



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Non Uniformed Staff (incl. Control) by Sexual Orientation

Total respondents: 183

Produced by People Insight in July 2016



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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 92% 7% 1%	1. I understand the priorities or Missions & Aims of MFRA	G 93% 6% 1%	G 89% 7% 4%
G 92% 6% 2%	2. I am clear about what I am expected to achieve in my job	G 95% 3% 1%	G 75% 21% 4%
G 93% 5% 1%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	G 95% 4% 1%	G 89% 7% 4%
A 69% 17% 14%	4. Senior Managers provide a clear vision of the overall direction of MFRA	G 75% 15% 11%	R 43% 29% 29%
G 87% 9% 4%	Section averages	G 90% 7% 3%	G 74% 16% 10%

Non Uniformed (incl. Control)	Questions in the "My Job" section	Heterosexual/Straight	Prefer not to say (Sexuality)
G 85% 9% 5%	1. I enjoy my work	G 88% 9% 3%	G 75% 11% 14%
G 72% 15% 13%	2. My job makes the best use of the skills and abilities that I have	G 74% 15% 11%	A 61% 18% 21%
G 85% 11% 4%	3. I get a sense of personal accomplishment from my work	G 88% 9% 3%	G 75% 18% 7%
G 75% 21% 3%	4. I feel that my work contributes to Safer Stronger Communities	G 76% 21% 3%	G 71% 25% 4%
G 76% 13% 11%	5. I feel supported in my role	G 81% 12% 7%	R 54% 18% 29%
R 27% 31% 43%	6. I have a sense of good job security	R 28% 31% 40%	R 18% 32% 50%
A 70% 17% 13%	Section averages	G 73% 16% 11%	A 59% 20% 21%

Non Uniformed (incl. Control)	Questions in the "Employee Involvement" section	Heterosexual/Straight	Prefer not to say (Sexuality)
   		   	   
 87% 8% 5%	1. I am able to use my own initiative at work to do my job	 93% 3% 3%	 57% 36% 7%
 76% 16% 8%	2. I am encouraged to suggest new ideas for improvements	 81% 13% 6%	 46% 32% 21%
 77% 13% 11%	3. I am comfortable to speak up and constructively challenge how things are done	 83% 9% 8%	 39% 32% 29%
 59% 19% 22%	4. People communicate openly here regardless of position or level	 66% 16% 19%	 25% 36% 39%
 75% 14% 12%	Section averages	 81% 10% 9%	 42% 34% 24%

Non Uniformed (incl. Control)	Questions in the "Teamwork" section	Heterosexual/Straight	Prefer not to say (Sexuality)
			
 58% 25% 17%	1. Morale in my immediate team/watch/section is generally high	 62% 25% 14%	 43% 25% 32%
 57% 28% 15%	2. We are good at sharing ideas to make things work better	 62% 26% 11%	 32% 36% 32%
 63% 24% 13%	3. Different parts of the service work well together	 64% 24% 13%	 57% 29% 14%
 60% 26% 15%	Section averages	 62% 25% 13%	 44% 30% 26%

Non Uniformed (incl. Control)	Questions in the "Learning & Development" section	Heterosexual/Straight	Prefer not to say (Sexuality)
   		   	   
 77% 12% 11%	1. I have received the training and development I need to do my job well and safely	 80% 12% 8%	 68% 11% 21%
 62% 18% 20%	2. I have the right opportunities to learn and grow at work	 66% 18% 17%	 46% 21% 32%
 89% 7% 4%	3. I have the knowledge and skills I need to do my job well	 91% 7% 3%	 82% 11% 7%
 64% 22% 14%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	 68% 22% 10%	 54% 21% 25%
 76% 16% 8%	5. I have good quality equipment to help me do my job	 77% 17% 6%	 75% 11% 14%
 74% 15% 11%	Section averages	 76% 15% 9%	 65% 15% 20%

Non Uniformed (incl. Control)	Questions in the "Recognition & Reward" section	Heterosexual/Straight	Prefer not to say (Sexuality)
			
A 58% 18% 23%	1. In the last week, I have received thanks or praise for doing good work	A 62% 17% 21%	R 43% 25% 32%
G 73% 17% 10%	2. I feel valued and recognised for the work that I do by my line manager	G 75% 18% 7%	A 61% 11% 29%
G 79% 15% 6%	3. I feel valued and recognised for the work that I do by other team members	G 79% 15% 6%	G 79% 14% 7%
R 52% 29% 19%	4. I feel valued and recognised for the work that I do by senior managers	A 56% 28% 15%	R 36% 32% 32%
A 62% 22% 16%	5. I receive feedback on my work	A 65% 21% 14%	R 54% 25% 21%
A 65% 20% 15%	Section averages	A 67% 20% 13%	R 54% 21% 24%

Non Uniformed (incl. Control)	Questions in the "Management Effectiveness" section	Heterosexual/Straight	Prefer not to say (Sexuality)
			
G 75% 15% 10%	1. My manager communicates regularly about issues that affect my work	G 77% 13% 10%	A 64% 21% 14%
G 78% 14% 8%	2. My manager makes time for me	G 81% 11% 7%	A 61% 29% 11%
G 83% 13% 5%	3. My manager treats people fairly and with respect	G 87% 9% 4%	A 64% 29% 7%
A 63% 26% 11%	4. My manager gives me regular feedback on how I am doing	A 65% 26% 9%	R 54% 29% 18%
R 42% 36% 22%	5. Senior managers do what they say they are going to do	R 44% 36% 20%	R 32% 39% 29%
A 61% 21% 17%	6. Employees at my level are able to communicate their concerns to higher management	A 66% 21% 13%	R 39% 21% 39%
R 28% 41% 31%	7. MFRA Members engage well with staff at MFRA	R 30% 43% 27%	R 18% 29% 54%
R 31% 42% 28%	8. I have confidence in the future of MFRA	R 34% 42% 25%	R 14% 39% 46%
A 57% 26% 17%	Section averages	A 61% 25% 14%	R 43% 29% 27%

Non Uniformed (incl. Control)	Questions in the "Culture & Values" section	Heterosexual/Straight	Prefer not to say (Sexuality)
			
G 81% 11% 8%	1. Bullying, harassment and discrimination are not tolerated at MFRA	G 85% 9% 7%	A 64% 25% 11%
G 86% 5% 9%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	G 89% 3% 8%	G 71% 18% 11%
A 64% 19% 17%	3. I feel able to make decisions without fear of being blamed if things go wrong	A 68% 19% 14%	R 46% 25% 29%
G 75% 18% 7%	4. Generally we resolve any differences of opinion amicably	G 81% 14% 5%	R 46% 43% 11%
A 61% 26% 14%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	A 66% 23% 11%	R 36% 43% 21%
R 30% 48% 22%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	R 32% 48% 20%	R 18% 50% 32%
G 87% 9% 4%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	G 90% 7% 3%	G 79% 14% 7%
G 81% 11% 8%	8. I feel Merseyside Fire and Rescue Authority treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexual orientation, disability, pregnancy or age	G 83% 9% 7%	G 79% 11% 11%
A 60% 26% 15%	9. I feel valued	A 64% 25% 11%	R 39% 32% 29%
G 72% 15% 13%	10. I am able to strike the right balance between my work and home life	G 77% 12% 11%	R 46% 25% 29%
A 70% 19% 12%	Section averages	G 74% 17% 10%	R 53% 29% 19%

Non Uniformed (incl. Control)	Questions in the "Change Management" section	Heterosexual/Straight	Prefer not to say (Sexuality)
			
G 93% 7% 1%	1. I understand the need for change at MFRA given the cuts faced by the Authority	G 92% 7% 1%	G 96% 4% 0%
A 70% 19% 11%	2. I am communicated with about change that affects me in good time	G 76% 15% 9%	R 43% 36% 21%
A 56% 27% 17%	3. Change here is well managed overall	A 62% 25% 13%	R 25% 43% 32%
A 65% 17% 17%	4. Change within my team is well managed	A 70% 15% 15%	R 43% 29% 29%
R 44% 30% 26%	5. I feel that MFRA consider the impact on me and other people when making decisions	R 49% 28% 23%	R 18% 39% 43%
R 44% 38% 17%	6. A lot is done to help staff prepare for and cope with change	R 50% 37% 13%	R 18% 46% 36%
A 62% 23% 15%	Section averages	A 67% 21% 12%	R 40% 33% 27%

Non Uniformed (incl. Control)	Questions in the "Overall" section	Heterosexual/Straight	Prefer not to say (Sexuality)
91% 8% 1%	1. I am proud to say I work for MFRA	91% 8% 1%	89% 11% 0%
88% 9% 3%	2. Working here makes me want to do the best I can	88% 10% 2%	89% 4% 7%
75% 14% 10%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	79% 12% 9%	61% 25% 14%
95% 3% 2%	4. I care about the future of MFRA	95% 3% 2%	96% 4% 0%
85% 10% 4%	5. I would still like to be working at MFRA in two years' time	87% 9% 3%	75% 18% 7%
87% 9% 4%	Section averages	88% 8% 3%	82% 12% 6%

Breakdown of respondents for Merseyside Fire and Rescue: Non Uniformed Staff (incl. Control)

Sexual Orientation	Total
Bisexual	0
Gay Man	1
Gay Woman/Lesbian	2
Heterosexual/Straight	151
Other (Sexuality)	1
Prefer not to say (Sexuality)	28
Total	183