



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Staff groupings; Non Uniformed (incl. control) by Sexual Orientation

Total respondents: 220

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

| Non Uniformed incl control | Questions in the "Goal Clarity" section | Heterosexual Straight | Prefer not to say sexuality |
|----------------------------|--|-----------------------|-----------------------------|
| | | | |
| G 95% 3% 1% | 1. I understand the priorities or Missions & Aims of MFRA | G 96% 3% 1% | G 95% 5% 0% |
| G 93% 5% 2% | 2. I am clear about what I am expected to achieve in my job | G 95% 3% 2% | G 83% 17% 0% |
| G 95% 3% 1% | 3. I understand how the work I do helps MFRA to achieve its Mission & Aims | G 97% 2% 1% | G 93% 7% 0% |
| G 78% 19% 4% | 4. Senior Managers provide a clear vision of the overall direction of MFRA | G 82% 16% 2% | A 62% 31% 7% |
| G 90% 8% 2% | Section averages | G 92% 6% 2% | G 83% 15% 2% |

| Non Uniformed incl control | Questions in the "My Job" section | Heterosexual Straight | Prefer not to say sexuality |
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| G 87% 10% 4% | 1. I enjoy my work | G 91% 6% 2% | G 69% 24% 7% |
| A 69% 16% 15% | 2. My job makes the best use of the skills and abilities that I have | G 73% 14% 13% | R 55% 29% 17% |
| G 84% 12% 5% | 3. I get a sense of personal accomplishment from my work | G 88% 9% 3% | G 69% 24% 7% |
| G 84% 12% 4% | 4. I feel that my work contributes to Safer Stronger Communities | G 86% 13% 2% | G 79% 12% 10% |
| G 76% 15% 10% | 5. I feel supported in my role | G 82% 13% 6% | R 52% 24% 24% |
| R 49% 27% 24% | 6. I have a sense of good job security | R 52% 26% 23% | R 40% 33% 26% |
| G 75% 15% 10% | Section averages | G 79% 13% 8% | A 61% 24% 15% |

| Non Uniformed incl control | Questions in the "Employee Involvement" section | Heterosexual Straight | Prefer not to say sexuality |
|----------------------------|---|-----------------------|-----------------------------|
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| G 77% 12% 11% | 1. I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.) | G 84% 9% 8% | R 52% 29% 19% |
| G 86% 8% 5% | 2. I am able to use my own initiative at work to do my job | G 89% 7% 4% | G 76% 14% 10% |
| G 76% 17% 7% | 3. I am encouraged to suggest new ideas for improvements | G 81% 14% 5% | A 60% 26% 14% |
| G 78% 11% 11% | 4. I am comfortable to speak up and constructively challenge how things are done | G 84% 7% 10% | A 55% 31% 14% |
| A 64% 18% 19% | 5. People can communicate openly with each other here regardless of position or level | A 70% 14% 16% | R 38% 33% 29% |
| G 76% 13% 11% | Section averages | G 81% 10% 9% | A 56% 27% 17% |

| Non Uniformed incl control | Questions in the "Teamwork" section | Heterosexual Straight | Prefer not to say sexuality |
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| A 62% 18% 20% | 1. Morale in my immediate team/watch/section is generally high | A 65% 17% 18% | R 50% 24% 26% |
| R 51% 31% 18% | 2. Different parts of the service work well together | R 53% 30% 17% | R 43% 38% 19% |
| R 54% 33% 13% | 3. We are good at sharing ideas to make things work better | A 57% 31% 12% | R 40% 45% 14% |
| A 56% 27% 17% | Section averages | A 59% 26% 16% | R 44% 36% 20% |

| Non Uniformed incl control | Questions in the "Recognition & Reward" section | Heterosexual Straight | Prefer not to say sexuality |
|----------------------------|--|-----------------------|-----------------------------|
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| A 63% 16% 21% | 1. In the last week, I have received thanks or praise for doing good work | A 68% 18% 15% | R 45% 12% 43% |
| G 79% 14% 7% | 2. I feel valued and recognised for the work that I do by my line manager | G 85% 11% 4% | A 57% 24% 19% |
| G 77% 20% 3% | 3. I feel valued and recognised for the work that I do by other team members | G 80% 18% 2% | A 67% 31% 2% |
| R 55% 26% 19% | 4. I feel valued and recognised for the work that I do by senior managers | A 60% 26% 14% | R 33% 29% 38% |
| A 67% 20% 13% | 5. I receive feedback on my work | G 72% 20% 9% | R 50% 21% 29% |
| A 68% 19% 13% | Section averages | G 73% 18% 9% | R 50% 23% 26% |

| Non Uniformed incl control | Questions in the "Management Effectiveness" section | Heterosexual Straight | Prefer not to say sexuality |
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| G 80% 12% 8% | 1. My manager communicates regularly about issues that affect my work | G 84% 12% 5% | A 64% 14% 21% |
| G 80% 14% 6% | 2. My manager makes time for me | G 85% 11% 4% | A 62% 26% 12% |
| G 86% 9% 5% | 3. My manager treats me fairly and with respect | G 90% 6% 4% | G 71% 19% 10% |
| A 65% 24% 12% | 4. My manager gives me regular feedback on how I am doing | G 70% 21% 9% | R 40% 36% 24% |
| R 45% 33% 21% | 5. Senior managers do what they say they are going to do | R 49% 34% 17% | R 29% 31% 40% |
| A 60% 22% 18% | 6. Employees at my level are able to communicate their concerns to higher management | A 63% 20% 17% | R 48% 31% 21% |
| R 32% 45% 23% | 7. MFRA Members engage well with staff at MFRA | R 34% 45% 22% | R 26% 48% 26% |
| R 54% 34% 12% | 8. I have confidence in the future of MFRA | A 57% 32% 11% | R 40% 43% 17% |
| A 63% 24% 13% | Section averages | A 66% 23% 11% | R 48% 31% 21% |

| Non Uniformed incl control | Questions in the "Culture & Values" section | Heterosexual Straight | Prefer not to say sexuality |
|----------------------------|--|-----------------------|-----------------------------|
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| G 79% 15% 6% | 1. Bullying, harassment and discrimination are not tolerated at MFRA | G 83% 13% 4% | A 64% 21% 14% |
| G 83% 10% 7% | 2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months | G 87% 8% 5% | A 69% 17% 14% |
| A 63% 24% 13% | 3. I feel able to make decisions without fear of being blamed if things go wrong | A 69% 19% 11% | R 38% 45% 17% |
| G 81% 15% 5% | 4. Generally we resolve any differences of opinion amicably | G 85% 11% 3% | A 64% 29% 7% |
| A 66% 23% 10% | 5. MFRA promotes a culture of openness and transparency | G 72% 20% 7% | R 43% 36% 21% |
| R 34% 51% 15% | 6. MFRA is a better place to work than it was 3 years ago | R 36% 52% 11% | R 24% 48% 29% |
| G 93% 5% 2% | 7. I have a good understanding of MFRA values | G 94% 5% 1% | G 88% 7% 5% |
| G 82% 12% 6% | 8. I feel MFRA treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age | G 88% 8% 5% | A 62% 29% 10% |
| A 65% 19% 15% | 9. I feel valued | G 72% 18% 11% | R 43% 24% 33% |
| G 74% 12% 14% | 10. I am able to strike the right balance between my work and home life | G 77% 10% 13% | A 64% 21% 14% |
| G 72% 19% 9% | Section averages | G 76% 16% 7% | A 56% 28% 16% |

| Non Uniformed incl control | Questions in the "Change Management" section | Heterosexual Straight | Prefer not to say sexuality |
|----------------------------|--|-----------------------|-----------------------------|
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| G 91% 7% 2% | 1. I understand the need for change at MFRA given the cuts faced by the Authority | G 91% 7% 2% | G 93% 7% 0% |
| A 65% 25% 10% | 2. I am communicated with about change that affects me in good time | A 68% 24% 9% | R 52% 33% 14% |
| A 55% 32% 13% | 3. Change here is well managed overall | A 61% 28% 11% | R 31% 48% 21% |
| A 63% 26% 11% | 4. Change within my team is well managed | A 68% 24% 8% | R 43% 36% 21% |
| R 41% 38% 21% | 5. I feel that MFRA consider the impact on me and other people when making decisions | R 47% 38% 15% | R 19% 36% 45% |
| R 41% 39% 20% | 6. A lot is done to help staff prepare for and cope with change | R 45% 39% 16% | R 26% 36% 38% |
| A 59% 28% 13% | Section averages | A 63% 27% 10% | R 44% 33% 23% |

| Non Uniformed incl control | Questions in the "Health and Wellbeing" section | Heterosexual Straight | Prefer not to say sexuality |
|----------------------------|---|-----------------------|-----------------------------|
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| G 86% 10% 5% | 1. In general I would say my health is good | G 88% 9% 3% | G 79% 14% 7% |
| G 87% 11% 2% | 2. I consider that I benefited from the support I received through the Occupational Health Team | G 90% 8% 2% | G 76% 24% 0% |
| G 86% 10% 4% | Section averages | G 89% 8% 3% | G 78% 17% 5% |

| Non Uniformed incl control | Questions in the "Overall" section | Heterosexual Straight | Prefer not to say sexuality |
|----------------------------|--|-----------------------|-----------------------------|
| | | | |
| G 91% 6% 2% | 1. I am proud to say I work for MFRA | G 94% 5% 2% | G 83% 14% 2% |
| G 88% 9% 3% | 2. Working here makes me want to do the best I can | G 91% 7% 2% | G 74% 19% 7% |
| G 78% 15% 6% | 3. If asked, I would recommend to friends and family that MFRA is a good place to work | G 81% 13% 6% | A 67% 26% 7% |
| G 95% 4% 1% | 4. I care about the future of MFRA | G 97% 2% 1% | G 90% 10% 0% |
| G 83% 10% 7% | 5. I would still like to be working at MFRA in two years' time | G 87% 7% 6% | A 67% 24% 10% |
| G 87% 9% 4% | Section averages | G 90% 7% 3% | G 76% 19% 5% |

Breakdown of respondents for Merseyside Fire and Rescue: Staff groupings1 [Non Uniformed (incl. control)]

| Sexual Orientation | Total |
|-------------------------------|------------|
| Bisexual | 1 |
| Gay Man | 1 |
| Gay Woman/Lesbian | 0 |
| Heterosexual/Straight | 176 |
| Other (Sexuality) | 0 |
| Prefer not to say (Sexuality) | 42 |
| Total | 220 |