



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Merseyside Fire and Rescue by; Ethnic origin

Total respondents: 548
Response rate: 56%

Produced by People Insight in July 2018

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Key to the information displayed
in this report

Symbols:

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

A traffic light system is used to indicate:

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

MFRA	Questions in the "Goal Clarity" section	White English	White British	Prefer not to say ethnicity
86% 9% 5%	1. I understand the priorities or Missions & Aims of MFRA	88% 9% 3%	90% 2% 8%	79% 13% 7%
90% 6% 4%	2. I am clear about what I am expected to achieve in my job	92% 5% 3%	90% 8% 2%	84% 7% 9%
87% 8% 5%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	91% 6% 3%	85% 8% 7%	77% 15% 9%
55% 25% 20%	4. Senior Managers provide a clear vision of the overall direction of MFRA	59% 25% 16%	59% 20% 20%	32% 35% 33%
80% 12% 8%	Section averages	82% 11% 6%	81% 10% 9%	68% 18% 14%

MFRA	Questions in the "My Job" section	White English	White British	Prefer not to say ethnicity
   		   	   	   
G 78% 14% 8%	1. I enjoy my work	G 80% 13% 7%	G 86% 8% 5%	A 65% 20% 16%
A 60% 18% 22%	2. My job makes the best use of the skills and abilities that I have	A 64% 17% 19%	A 61% 17% 22%	R 44% 27% 29%
G 75% 14% 11%	3. I get a sense of personal accomplishment from my work	G 77% 15% 8%	G 83% 10% 7%	A 60% 17% 23%
G 79% 14% 8%	4. I feel that my work contributes to Safer Stronger Communities	G 81% 14% 5%	G 78% 12% 10%	A 70% 16% 15%
A 58% 20% 22%	5. I feel supported in my role	A 63% 19% 18%	A 63% 17% 20%	R 40% 24% 35%
R 54% 24% 22%	6. I have a sense of good job security	R 57% 20% 22%	R 54% 25% 20%	R 40% 38% 22%
A 67% 17% 15%	Section averages	A 70% 16% 13%	A 71% 15% 14%	R 53% 24% 23%

MFRA	Questions in the "Employee Involvement" section	White English	White British	Prefer not to say ethnicity
A 65% 15% 20%	1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	A 68% 15% 17%	A 71% 7% 22%	R 55% 18% 27%
G 72% 14% 14%	2. I am able to use my own initiative at work to do my job	G 74% 14% 13%	G 86% 5% 8%	A 59% 22% 20%
A 58% 23% 19%	3. I am encouraged to suggest new ideas for improvements	A 62% 23% 16%	A 66% 15% 19%	R 39% 30% 30%
R 59% 15% 26%	4. I am comfortable to speak up and constructively challenge how things are done	A 63% 15% 22%	A 68% 8% 24%	R 39% 22% 39%
R 41% 20% 38%	5. People can communicate openly with each other here regardless of position or level	R 48% 19% 33%	R 44% 24% 32%	R 15% 26% 60%
A 59% 18% 24%	Section averages	A 63% 17% 20%	A 67% 12% 21%	R 41% 24% 35%

MFRA	Questions in the "Teamwork" section	White English	White British	Prefer not to say ethnicity
   		   	   	   
R 53% 17% 30%	1. Morale in my immediate team/watch/section is generally high	R 54% 16% 29%	A 66% 12% 22%	R 41% 20% 39%
R 35% 29% 36%	2. Different parts of the service work well together	R 39% 28% 33%	R 36% 24% 41%	R 17% 34% 49%
R 38% 31% 30%	3. We are good at sharing ideas to make things work better	R 42% 31% 27%	R 44% 27% 29%	R 20% 37% 44%
R 42% 26% 32%	Section averages	R 45% 25% 29%	R 49% 21% 31%	R 26% 30% 44%

MFRA	Questions in the "Learning & Development" section	White English	White British	Prefer not to say ethnicity
77% 12% 11%	1. I have received the training and development I need to do my job well and safely	80% 10% 10%	81% 12% 7%	62% 20% 18%
54% 22% 24%	2. I have the right opportunities to learn and grow at work	57% 22% 21%	58% 24% 19%	39% 26% 35%
85% 12% 3%	3. I have the knowledge and skills I need to do my job well	88% 9% 2%	83% 12% 5%	72% 22% 6%
50% 28% 22%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	53% 29% 18%	56% 22% 22%	38% 27% 35%
70% 18% 13%	5. I have good quality equipment to help me do my job	73% 15% 12%	68% 17% 15%	56% 28% 16%
67% 18% 14%	Section averages	70% 17% 13%	69% 17% 14%	53% 24% 22%

MFRA	Questions in the "Recognition & Reward" section	White English	White British	Prefer not to say ethnicity
R 57% 17% 27%	1. In the last week, I have received thanks or praise for doing good work	R 58% 16% 26%	A 64% 17% 19%	R 48% 17% 35%
G 73% 15% 12%	2. I feel valued and recognised for the work that I do by my line manager	G 75% 13% 12%	G 81% 12% 7%	A 61% 24% 15%
G 78% 18% 5%	3. I feel valued and recognised for the work that I do by other team members	G 77% 18% 5%	G 85% 14% 2%	G 73% 21% 6%
R 36% 26% 38%	4. I feel valued and recognised for the work that I do by senior managers	R 39% 26% 36%	R 46% 27% 27%	R 15% 29% 56%
R 49% 29% 23%	5. I receive feedback on my work	R 51% 29% 20%	R 54% 20% 25%	R 33% 35% 32%
A 58% 21% 21%	Section averages	A 60% 20% 20%	A 66% 18% 16%	R 46% 25% 29%

MFRA	Questions in the "Management Effectiveness" section	White English	White British	Prefer not to say ethnicity
79% 14% 7%	1. My manager communicates regularly about issues that affect my work	81% 12% 7%	83% 12% 5%	68% 23% 9%
78% 16% 5%	2. My manager makes time for me	79% 15% 6%	90% 8% 2%	66% 30% 4%
84% 11% 5%	3. My manager treats me fairly and with respect	86% 10% 4%	92% 7% 2%	73% 20% 7%
62% 27% 10%	4. My manager gives me regular feedback on how I am doing	63% 28% 9%	69% 19% 12%	52% 33% 15%
31% 33% 36%	5. Senior managers do what they say they are going to do	33% 34% 33%	46% 24% 31%	12% 34% 54%
44% 21% 35%	6. Employees at my level are able to communicate their concerns to higher management	46% 21% 33%	53% 15% 32%	30% 24% 45%
26% 40% 34%	7. MFRA Members engage well with staff at MFRA	29% 39% 32%	24% 46% 31%	17% 40% 43%
36% 31% 34%	8. I have confidence in the future of MFRA	38% 31% 31%	47% 31% 22%	16% 32% 52%
55% 24% 21%	Section averages	57% 24% 19%	63% 20% 17%	42% 30% 29%

MFRA	Questions in the "Change Management" section	White English	White British	Prefer not to say ethnicity
74% 14% 13%	1. I understand the need for change at MFRA given the cuts faced by the Authority	76% 13% 11%	76% 14% 10%	63% 16% 21%
53% 26% 21%	2. I am communicated with about change that affects me in good time	56% 27% 17%	58% 17% 25%	33% 30% 37%
37% 29% 34%	3. Change here is well managed overall	39% 33% 28%	51% 19% 31%	17% 24% 59%
55% 28% 17%	4. Change within my team is well managed	57% 29% 14%	68% 20% 12%	35% 33% 32%
28% 30% 42%	5. I feel that MFRA consider the impact on me and other people when making decisions	30% 31% 39%	41% 31% 29%	11% 23% 66%
26% 33% 41%	6. A lot is done to help staff prepare for and cope with change	29% 35% 36%	29% 36% 36%	12% 26% 62%
46% 27% 28%	Section averages	48% 28% 24%	54% 23% 24%	29% 25% 46%

MFRA	Questions in the "Health and Wellbeing" section	White English	White British	Prefer not to say ethnicity
   		   	   	   
 89% 7% 4%	1. In general I would say my health is good	 91% 5% 3%	 88% 8% 3%	 79% 16% 5%
 84% 12% 4%	2. I consider that I benefited from the support I received through the Occupational Health Team	 87% 10% 3%	 81% 16% 3%	 74% 16% 9%
 87% 9% 4%	Section averages	 89% 7% 3%	 86% 11% 3%	 78% 16% 6%

MFRA	Questions in the "Overall" section	White English	White British	Prefer not to say ethnicity
78% 13% 9%	1. I am proud to say I work for MFRA	81% 13% 6%	85% 8% 7%	62% 13% 24%
74% 16% 10%	2. Working here makes me want to do the best I can	77% 14% 9%	80% 15% 5%	61% 18% 21%
60% 18% 22%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	62% 19% 19%	68% 14% 19%	49% 16% 35%
89% 7% 3%	4. I care about the future of MFRA	90% 8% 2%	90% 7% 3%	85% 6% 9%
74% 15% 11%	5. I would still like to be working at MFRA in two years' time	76% 13% 10%	76% 17% 7%	65% 23% 12%
75% 14% 11%	Section averages	77% 14% 9%	80% 12% 8%	64% 15% 20%

Breakdown of Survey respondents for Merseyside Fire and Rescue

Ethnic origin	Total
White - English	382
White - Welsh	0
White - Scottish	3
White - Northern Irish	0
White - British	59
White - Irish	6
White - Gypsy / Traveller	0
White - Any Other background	4
Asian / Asian British - Bangladeshi	0
Asian / Asian British - Indian	0
Asian / Asian British - Pakistani	0
Asian / Asian British - Any Other	0
Black or Black British - African	2
Black or Black British - Caribbean	2
Black or Black British - Any Other	0
Mixed - White & Asian	1

Mixed - White & Black African	1
Mixed - White & Black Caribbean	1
Mixed - Any other background	4
Other Ethnic Group - Arab	1
Other Ethnic Group - Chinese	0
Other Ethnic Group - Any Other	0
Prefer not to say (Ethnicity)	82
Total	548