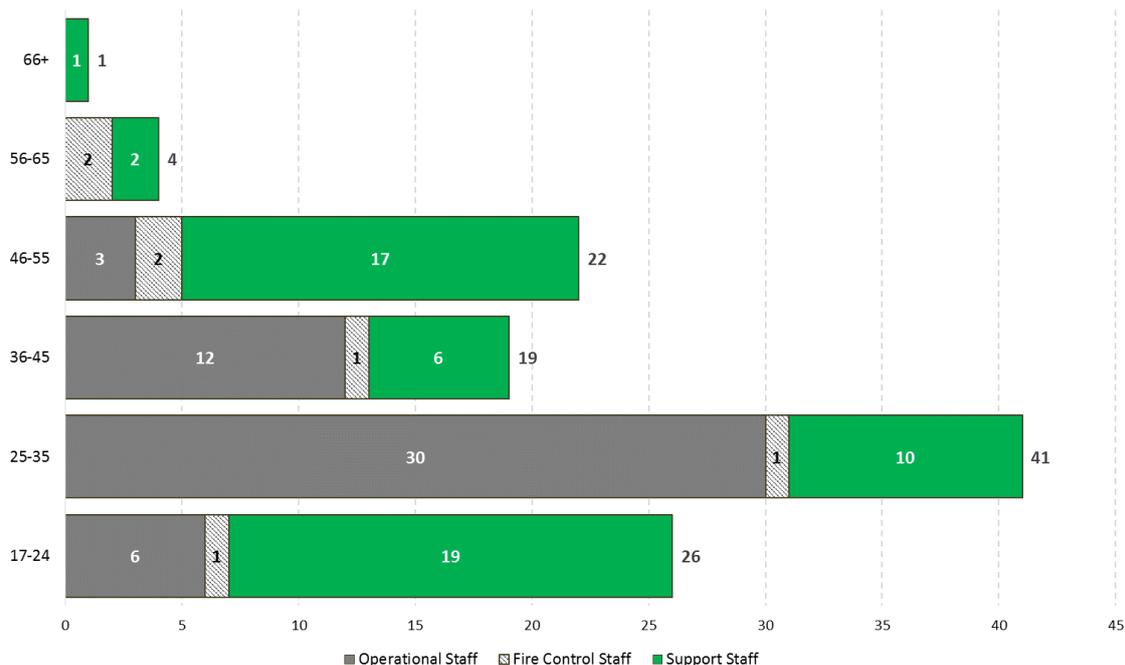


Chart 9 identifies that the majority of new recruits were between the ages of 25-35 with 41 in total - 30. Concerning support staff, the majority of new starters belong to the 17-24 age group (19 of the 26) which includes 11 apprentices.

**Table 7: Breakdown of New Starters by Ethnicity**

Ethnicity	Operational Staff	Control Staff	Support Staff	Total
White British or Irish	45	6	48	99
Any Other White	0	0	1	1
BAME	5	0	1	6
PNTS	1	0	2	3
No Data	0	1	3	4
<b>Total</b>	<b>51</b>	<b>7</b>	<b>55</b>	<b>113</b>

There were 7 new starters that were either: Any Other White or BAME (Black Asian Minority Ethnic), of which 5 were Operational Staff and 2 were Support Staff. Overall 99 of the 113 new recruits were White British or Irish.

## 5.10 Staff Leavers 2018/19

During 2018/19 there were 112 staff leavers, this is an increase on 2017/18 when 80 individuals departed.

**Table 8: Breakdown of Leavers by Gender**

Role	Position	Total	Male	Female
Operational Staff	Brigade Manager	1	1	
	Area Manager	1	1	
	Group Manager	3	3	
	Station Manager	5	5	
	Watch Manager	21	21	
	Crew Manager	2	2	
	Firefighter	40	37	3
	<b>Sub Total</b>	<b>73</b>	<b>70</b>	<b>3</b>
Control Staff	Group Manager	0		
	Station Manager	0		
	Watch Manager	1		1
	Crew Manager	0		
	Firefighter	4		4
<b>Sub Total</b>	<b>5</b>	<b>0</b>	<b>5</b>	
Support Staff	Grades 12+	4	2	2
	Grades 6-11	19	14	5
	Grades 1-5	7	3	4
	Apprentices	4	3	1
	<b>Sub Total</b>	<b>34</b>	<b>22</b>	<b>12</b>
<b>Total</b>		<b>112</b>	<b>92</b>	<b>20</b>

During 2018/19 there were 112 leavers, with 92 being male and 20 being female. The majority of leavers were Operational staff accounting for 65.2% (73) of overall leavers, with 3 leavers being female. For Fire Control staff there were 5 leavers – all of which were female and for Support Staff there were 34 leavers, with 22 being male.

Concerning operational staff roles; 40 leavers (54.8%) were fire-fighters and 21 (28.8%) were Watch Managers. Taking support staff into consideration the majority of leavers were in the Grades 6 -11, where 19 individuals left the organisation.

**Chart 10: Leavers by generic role and age**

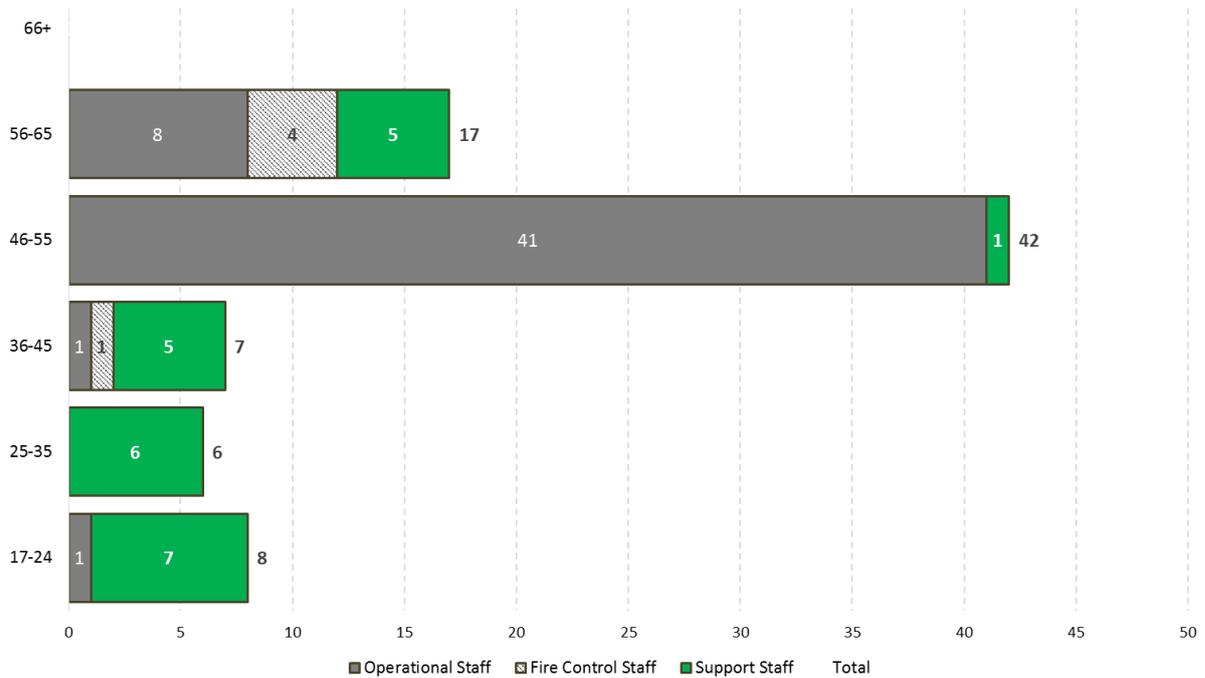
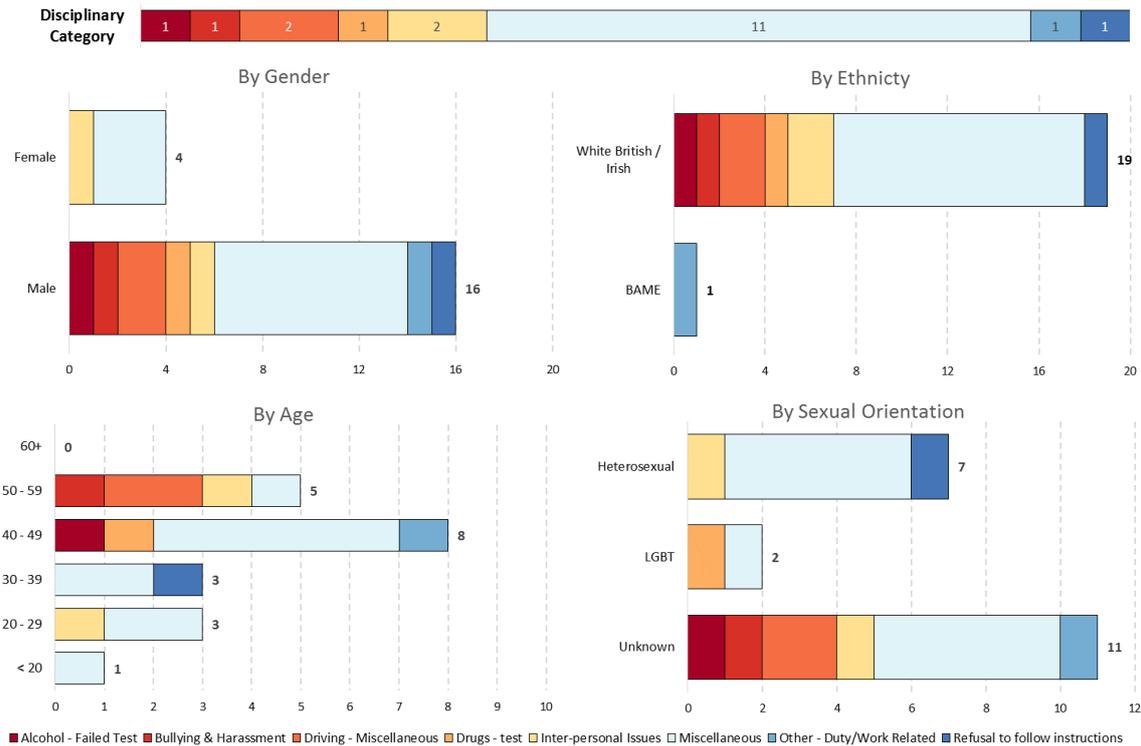


Chart 10 provides an overview of leavers by age group. The chart identifies that for operational staff the majority of leavers were in the 46-55 age range – likely linked to retirement ages for grey book staff. Fire control staff leavers were mainly in the 56-65 age group – again this is likely to be linked to retirement. Support staff leavers tended to be in the younger age groups between 17-24 and 25-35.

## 5.11 Discipline cases 2018/19

During 2018/19 there was a total of 20 disciplinary cases, this was a reduction on 2017/18, where 33 took place. The following section analyses this data by: gender, age, ethnicity and sexual orientation - as well as reference to the reasons and outcomes from the disciplinary.

**Chart 11: Disciplinary cases by cause and protected characteristic**



During 2018/19, there was a total of 20 disciplinary cases, the majority being Miscellaneous with 11. The next most common disciplinary issues were Inter Personal Issues and Driving related with 2 each. Alcohol – Failed Test, Bullying and Harassment, Drugs Test, Refusal to follow instruction and other all resulted in 1 case each.

Of the 20 disciplinary cases, 16 (80%) were male and 4 (20%) were female. When disciplinary cases are grouped by age, 1 case involved an individual who was less than 20 years, 3 cases involved both 20-29 and 30-39 year olds, 8 cases involved 40-49 year olds and 5 cases involved 50-59 year olds. There were no disciplinary cases affecting individuals above the age of 60.

The vast majority of people who entered the disciplinary process (19 or 95%) were White British / Irish, 1 was from BAME ground. Concerning sexual orientation, the majority of the data was missing, as 11 of the 20 individuals did not state their sexual orientation. Of the remaining data, 7 were heterosexual and 2 LGBT.

**Chart 12: Disciplinary cases by outcome and protected characteristic**



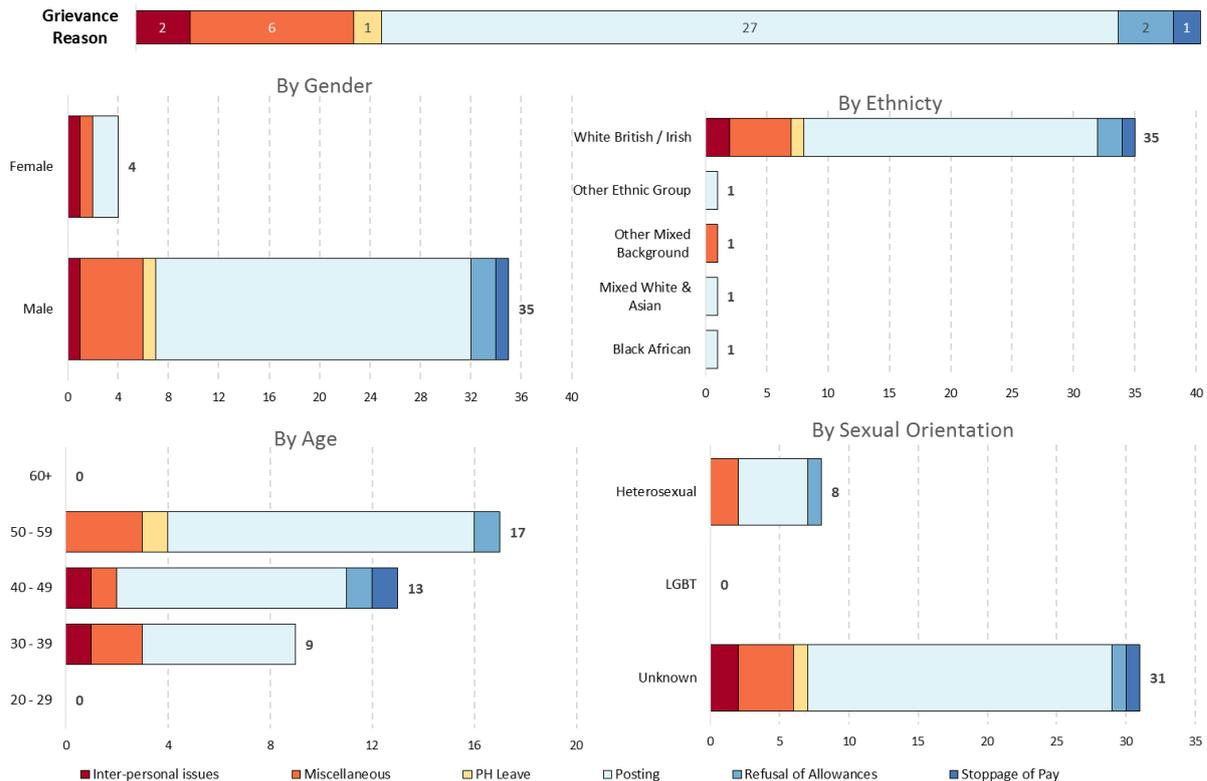
■ Final Written Warning (18m)    
 ■ First Written Warning (6m)    
 ■ Informally Resolved

Concerning outcomes: 1 staff member was issued with a Final Written Warning, 7 were informally resolved, 1 required first written warning. There were 4 Personal Development plans issued, and 1 resignation. There are 6 ongoing disciplinary investigations that commenced in 2018/19. Of the female members of staff, the disciplinary matters were resolved Informally.

## 5.12 Grievance Cases 2018/19

During 2018/19 there were 39 grievance cases raised, this is an increase on 2017/18, when there were 19. 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.

**Chart 13: Grievances by cause and protected characteristic**



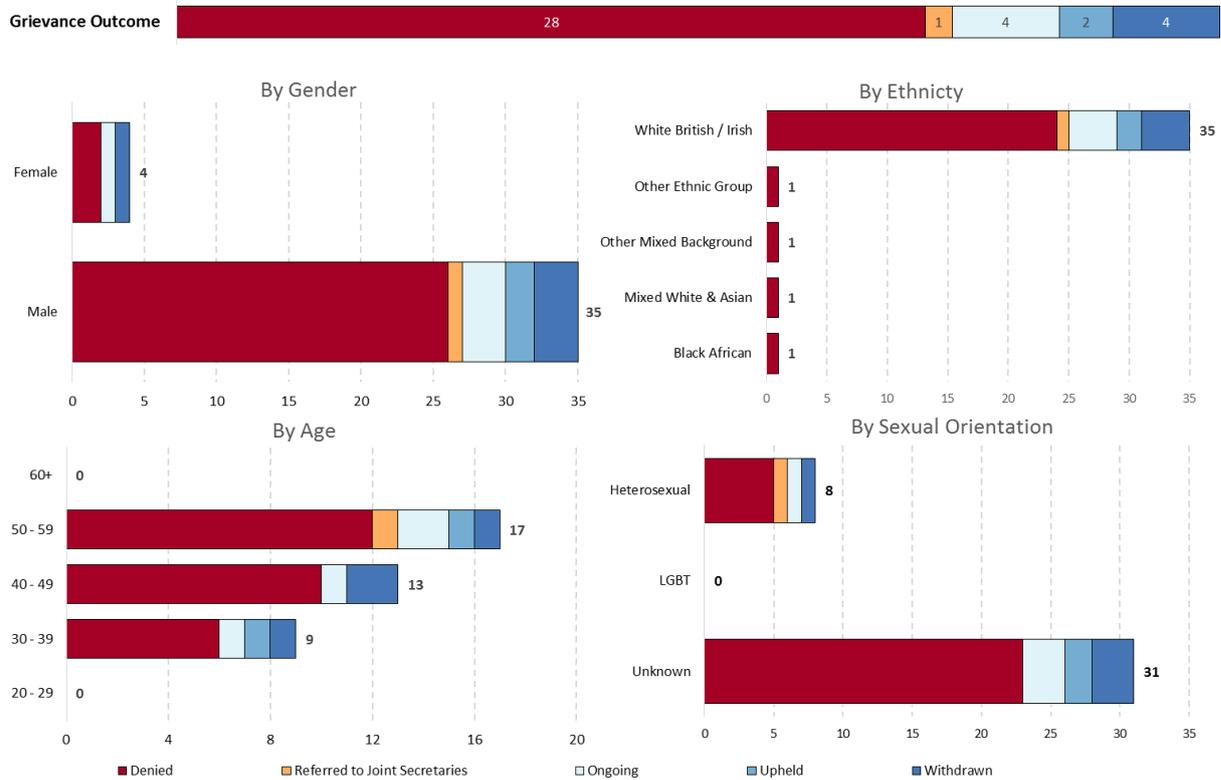
During 2018/19, there was a total of 39 grievances, with the majority being related to posting (27) and this was a collective grievance. The next most common grievance was Miscellaneous with 6. Inter Personal Issues and Refusal of Allowances resulted in 2 grievances each. PH Leave and stoppage of pay both resulted in 1 case each.

Of the 39 grievances the majority involved males (35). When grievances are split by age, 9 cases involved 30-39 year olds, 13 cases involved 40-49 year olds and 17 cases involved 50-59 year olds. There were no grievances involving individuals between the ages of 20-29 and above the age of 60.

Taking ethnicity into accounting, 35 grievances were raised by individuals who were White British / Irish and 4 were BAME.

Concerning sexual orientation, the majority of the data was invalid. Of the valid data, 8 were heterosexual.

**Chart 14: Grievance Outcomes by Protected Characteristic**



Concerning outcomes, 28 of the 39 were denied, 4 were either withdrawn or are still ongoing, 2 were upheld and 1 was referred to Joint Secretaries.

Of the female grievances, 2 have been denied, 1 has been withdrawn and 1 has still ongoing. Of the BAME personnel, all grievances have been denied.

Looking at the proportion of cases by protected groups (4 cases female and 1 case BAME) as a % of the overall staff in those groups they are well below the average when compared to Male and White British cases

## 5.13 Employment Tribunals 2018/19

**Table 9: Employment Tribunals during 2018/19**

No of Claimants	Nature of Claim	Outcome	Notes
National (all FRAs')	Sexual discrimination	Ongoing	Pension issues, ongoing appeals by FRA's, LGA and Government to Supreme Court
1	Unfair Dismissal	Ongoing	Preliminary Hearing March 2019
33 (Collective Claim)	Working Time	Ongoing	Hearing Scheduled for April 2019

The judgements of those employment tribunal claims for discrimination found against the Authority during 2018/19.

## **5.14 Career Breaks 2018/19**

During 2018/19 there were 9 career break requests, this was an increase on 2017/18, where 6 requests were received. The breakdown is as follows:

- All 9 requests were accepted
- Requests were made by 2 males and 7 females.
- Concerning ethnicity, all applicants were White British.
- Concerning religion / belief, 5 were Christian, 2 having no religion and 2 not stated.
- Concerning sexual orientation, all 9 were heterosexual.
- There were no disabilities.

### **5.15 Flexible Working Applications 2018/19**

In total during 2018/19 there were 21 applications for Flexible Working. Of this total, 15 were female and 6 were male. Of the female applicants, 14 were accepted and 4 of the male applicants were also accepted.

Concerning other protected characteristics, 16 applicants were reported as not being disabled, with 5 being unknown. When sexual orientation is taken into consideration, 16 applicants were reported as heterosexual, with 5 being unknown. Concerning Ethnicity, 18 were White British, 2 preferred not to say and 1 was unknown.

## 5.16 Maternity Leave

**Table 10 Periods of Maternity Leave 2016/17 – 1<sup>st</sup> Quarter 2019/2020**

Year	Uniformed	Non-Uniformed	Control
2016/17	2	7	
2017/18	1	6	
2018/19	3	10	1
2019/20		1	

Table 10 above shows that over the last 3 years, 28 staff have taken maternity leave, of which 3 staff have had 2 periods of maternity leave. In all cases staff returned to their roles following their maternity leave some used the flexible working policy to help balance their work/life/caring responsibilities.

## 5.17 Gender pay gap as at 31.3.2019

The Gender pay gap reporting obligations are now included in the Public Sector Equality Duty (PSED). The deadline for all organisations to publish is 30<sup>th</sup> March 2019 (reporting on data taken as at 31<sup>st</sup> March 2018). ([click here for previous report](#)). This section reports on our third gender pay gap exercise which is in relation to data taken as at 31<sup>st</sup> March 2019.

### Gender pay gap calculations for MFRA as at 31/03/2019

Gender pay gap figures are based on a total of 847<sup>16</sup> staff in scope for this gender pay exercise, 623 (73.6%) were male and 224 (26.4%) were female.

#### 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

**Table 11: Mean gender pay gap**

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	2017/18 Pay Gap
All staff	£15.49	£13.59	-£1.90	-12.3%	-11.7%
Operational Staff (inc Fire Control)	£15.57	£13.84	-£1.73	-11.1%	-11.8%
Support staff	£14.82	£13.48	-£1.34	-9.0%	-9.2%

Across the organisation, the mean gender pay gap is -12.3% or £1.90 per hour. For operational staff only the gap is -11.1% and for support staff the gap is narrower at -9.0%.

<sup>16</sup> A number of employees weren't included in the Gender Pay Gap Figures because they were not "Full Pay Relevant" to be included in the Gender Pay Gap calculations- guidance provided by Gov.uk.

This means that, an individual did not receive a full month's salary for the reporting period –see detailed examples below.

- 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

There is also criteria set that states organisations can only include full time staff pay - this impacts on operational roles where part time contracts are taken by full time staff and reduces figure of staff in scope for the gender Pay Gap Calculations

When the 2018/19 gender pay gap is compared to the previous year the table identifies that overall the gender pay gap has slightly deteriorated from -11.7% during 2017/18 to -12.3% during 2018/19. For support staff the gap marginally improved from -9.2% during 2017/18 to -9.0% during 2018/19. For operational staff, the gender pay gap improved from -11.8% during 2017/18 to -11.1% during 2018/19.

It is possible that this 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. The impact of having low number 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 Positive Action and the People Strategy.

## 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.

**Table 12: Median gender pay gap**

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	2017/18 Pay Gap
All staff	£14.25	£13.56	-£0.69	-4.8%	-3.9%
Operational Staff (inc Fire Control)	£14.25	£14.22	-£0.03	-0.2%	-0.1%
Support staff	£13.94	£12.65	-£1.29	-9.2%	-9.2%

When compared to the mean gender pay gap, the difference between male and female staff is much narrower, with a -4.8% difference at a MFRA level, a -0.2% difference for operational staff and -9.2% difference for support staff. The UK median gender pay gap using Office of National Statistics data shows the average median pay gap for all employees was 8.6% during 2018<sup>17</sup>.

<sup>17</sup> <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2018>

### 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 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.

**Table 13: Quartile pay bands**

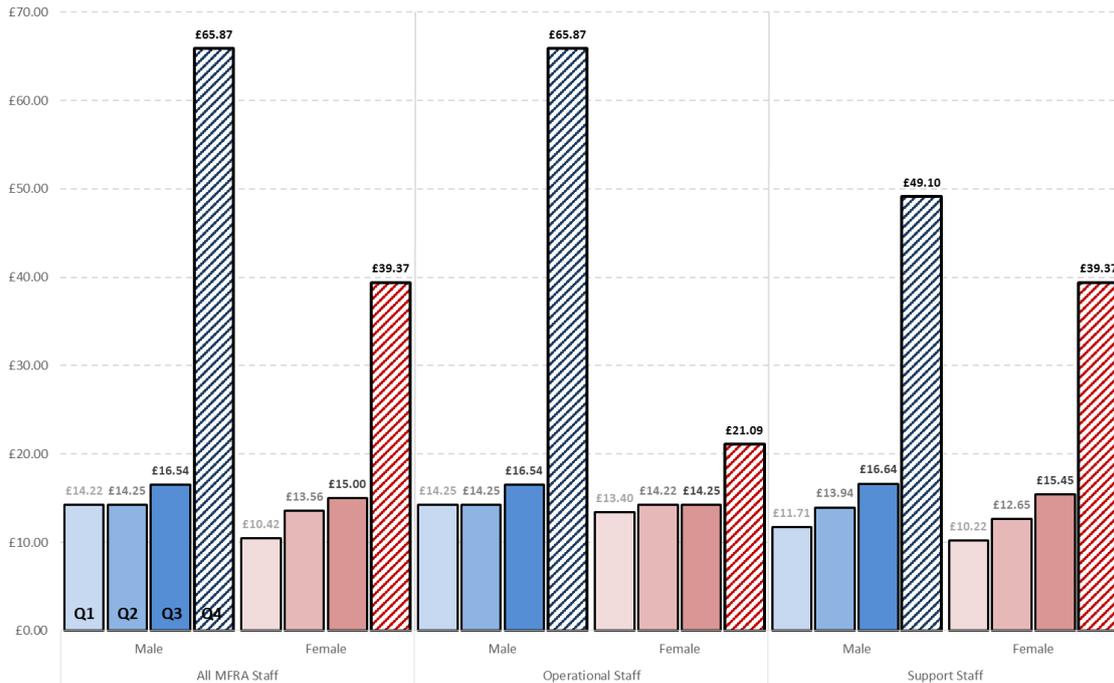
Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# of males	%	# of females	%
1. Lower	£4.20 <sup>18</sup>	£13.23	105	49.76%	106	50.24%
2. Lower Middle	£13.23	£14.25	164	77.36%	48	22.64%
3. Upper Middle	£14.25	£16.19	178	83.96%	34	16.04%
4. Upper	£16.19	£65.87	176	83.41%	36	17.06%

The table identifies that within quartiles 2 (Lower Middle) and 3 (Upper Middle), the hourly rates are very similar suggesting that parity is close between male and female staff. Within the Lower quartile there is a sizeable gap in hourly rate of £9.03, this however is magnified in the Upper quartile (where there is a gap of £49.68).

---

<sup>18</sup> There are a number of people paid between £4.20 and £8.20 depending on the nature of their apprenticeship and their age. The minimum hourly rate for a non-apprentice is £8.98

**Chart 15: Quartile Analysis of Pay Equality**



In summary Chart 15 provides the following:

- For all MFRA staff; within quartile 1, there is a difference of £3.80 between male and female staff, this discrepancy is due to skewing from male fire-fighters within the first quartile, who's pay is greater than male support staff who are also in the 1<sup>st</sup> quartile. Had there been more female fire fighters then this discrepancy wouldn't be as pronounced. Within quartile 2, the difference is £0.69 and quartile 3 the difference is £1.54.
- For all MFRA staff, data suggests that male pay levels tend to be more consistent than female; with a lower interquartile range of £2.32 for males, against £4.57 for females. This is logical as the single largest group of employees at MFRA are male fire-fighters, accounting for 556 members of staff or 55.6% overall.
- For operational staff, there are small variations between quartiles 1 to 3, the interquartile range for males is £2.29 and for females it is £0.86.
- For support staff, there is a moderate difference between males and females in quartile 1 of £1.49 per hour. The interquartile range for males is £4.19 and for females, it is £5.23. This identifies that for female staff there are larger differences in pay, with more part time / lower paid roles that females occupy.

## **6.18 Princes Trust participants 2018/19**

In total during 2018/19 there were 184 attendees on Princes Trust courses operated by Merseyside Fire & Rescue Service, an increase on 2017/18 when there were 116 attendees. The following section analyses the protected characteristics of these attendees.

- Concerning gender, 129 (70.1%) attendees were male, with 55 (29.9%) being female – a slight reduction on 2017/18 when 31.9% of attendees were female.
- There were 59 attendees between the ages of 16-18 and 125 above the age of 19.
- The majority of attendees were White British (169, 91.8%), BAME attendees accounted for 6 attendees or 3.3%. There were 9 attendees who failed to provide their ethnicity.
- The majority of attendees had no religion (102), Christians of various denominations accounted for 43 attendees, minority religions accounted for 2, there was 1 atheist and 25 preferred not to say. Religion data was unavailable for 11 attendees.

## **6.19 Fire Cadets 2018/19**

During 2018/19, there was a total of 46 individuals who enrolled with Fire Cadets, a reduction on the 62 attendees during 2017/18. As such the following is true:

- 16 year olds made up the simple majority of attendees with 14 (30.4%). This was then followed by 14 and 15 year olds with 12 each, 13 year olds with 3 attendees and 17 year olds with 4 attendees.
- 37 (80.4%) of the attendees were male, with 9 being female
- 39 (84.8%) of the attendees were White British, with 7 being BAME.
- Concerning disability, 1 (19.4%) attendee had a disability.

## **6.20 Volunteers 2018/19**

During 2018/19, there were a total number of 39 volunteers with the following characteristics:

- Concerning gender, 64.1% (25) were male and 35.9% (14) were female. A slight increase on 2017/18 where 31% were female
- The majority of volunteers 41% (16) were in the 22-30 age group. Followed by the 18-21 age group with 23.1% (9), then the 31-40 age group with 18% (7) volunteers and 41-60 age group with 12.8% (5) volunteers. There was a single volunteer in each of the 51-60 and 60+ age groups.
- Based on valid data, 23 of the volunteers were White British – the remainder being unknown.
- The number of volunteers who have declared a disability is 15.4%, (6).

# Appendices

## ***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) came into force on 5 April 2011 and 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.

## **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<sup>th</sup> 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 that 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 Authorities 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 Authorities 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.

### **Gender Pay Gap**

The gender pay gap is the average difference between hourly wages for men and women. Companies with more than 250 employees are legally required to publish their gender pay gaps annually.

## **Who counts as an employee?**

For the purposes of gender pay<sup>19</sup> reporting, the definition of who counts as an employee is set out in the regulations and follows the definition in the Equality Act 2010. This is known as an 'extended' definition that includes:

- employees (those with a contract of employment)
- workers and agency workers (those with a contract to do work or provide services)
- some self-employed people (where they have to personally perform the work)
- police officers and the armed forces

## **What needs to be reported on?**

1. The mean gender pay gap
2. The median gender pay gap
3. The mean bonus gender pay gap
4. The median bonus gender pay gap
5. The proportion of males and females receiving a bonus payment
6. The proportion of males and females in each quartile band

---

<sup>19</sup> More details about who counts as an employee can be found in the main Gender Pay Gap guide at [www.acas.org.uk/genderpay](http://www.acas.org.uk/genderpay)

## Appendix B: Retrospective by Generic Role

**Table 14: Retrospective Analysis of Protected Groups – Operational Staff**

Position	Criteria	2016/17	2017/18	2018/19	Difference	% Change
Operational Staff	Total	648	632	611	-37	-5.7%
	Male	603	582	556	-47	-7.8%
	Female	45	50	55	10	22.2%
	Age >= 46	400	383	339	-61	-15.3%
	% >= 46	61.7%	60.6%	55.5%		
	Disability	3	3	4	1	33.3%
	BAME	31	36	38	7	22.6%
	LGBT	9	12	17	8	88.9%

**Table 15: Retrospective Analysis of Protected Groups – Control Staff**

Position	Criteria	2016/17	2017/18	2018/19	Difference	% Change
Fire Control Staff	Total	34	32	34	0	0.0%
	Male	3	3	4	1	33.3%
	Female	31	29	30	-1	-3.2%
	Age >= 46	24	20	20	-4	-16.7%
	% >= 46	70.6%	62.5%	58.8%		
	Disability	0	0	0	0	0.0%
	BAME	0	0	0	0	0.0%
	LGBT	0	0	0	0	0.0%

**Table 16: Retrospective Analysis of Protected Groups – Support Staff**

Position	Criteria	2016/17	2017/18	2018/19	Difference	% Change
Support Staff	Total	309	335	355	46	14.9%
	Male	148	166	175	27	18.2%
	Female	161	169	180	19	11.8%
	Age >= 46	164	177	184	20	12.2%
	% >= 46	53.1%	52.8%	51.8%		
	Disability	8	8	13	5	62.5%
	BAME	12	11	11	-1	-8.3%
	LGBT	6	6	5	-1	-16.7%

## Appendix C: Supplemental Information

**Table 17: All Staff by Age & Position**

Role	Position	Total	Age Ranges					
			17-24	25-35	36-45	46-55	56-65	66+
Operational Staff	Brigade Manager	3			1	2		
	Area Manager	4			1	3		
	Group Manager	13			4	9		
	Station Manager	27		1	5	21		
	Watch Manager	119		10	31	78		
	Crew Manager	55		11	12	32		
	Firefighter	390	9	95	92	180	14	
<b>Sub Total</b>	<b>611</b>	<b>9</b>	<b>117</b>	<b>146</b>	<b>325</b>	<b>14</b>	<b>0</b>	
Fire Control Staff	Group Manager	0						
	Station Manager	0						
	Watch Manager	9			2	4	3	
	Crew Manager	4				3	1	
	Firefighter	21	1	6	5	5	4	
<b>Sub Total</b>	<b>34</b>	<b>1</b>	<b>6</b>	<b>7</b>	<b>12</b>	<b>8</b>	<b>0</b>	
Support Staff	Grades 12+	34		2	5	11	13	1
	Grades 6-11	185	16	45	45	61	47	7
	Grades 1-5	83	11	17	16	22	20	2
	Apprentices	7	14					
<b>Sub Total</b>	<b>355</b>	<b>41</b>	<b>64</b>	<b>66</b>	<b>94</b>	<b>80</b>	<b>10</b>	
<b>Total</b>	<b>1000</b>	<b>51</b>	<b>187</b>	<b>219</b>	<b>431</b>	<b>102</b>	<b>10</b>	

**Table 18: Ethnicity by Type and Role**

Role	Position	Total	White British or Irish	Any Other White	Mixed	Asian or Asian British	Black or Black British	Chinese	Any Other Minority	PNTS	No Data
Operational Staff	Brigade Manager	3	3								
	Area Manager	4	4								
	Group Manager	13	13								
	Station Manager	27	26		1						
	Watch Manager	119	110	1	2		2	1	1	1	1
	Crew Manager	55	47	1	2		3	1		1	
	Firefighter	390	362	4	14		2	1	2	5	
<b>Sub Total</b>	<b>611</b>	<b>565</b>	<b>6</b>	<b>19</b>	<b>0</b>	<b>7</b>	<b>3</b>	<b>3</b>	<b>7</b>	<b>1</b>	
Fire Control Staff	Area Manager										
	Group Manager										
	Watch Manager	9	9								
	Crew Manager	4	4								
	Firefighter	21	20								1
<b>Sub Total</b>	<b>34</b>	<b>33</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	
Support Staff	Grades 12+	32	31								1
	Grades 6-11	221	207	2	3	2	3			1	3
	Grades 1-5	88	81	1						1	5
	Apprentices	14	13							1	
<b>Sub Total</b>	<b>355</b>	<b>332</b>	<b>3</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>9</b>	
<b>Total</b>	<b>1000</b>	<b>930</b>	<b>9</b>	<b>22</b>	<b>2</b>	<b>10</b>	<b>3</b>	<b>3</b>	<b>10</b>	<b>11</b>	

**Table 19: Breakdown of Religion / Belief by type and role**

Role	Position	Total	Buddhist	Christian	Jewish	Muslim	Other	None	PNTS	No Data
Operational Staff	Brigade Manager	3		3						
	Area Manager	4								4
	Group Manager	13		4				1		8
	Station Manager	27	1	7			1	3		15
	Watch Manager	119		25				7	3	84
	Crew Manager	55		10				10	2	33
	Firefighter	390	1	80	2		2	51	17	237
Sub Total	611	2	129	2	0	3	72	22	381	
Fire Control Staff	Area Manager									
	Group Manager									
	Watch Manager	9		1						8
	Crew Manager	4		1						3
	Firefighter	21		7				6		8
Sub Total	34	0	9	0	0	0	6	0	19	
Support Staff	Grades 12+	32		13				1		18
	Grades 6-11	221		80		2	3	32	5	99
	Grades 1-5	88		33				20	2	33
	Apprentices	14		7			1	5	1	
	Sub Total	355	0	133	0	2	4	58	8	150
<b>Total</b>		<b>1000</b>	<b>2</b>	<b>271</b>	<b>2</b>	<b>2</b>	<b>7</b>	<b>136</b>	<b>30</b>	<b>550</b>

Note: there was no reported Hindu or Sikh data submitted

## Appendix D: Comparison of “Not Stated” by Protected Group

**Table 20: Comparison of “Not Stated” responses by Protected**

**Characteristic**

Area	2016/17	% Not Stated	2017/18	% Not Stated	2018/19	% Not Stated
Total Staff	991		999		1000	
Disability	731	73.8%	652	65.3%	578	57.8%
Ethnicity	13	1.3%	8	0.8%	11	1.1%
Sexual Orientation	720	72.7%	626	62.7%	551	55.1%
Religion	715	72.1%	624	62.5%	550	55.0%

**Please note:** that the data for Gender and Age was complete and therefore no (zero) “Not Stated” returns.

Table 19 provides a comparison of “Not Stated” counts (i.e. invalid data) between 2016/17 and 2018/19. The table identifies:

- Between 2016/17 and 2018/19 data quality has improved.
- Disability has the greatest amount of unstated data with 57.8% of staff not providing data.
- Sexual Orientation has a large amount of unstated data with 55.1% of staff not providing data.
- Religion has also has a large amount of unstated data with 55% of staff not providing data.
- Ethnicity has a relatively low amount of unstated data with only 1.1% of staff not providing data.

## ***Appendix E: Equality and Diversity Objectives 2017 – 2020***

**Equality Objective 1:** Create a strong cohesive organisation that is positive to rising to the future challenges we face

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

**Equality Objective 3:** Reducing fires and other incidents amongst the vulnerable protected groups

**Equality Objective 4:** To ensure that staff are better equipped to deliver their roles whilst showing due regard to the need to: “eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Equality Act, advance equality of opportunity and foster good relations between people who share a protected characteristic and those who don’t.”

**Equality Objective 5:** To continue to aspire to achieving excellence, or equivalent in a Fire and Rescue Service Equality Framework