



Results of the Survey for Merseyside Fire and Rescue

Data tables showing results for Uniformed Staff by Sexual Orientation

Total respondents: 335

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

Uniformed	Questions in the "Goal Clarity" section	Heterosexual / Straight	Prefer not to say (Sexuality)
			
G 79% 15% 5%	1. I understand the priorities or Missions & Aims of MFRA	G 82% 14% 4%	A 67% 21% 12%
G 86% 11% 3%	2. I am clear about what I am expected to achieve in my job	G 89% 9% 1%	A 70% 18% 12%
G 79% 16% 5%	3. I understand how the work I do helps MFRA to achieve its Mission & Aims	G 82% 14% 3%	A 63% 26% 11%
R 43% 30% 27%	4. Senior Managers provide a clear vision of the overall direction of MFRA	R 47% 29% 25%	R 30% 32% 39%
G 72% 18% 10%	Section averages	G 75% 16% 8%	A 57% 24% 18%

Uniformed	Questions in the "My Job" section	Heterosexual / Straight	Prefer not to say (Sexuality)
			
G 71% 17% 12%	1. I enjoy my work	G 74% 16% 10%	R 58% 18% 25%
R 55% 19% 26%	2. My job makes the best use of the skills and abilities that I have	A 61% 17% 22%	R 26% 28% 46%
A 67% 19% 14%	3. I get a sense of personal accomplishment from my work	G 73% 17% 11%	R 39% 33% 28%
G 70% 23% 7%	4. I feel that my work contributes to Safer Stronger Communities	G 75% 21% 4%	R 53% 33% 14%
R 48% 23% 29%	5. I feel supported in my role	R 52% 23% 25%	R 30% 26% 44%
R 51% 21% 27%	6. I have a sense of good job security	R 53% 22% 25%	R 40% 21% 39%
A 60% 20% 19%	Section averages	A 65% 19% 16%	R 41% 27% 32%

Uniformed	Questions in the "Employee Involvement" section	Heterosexual / Straight	Prefer not to say (Sexuality)
   		   	   
R 56% 19% 26%	1. I am able to use my own initiative at work to do my job	A 60% 18% 23%	R 37% 21% 42%
R 50% 26% 24%	2. I am encouraged to suggest new ideas for improvements	R 53% 27% 20%	R 33% 21% 46%
R 47% 16% 37%	3. I am comfortable to speak up and constructively challenge how things are done	R 50% 17% 32%	R 30% 12% 58%
R 31% 19% 51%	4. People communicate openly here regardless of position or level	R 34% 20% 46%	R 12% 16% 72%
R 46% 20% 34%	Section averages	R 49% 20% 30%	R 28% 18% 54%

Uniformed	Questions in the "Teamwork" section	Heterosexual / Straight	Prefer not to say (Sexuality)
			
A 59% 19% 23%	1. Morale in my immediate team/watch/section is generally high	A 62% 18% 20%	R 42% 21% 37%
R 31% 35% 34%	2. We are good at sharing ideas to make things work better	R 34% 35% 31%	R 16% 35% 49%
R 31% 26% 43%	3. Different parts of the service work well together	R 34% 27% 38%	R 18% 21% 61%
R 40% 26% 33%	Section averages	R 44% 27% 30%	R 25% 26% 49%

Uniformed	Questions in the "Learning & Development" section	Heterosexual / Straight	Prefer not to say (Sexuality)
			
A 70% 18% 13%	1. I have received the training and development I need to do my job well and safely	G 74% 17% 10%	R 54% 21% 25%
R 45% 30% 24%	2. I have the right opportunities to learn and grow at work	R 49% 31% 21%	R 30% 28% 42%
G 84% 12% 4%	3. I have the knowledge and skills I need to do my job well	G 87% 10% 3%	A 70% 18% 12%
R 39% 30% 30%	4. My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	R 43% 29% 28%	R 21% 35% 44%
G 80% 12% 8%	5. I have good quality equipment to help me do my job	G 82% 11% 7%	A 70% 12% 18%
A 64% 20% 16%	Section averages	A 67% 20% 14%	R 49% 23% 28%

Uniformed	Questions in the "Recognition & Reward" section	Heterosexual / Straight	Prefer not to say (Sexuality)
   		   	   
R 50% 20% 30%	1. In the last week, I have received thanks or praise for doing good work	R 53% 22% 25%	R 39% 11% 51%
G 75% 15% 10%	2. I feel valued and recognised for the work that I do by my line manager	G 77% 15% 8%	A 63% 16% 21%
G 79% 16% 5%	3. I feel valued and recognised for the work that I do by other team members	G 80% 16% 4%	G 75% 16% 9%
R 29% 28% 43%	4. I feel valued and recognised for the work that I do by senior managers	R 33% 29% 37%	R 12% 21% 67%
R 46% 29% 24%	5. I receive feedback on my work	R 48% 29% 23%	R 37% 30% 33%
R 56% 21% 23%	Section averages	A 58% 22% 20%	R 45% 19% 36%

Uniformed	Questions in the "Management Effectiveness" section	Heterosexual / Straight	Prefer not to say (Sexuality)
			
G 79% 15% 6%	1. My manager communicates regularly about issues that affect my work	G 80% 14% 6%	G 74% 19% 7%
G 77% 17% 6%	2. My manager makes time for me	G 79% 16% 5%	A 67% 25% 9%
G 82% 13% 5%	3. My manager treats people fairly and with respect	G 83% 13% 4%	G 74% 19% 7%
A 68% 22% 10%	4. My manager gives me regular feedback on how I am doing	A 68% 22% 10%	A 63% 26% 11%
R 25% 36% 39%	5. Senior managers do what they say they are going to do	R 28% 39% 33%	R 11% 28% 61%
R 36% 22% 42%	6. Employees at my level are able to communicate their concerns to higher management	R 41% 23% 36%	R 12% 19% 68%
R 22% 39% 39%	7. MFRA Members engage well with staff at MFRA	R 24% 39% 37%	R 11% 40% 49%
R 23% 29% 48%	8. I have confidence in the future of MFRA	R 26% 30% 44%	R 9% 26% 65%
R 51% 24% 24%	Section averages	R 54% 24% 22%	R 40% 25% 35%

Uniformed	Questions in the "Culture & Values" section	Heterosexual / Straight	Prefer not to say (Sexuality)
A 59% 14% 27%	1. Bullying, harassment and discrimination are not tolerated at MFRA	A 65% 14% 20%	R 35% 12% 53%
A 68% 13% 19%	2. I do not feel I have been bullied, harassed or discriminated against in the last 12 months	G 74% 13% 13%	R 44% 14% 42%
R 34% 27% 39%	3. I feel able to make decisions without fear of being blamed if things go wrong	R 39% 26% 35%	R 12% 30% 58%
R 54% 30% 16%	4. Generally we resolve any differences of opinion amicably	A 61% 27% 12%	R 25% 46% 30%
R 32% 27% 41%	5. Merseyside Fire and Rescue Authority promotes a culture of openness and transparency	R 36% 29% 35%	R 11% 19% 70%
R 48% 27% 24%	6. Merseyside Fire and Rescue Authority is a better place to work than it was 3 years ago	R 54% 26% 20%	R 21% 37% 42%
G 72% 21% 7%	7. I have a good understanding of Merseyside Fire and Rescue Authority values	G 75% 19% 6%	A 58% 28% 14%
A 64% 16% 20%	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	A 69% 16% 16%	R 46% 19% 35%
R 34% 32% 34%	9. I feel valued	R 40% 32% 28%	R 9% 35% 56%
R 48% 19% 33%	10. I am able to strike the right balance between my work and home life	R 52% 17% 31%	R 30% 25% 46%
R 51% 23% 26%	Section averages	R 56% 22% 22%	R 29% 26% 45%

Uniformed	Questions in the "Change Management" section	Heterosexual / Straight	Prefer not to say (Sexuality)
			
G 85% 10% 5%	1. I understand the need for change at MFRA given the cuts faced by the Authority	G 88% 8% 4%	G 74% 18% 9%
A 64% 19% 17%	2. I am communicated with about change that affects me in good time	A 69% 17% 14%	R 46% 21% 33%
R 42% 29% 29%	3. Change here is well managed overall	R 46% 30% 24%	R 26% 23% 51%
A 57% 29% 14%	4. Change within my team is well managed	A 59% 28% 13%	R 44% 35% 21%
R 29% 29% 42%	5. I feel that MFRA consider the impact on me and other people when making decisions	R 32% 30% 38%	R 14% 25% 61%
R 27% 34% 39%	6. A lot is done to help staff prepare for and cope with change	R 30% 34% 36%	R 12% 33% 54%
R 51% 25% 24%	Section averages	R 54% 25% 21%	R 36% 26% 38%

Uniformed	Questions in the "Overall" section	Heterosexual / Straight	Prefer not to say (Sexuality)
G 70% 19% 11%	1. I am proud to say I work for MFRA	G 75% 17% 8%	R 46% 30% 25%
A 65% 24% 10%	2. Working here makes me want to do the best I can	G 71% 23% 6%	R 37% 35% 28%
R 44% 24% 32%	3. If asked, I would recommend to friends and family that MFRA is a good place to work	R 49% 24% 27%	R 23% 21% 56%
G 84% 12% 4%	4. I care about the future of MFRA	G 87% 11% 2%	A 68% 18% 14%
G 73% 13% 13%	5. I would still like to be working at MFRA in two years' time	G 77% 11% 12%	R 56% 25% 19%
A 68% 18% 14%	Section averages	G 72% 17% 11%	R 46% 26% 28%

Breakdown of respondents for Merseyside Fire and Rescue: Uniformed Staff

Sexual Orientation	Total
Bisexual	2
Gay Man	0
Gay Woman/Lesbian	1
Heterosexual/Straight	270
Other (Sexuality)	5
Prefer not to say (Sexuality)	57
Total	335