Equality Analysis

Workforce and Employment Data

1st April 2025 to 31st March 2026

Table of Contents

Disparities 2

Key Disability Disparities 2

Key Disparities Sex 3

Key Disparities Ethnic Minority Background 4

Key Disparities Sexual Orientation 4

Executive Summary 5

Merseyside – Changing Regional Demographics 8

Merseyside Fire & Rescue Authority Staffing Data 2024-25 12

Analysis of workforce from 2023/25 to 2025/26 12

Key Results – Analysis of the staffing structure over time 12

Analysis of MFRS Staffing 2025/26 14

Analysis of Staff by Sex 14

Analysis of Staff by Ethnicity 15

Analysis of staff age structure by role (Uniformed, Support Staff and Fire Control) 16

Analysis of Staff Religion Structure 17

Analysis of Staff Disability 18

Analysis of staff Sexual Orientation 20

New Starters and Leavers 22

Flexible Working 25

Pay Gap Reporting 26

Gender Pay Gap 26

Ethnicity Pay Gap 30

Disability Pay Gap 33

Drivers for change within our Gender, Ethnicity and Disability Pay Gaps 35

Gender Pay Gap retrospectives 37

Home Fire Safety Checks 2025/26 (HFSC) 39

Youth Education Team 43

King's Trust Summary 43

Fire Cadets Summary 44

Beacon Course Summary 44

Staff Discipline Cases 45

Staff Grievance 49

Introduction

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. 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.

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

- Staff in post
- Leavers and New Starters
- Flexible Working Requests
- Gender and Ethnicity Pay Gap
- Data from Fire Cadets, Princes Trust participants and other youth education programmes
- Discipline and Grievance cases

Disparities

As well as providing diversity within our force, the data also shows MFRA where we have disparities within our workforce, we can compare these with the national MFRS picture, as detailed in the Executive Summary. This section highlights the disparities between our staff and the local population of Merseyside.

Key Disability Disparities

When looking at disability date there is significant underrepresentation vs local population.

- Only **5.1% of staff (valid data)** identify as disabled
- Compared to **22% of the Merseyside population**

We have low levels of discloser across all roles within the organisation

- Total disabled staff: **45 employees**
    - Distribution:
        - Operational staff: **19**
        - Support staff: **23**
        - Fire Control: **3**

The figures identify that MFRA has a Potential concentration in lower and mid-level roles

- Quartile analysis shows:
    - Higher proportion of disabled staff in **upper-middle quartile (40.5%)**
    - But still **lower representation in top quartile (21.4%)** compared to non-disabled staff

This data shows that:

- We have low representation across the workforce. And should focus on
    - Recruitment
    - Retention and progression
    - Disclosure rates
- There is also the possibility of perceived barriers within uniformed roles around disclosure. The majority (509) staff have declared No to having a disability when anecdotal evidence shows that there could be a significant number of staff who have an undiagnosed/undisclosed neurodiversity.

Key Disparities Sex

When looking at our staff figures in relation to sex, representation varies depending on the roles within the organisations. The figures show:

- Women make up 30.1% of the workforce but;
    - 15.3% our operational staff
    - In contrast women are in the majority in fire control 86.8%
    - In support roles women make up 52.1% of the workforce

The figures show that in relation to senior roles within the organisation that:

- Women are under represented in senior operational roles, despite significant improvements in recent years
- Only 24.4% are in the top quartile of roles
- Which shows a vertical disparity as there are fewer women in senior/high paid roles

Key Disparities Ethnic Minority Background

When looking at the data in relation to our staff from an Ethnic Minority Background it shows that:

- Across the service we only have 6.1% of staff for an Ethic Minority Background
- Compared to 11.8% of the local population
- That there is disparity in roles with:
    - No staff from Fire Control being from an Ethnic Minority Background
    - And very few (only 2) in Senior roles

Key Disparities Sexual Orientation

When looking at the data provided by our staff in relation to Sexual Orientation it shows that:

- 7.1% of staff identify as LGBT, which is slightly higher than the national FRS average of 5%
    - Fire Control is only 2.63%
    - Support staff 4.2% of staff
- We have seen an increase in disclosure rates with only 13.2% of staff not providing data compared to 22.3% the previous year

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 2023/24 to 2025/26 in relation to the **number of staff in post** during that period. We are asked 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 to respond to incidents across Merseyside.

- The total number of staff employed by Merseyside Fire & Rescue Authority has increased from 1005 in 2023/24 to 1016 as of 31st March 2026, an increase of 11[1]

In relation to the total workforce:

Metric	MFRS as of 31/03/2026	English F&RS Average as of 31/03/25	Variance
% of wholetime staff that are female	15.3%	10.4%	4.9%
Female wholetime CM/WM as a % of the workforce	3.4%	2.3%	1.1%
Female wholetime CM/WM as a % of all CM/WM	10.1%	6.6%	3.5%
% of wholetime staff are from an ethnic minority	7.8%	7.49%	0.31%
Ethnic minority wholetime CM/WM as a % of the workforce	2.4%	0.9%	1.5%

[1] These figures do not include the additional operational posts covered by the retained/secondary contracts.

Ethnic minority wholetime CM/WM as a % of all CM/WM	7.2%	4.8%	2.4%
% of wholetime staff disclosed as LGBT	8.72%	6%	2.72%
LGBT wholetime CM/WM as a % of the workforce	1.6%	0.6%	1%
LGBT wholetime CM/WM as a % of all CM/WM	4.8%	4%	0.8%

Metric	**MFRS as of 31/03/2026**	**English F&RS Average as of 31/03/25**	**Variance**
Females as a % of Fire Control Staff	86.8%	75.7%	11.1%
% of Fire Control staff from an ethnic minority	0	4.1%	-4.1%
% of Fire Control staff disclosed as LGBT	2.63%	7%	-4.37%

Metric	**MFRS as of 31/03/2026**	**English F&RS Average as of 31/03/25**	**Variance**
Females as a % of Support Staff	52.1%	54.4%	-2.3%
% of Support staff from an ethnic minority	3.9%	9.3%	-5.4%
% of Support staff disclosed as LGBT	4,2%	5%	-0.8%

Metric	**MFRS as of 31/03/2026**	**English F&RS Average as of 31/03/25**	**Variance**

Females as a % of All Staff (combined)	31.%	20.8%	10.2%
% of All Staff (combined) from an ethnic minority	6.1%	6.4%	-0.3%
% of All Staff (combined) staff disclosed as LGBT	7.1%	5%	2.1%

Merseyside – Changing Regional Demographics

The 2021 census data for Merseyside highlights changes in the age structure of the population, ethnic composition of the population as well as the significance of disability, socio economic factors and the lives of residents. This information will have implications in terms of workforce representation and how services are delivered as well as wider social cohesion.

Merseyside sits on the mouth of the river Mersey and is made up of five councils: Knowsley, Liverpool, Sefton, St Helens, and Wirral. It spans 249 square miles and is a mix of built-up urban areas, suburbs, semi-rural and countryside locations.
The Merseyside population overview has been sourced from the Office of National Statistics 2021 census data.

Population Summary: Census 2021

	Number	Percentage
Total Population	1,423,285	/
Males	690,711	48.5%
Females	732,574	51.5%
Children (0-14 years)	235,594	16.55%
Working age (15-64)	914,332	64.24%
Older People (65+)	273,360	19.21%

Sex

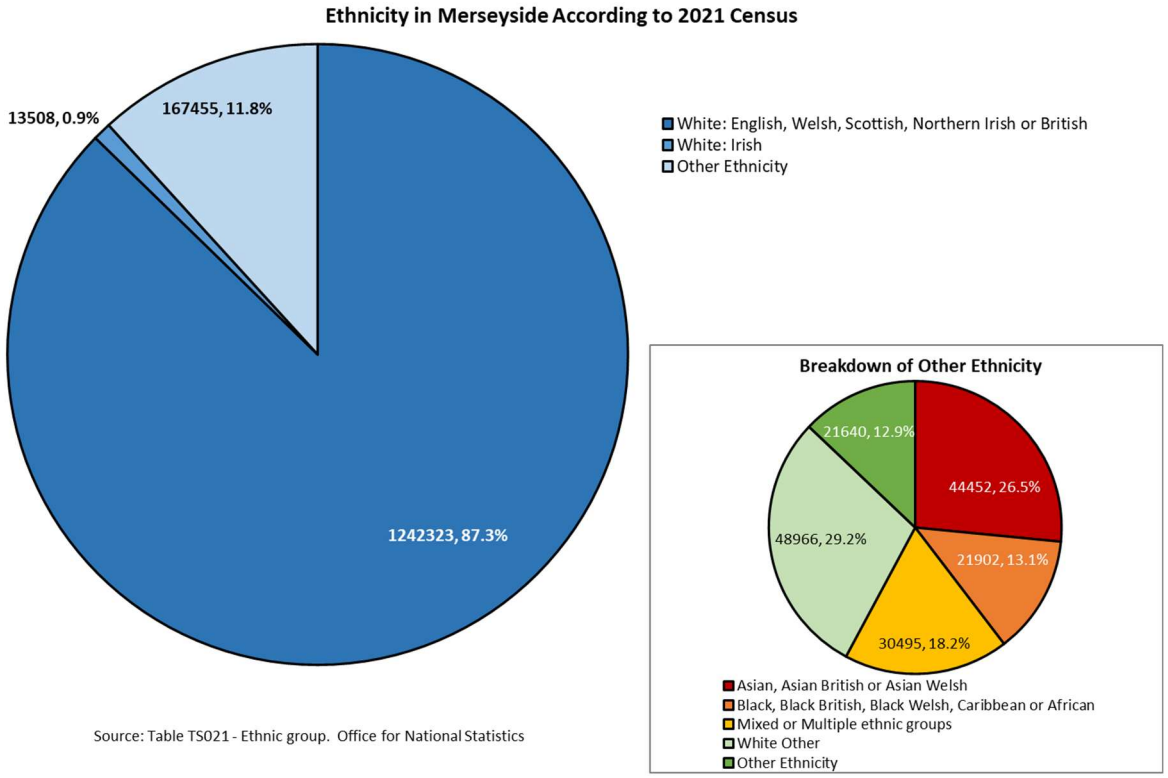
Men account for 48.5% of the Merseyside population and women 51.5%.

Age

When looking at the population of Merseyside has the following breakdown in relation to age: children make up 16.6% of the population, 64.2% of the population is of working age and 19.2% is aged over 65.

Ethnicity

The charts below outline the diversity of the population of Merseyside. 11.8% of the population of Merseyside is from an Ethnic Minority[2] with the population of Liverpool having the most diverse population, with 21.3% from an Ethnic Minority background.



Source: Table TS021 - Ethnic group. Office for National Statistics

Sexual Orientation

In the 2021 Census 123,367 people in Merseyside described their sexual orientation as gay or lesbian, bisexual, pansexual, asexual, queer or did not specify an answer. This represents 8.2% of the region. In comparison, the national figure is 3.2%.

Religion & Belief

Data from the 2021 census reveals the largest religious group in Merseyside is Christian, which accounts for nearly 60% of the population.

Other key figures for consideration are as follows:

2

- **Buddhist** population stands at 4,585 people or 0.3% of the population in Merseyside
- **Hindu** - 7,356 people or 0.5%,
- **Jewish** - 2,576 people or 0.2%,
- **Muslim** - 33,578 people or 2.4%
- & Other - 523,768 people or 36.8%.

Disability

The 2021 census revealed 22% of the population of Merseyside is declared as disabled under the Equality Act.

Socio Economic

The Merseyside has significant employment, unemployment and economic inactivity gaps remaining for women, those from an ethnic minority, those with a disability, young people, and older people.

Evidence indicates deprivation scores across all the Merseyside local authorities are significantly higher than the England national average and is linked to protected characteristics and wider causes of vulnerability.

Merseyside is one of the most deprived areas in England. When looking at individual councils' areas, Knowsley is the third most deprived local authority in England and Liverpool the fourth. There are areas, for example in West Wirral and North Sefton, which are more economically affluent, but large areas of Merseyside fall within the highest ratings of social deprivation, which has the side effects of high levels of poverty, social exclusion, and crime.

Therefore, our communities are diverse in so many ways and our staff are also part of a team of diverse people undertaking different roles but working together to achieve outstanding impact.

While the information above shows the levels of diversity found across Merseyside, our Community Engagement Advisor works closely with all our staff to understand these statistics and engage with the communities within their station area. By

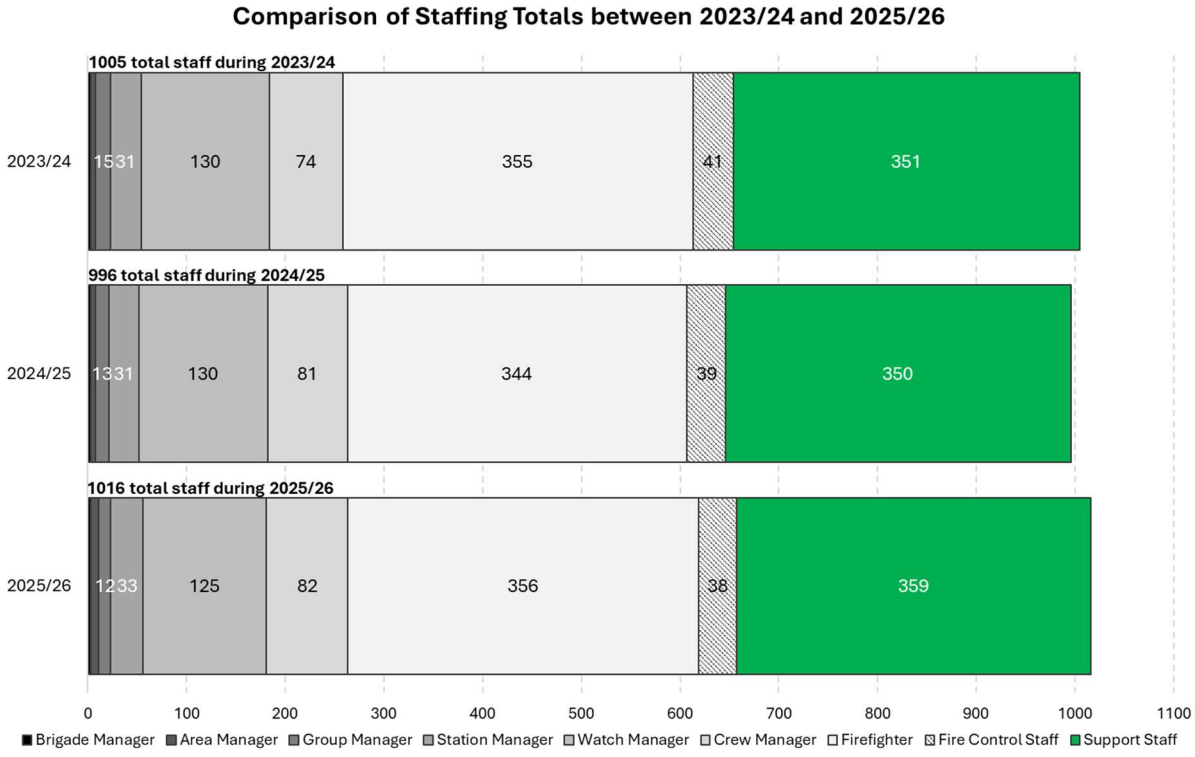
expanding the relationship between our crews on station and the surrounding communities we can build a strong relationship, put faces and names to these statistics. To learn more about the people we serve, because we are part of our community - it’s where we are from, it’s where we have brought up our families. We reflect our area - looking after each other and showing kindness. Our teams continue to shape our story, putting our community at the heart of everything we do.

Merseyside Fire & Rescue Authority Staffing Data 2024-25

In the following section of this report, you will find the detailed analysis of MFRA's staffing data as of 31st March 2026. This data covers the period 1st April 2024 to 31st March 2026. Included within this report you will also find our Gender and Ethnic Minority Pay Gap for the same period. This year we are also publishing our Disability Pay Gap data voluntarily ahead of the reporting requirements being introduced in April 2027.

Analysis of workforce from 2023/25 to 2025/26

Data chart: Staffing Structure over time



Key Results – Analysis of the staffing structure over time

Data chart above provides the staffing structure of Merseyside Fire & Rescue Service (MFRS) over the past 3 years. The chart identifies:

- Over the 3-year period, total employees have increased by 11, from 1005 during 2023/24 to 1016 during 2025/26. When compared to the previous year, overall employees have increased from 996 to 1016 (increase of 20)

- Overall Operational personnel (shown as grey in the chart above) account for 60.93% of total staff (or 619)
- Fire Control staff have seen a reduction from 41 during 2023/24 to 38 during 2025/26.
- Support staff numbers have gradually risen over the 3-year period, from 351 during 2023/24 to 359 during 2025/26.

Analysis of MFRS Staffing 2025/26

Analysis of Staff by Sex

Data table: Analysis of staffing by Sex

			Sex		
Role	Position	**Total**	Male	Female	% Female
Operational Staff	Brigade Manager	**3**	3	0	0.0%
	Area Manager	**8**	8	0	0.0%
	Group Manager	**12**	11	1	8.3%
	Station Manager	**33**	25	8	24.2%
	Watch Manager	**125**	116	9	7.2%
	Crew Manager	**82**	70	12	14.6%
	Firefighter	**356**	291	65	18.3%
	Sub Total	**619**	524	95	15.3%
Fire Control Staff	Group Manager	**1**	0	1	100.0%
	Station Manager	**1**	0	1	100.0%
	Watch Manager	**12**	1	11	91.7%
	Crew Manager	**6**	1	5	83.3%
	Firefighter	**18**	3	15	83.3%
	Sub Total	**38**	5	33	86.8%
Support Staff	Grades 12+	**51**	28	23	45.1%
	Grades 6-11	**224**	110	114	50.9%
	Grades 1-5	**77**	30	47	61.0%
	Apprentices	**7**	4	3	42.9%
	Sub Total	**359**	**172**	**187**	52.1%
Grand Total		**1016**	701	315	31.0%

Key results – of staffing by Sex

The data table above identifies the following when looking at the data by sex for 2025/26

- There were 315 women working for MFRS, accounting for 30.1% of the total workforce.
- Women accounted for 95 or 15.3% of Operational staff, 33 or 86.8% of Fire Control staff and 187 or 52.1% of Support Staff.
- The highest ranked role for both Operational and Fire Control women was Group Manager. For Support Staff, 28 from 51, or 45.1% posts at Grade 12 and above, are held by women, a further increase on the previous year.

Analysis of Staff by Ethnicity

Data Table: Breakdown of Ethnic Origin by role

Key results by Ethnic Origin by role

Role	Position	Total	White British / Irish	Any other Ethnicity	Prefer Not to Say	No Data
Operational Staff	Brigade Manager	3	3	0	0	0
	Area Manager	8	8	0	0	0
	Group Manager	12	10	2	0	0
	Station Manager	33	32	0	1	0
	Watch Manager	125	114	7	3	1
	Crew Manager	82	74	8	0	0
	Firefighter	356	317	31	7	1
	Sub Total	**619**	**558**	**48**	**11**	**2**
Fire Control Staff	Group Manager	0	1	0	0	0
	Station Manager	1	1	0	0	0
	Watch Manager	12	12	0	0	0
	Crew Manager	6	6	0	0	0
	Firefighter	18	18	0	0	0
	Sub Total	**38**	**38**	**0**	**0**	**0**
Support Staff	Grades 12+	51	51	0	0	0
	Grades 6-11	224	205	13	2	4
	Grades 1-5	77	76	1	0	0
	Apprentices	7	7	0	0	0
	Sub Total	**359**	**339**	**14**	**2**	**4**
Total		1016	935	62	13	6

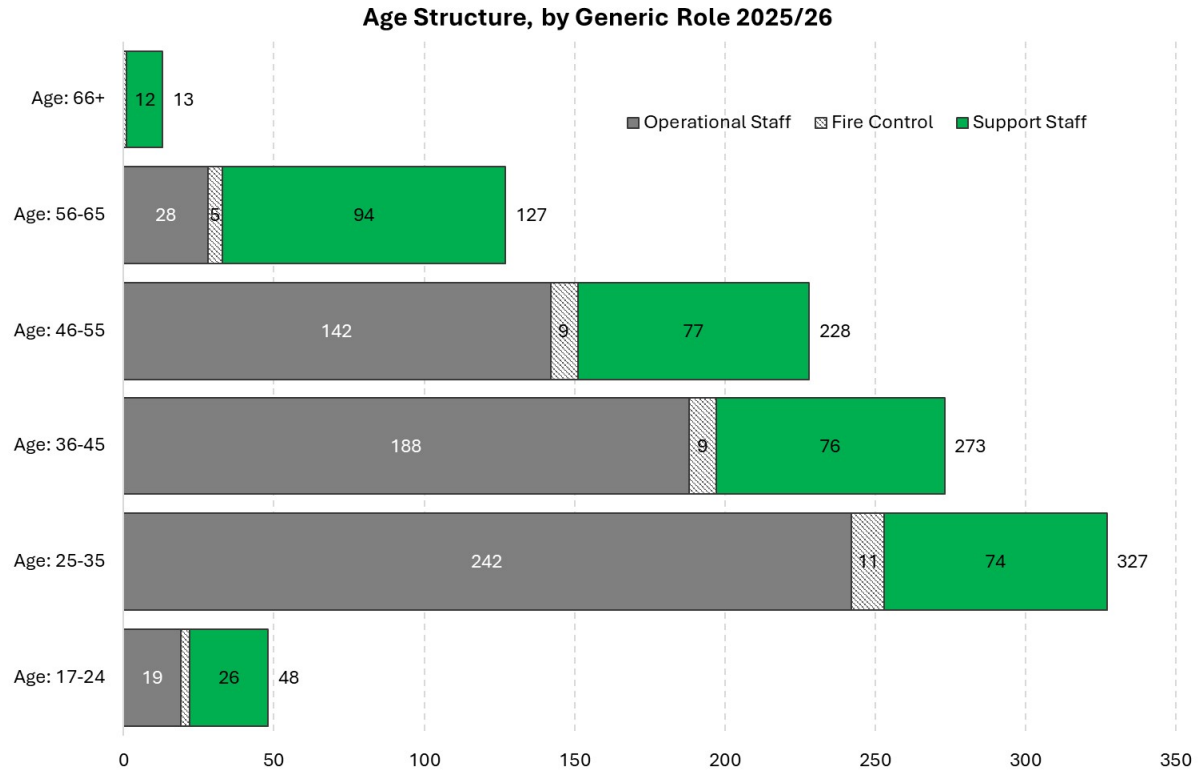
Key results by Ethnic Origin by role

The Data table above identifies that in 2025/26:

- Regardless of role, the most prominent ethnicity at Merseyside Fire & Rescue Service was White British / Irish with 935 members of staff or 92.3% overall.
- In total 64 members of staff (6.1%) were classified as other ethnicities, 13 preferred not to say and 6 had no data assigned which equates to 0.6% an decrease of 0.5% or 5 people since last year.
- Two senior members of staff are from a non-White British background (both Group Manager)
- 7 Watch Managers
- 13 Support Staff grade 6-11

Analysis of staff age structure by role (Uniformed, Support Staff and Fire Control)

Data chart: Analysis of staff age structure



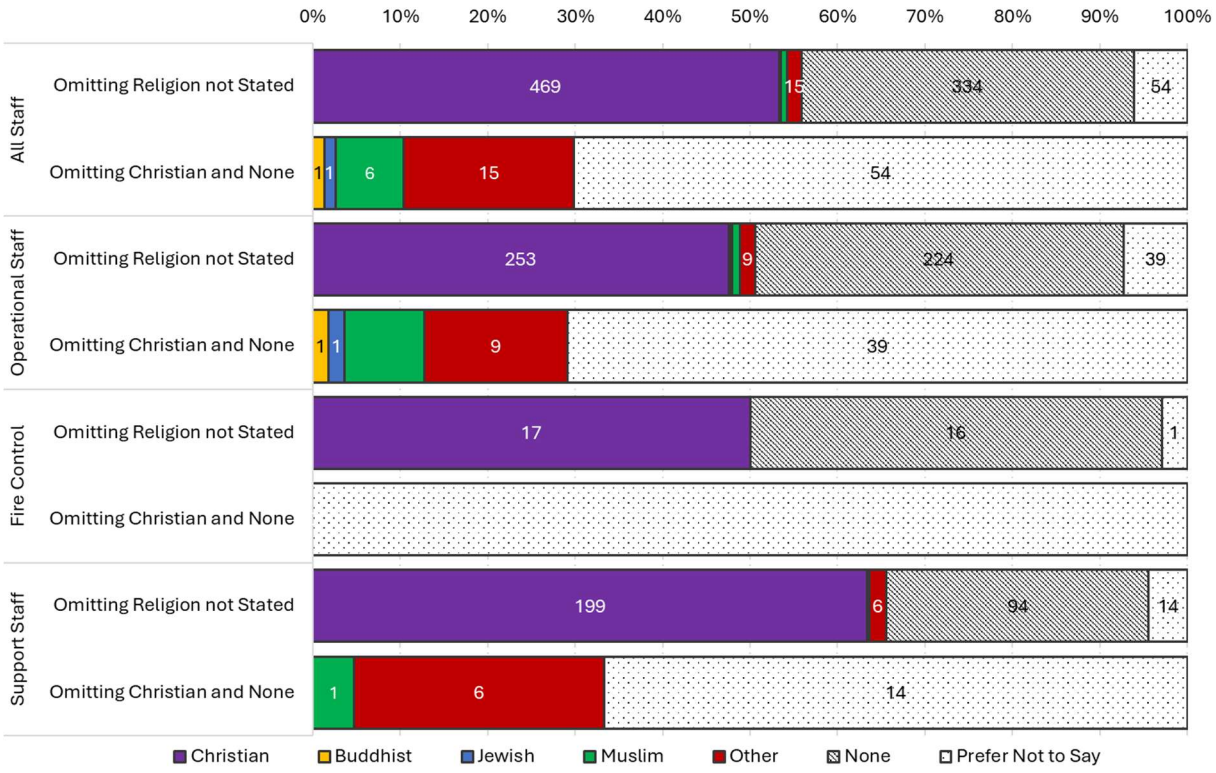
Key Results – Staffing by Age

The data chart above identifies that in 2025/26:

- Most staff (regardless of role) were between the age of 25-35, this is heavily influenced by counts of Operational staff.
- Concerning ages above age 56 – 65, there were fewer Operational Staff members (28) with the majority being Support Staff, (94)
- There were no Operational Staff above the age of 66+
- When looking at the lower age range, there was a total of 48 staff aged 17-24, of which 19 are Operational Staff, 26 are Support Staff and 3 members of Fire Control.

Analysis of Staff Religion Structure

Data chart: Analysis of Staff Religion



Key Results – Breakdown of religion across the service.

The data chart above provides a breakdown of religion across the service, based on valid data (the data that has been provided to us by staff). The chart identifies that:

- Christianity is the most common religion with 469 members of staff stating that they are Christian. This is 53.3% of valid data.
- This is then followed by staff who have no religion, accounting for 282 or 38.0% of the valid data.
- Minority religions including: Judaism, Buddhism and Islam account for 2.6% of the valid data.
- Disclosure rates have risen this year with the ‘No Data’ and ‘Not Stated’ dropping from 8.84% to 5.8&

Analysis of Staff Disability

Data table: Analysis of Staff Disability

Role	Position	Total	Yes	No	PNTS	No Data	% Valid Data
Operational Staff	Brigade Manager	3	0	3	0	**0**	100.0%
	Area Manager	8	0	8	0	**0**	100.0%
	Group Manager	12	1	10	1	**0**	91.7%
	Station Manager	33	1	32	0	**0**	100.0%
	Watch Manager	125	3	97	0	**25**	80.0%
	Crew Manager	82	4	67	3	**8**	86.6%
	Firefighter	356	10	288	1	**57**	83.7%
	Sub Total	619	19	505	5	**90**	84.7%
Fire Control Staff	Group Manager	1	0	1	0	**0**	0.0%
	Station Manager	1	0	1	0	**0**	0.0%
	Watch Manager	12	2	9	0	**1**	91.7%
	Crew Manager	6	0	6	0	**0**	100.0%
	Firefighter	18	1	16	0	**1**	94.4%
	Sub Total	38	3	33	0	**2**	94.7%
Support Staff	Grades 12+	51	2	44	1	**4**	90.2%
	Grades 6-11	224	15	173	4	**32**	83.9%
	Grades 1-5	77	6	57	1	**13**	81.8%
	Apprentices	7	0	5	1	**1**	71.4%
	Sub Total	359	23	279	7	**50**	84.1%
Total		**1016**	**45**	**817**	**12**	**142**	**84.8%**
% of Total Responses			4.4%	80.4%	1.2%	14.0%	
% of Valid Data (count = 874)			5.1%	93.5%	1.4%		

Key Results – in relation to disabilities

The data table above shows that:

- In relation to disability, 84.8% of data is valid, meaning that this proportion of staff have updated their records with disability data. This is a 9.8% improvement on the previous year's data, but we will continue to encourage staff to provide this data to ensure we have a full picture of how disability affects our workforce.
- Where staff have provided this data, it shows that there are 45 members of staff who have a disability, this equates to 5.1% of the valid data.
- Where staff tell us that they have a disability, we work with them to make reasonable adjustments to help them carry out their role. We also encourage staff to contact Access to Work (an organisation that provides assistance to

people with disabilities) when necessary for workplace assessments and further support around reasonable adjustments.

- Disclosure rated have increased considerably this year, with a reduction of 9% from 25% or 249 staff to 14% or 142 who have not provided this information.

Analysis of staff Sexual Orientation

Data table: Analysis of staff Sexual Orientation

Role	Position	Total	Hetero-sexual	Gay/ Lesbian	Bi-sexual	Self Describe	Other	PNTS	No Data
Operational Staff	Brigade Manager	**3**	3						
	Area Manager	**8**	8						
	Group Manager	**12**	10					2	
	Station Manager	**33**	24	4				4	1
	Watch Manager	**125**	81	1	2	2	1	9	29
	Crew Manager	**82**	66	3	2			4	7
	Firefighter	**356**	252	19	18		2	18	47
	Sub Total	**619**	444	27	22	2	3	37	84
Fire Control Staff	Group Manager	**1**	1						
	Station Manager	**1**	1						
	Watch Manager	**12**	9						3
	Crew Manager	**6**	6						
	Firefighter	**18**	15		1			1	1
	Sub Total	**38**	32	0	1	0	0	1	4
Support Staff	Grades 12+	**51**	47	1					3
	Grades 6-11	**224**	170	4	5	1	1	8	35
	Grades 1-5	**77**	64	1	2		1	2	7
	Apprentices	**7**	5		1				1
	Sub Total	**359**	286	6	8	1	2	10	46
Total		1016	762	33	31	3	5	48	134
% of total response			75.0%	3.2%	3.1%	0.3%	0.5%	4.7%	13.2%
% of valid data (count = 882)			86.4%	3.7%	3.5%	0.3%	0.6%	5.4%	

Key Results – in relation to sexual orientation

The data table above shows that:

- Across the Authority, 13.2% of staff have not recorded their sexual orientation, however, this is improving year on year, based on the valid count of 882 (up from 774 the year before)
- We will continue to stress to staff the importance of recording this information.
- Based on valid data, provided by MF&RS staff:
    - 86.4% of staff reported that they were Heterosexual
    - 3.7% said they were either Gay/Lesbian,
    - 3.5% described themselves as Bisexual,
    - 5.4% preferred not to say
    - 0.9% reported that they were either self-describing or other

- Disclosure rated have increased considerably this year, with a reduction of 9.1% from 22.3% or 222 staff to 13.2% or 132 who have not provided this information.
- , .

New Starters and Leavers

Data table: Analysis of New Starters by Sex

			Sex		
Role	Position	**Total**	Male	Female	% Female
Operational Staff	Brigade Manager	0	0	0	0.0%
	Area Manager	0	0	0	0.0%
	Group Manager	1	0	1	100.0%
	Station Manager	1	1	0	0.0%
	Watch Manager	1	1	0	0.0%
	Crew Manager	0	0	0	0.0%
	Firefighter	44	33	11	25.0%
	Sub Total	**47**	35	*12*	*25.5%*
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	3	2	1	33.3%
	Sub Total	**3**	2	*1*	*33.3%*
Support Staff	Grades 12+	1	1	0	0.0%
	Grades 6-11	17	9	8	47.1%
	Grades 1-5	12	5	7	58.3%
	Apprentices	0	0	0	0.0%
	Sub Total	**30**	15	*15*	*50.0%*
Total		80	52	28	35.0%

Key Results – New Starters by Sex

The Data table above shows that during 2025/26:

- There was a total of 80 new employees within MFRS.
    - Of these new starters, they were predominantly men; 52 of the total (65%).
    - Concerning Operational (specifically fire fighter) recruitment, there were 11 women, which equated to 25% of new recruits
    - Within Fire Control two starters were men and one was a women
    - Support staff; there were equal counts of men and women joining the organisation (15 in each sex)

Data table: Analysis of Leavers by Sex

			Sex		
Role	Position	**Total**	Male	Female	% Female
Operational Staff	Brigade Manager	**0**	0	0	0.0%
	Area Manager	**1**	1	0	0.0%
	Group Manager	**2**	2	0	0.0%
	Station Manager	**1**	1	0	0.0%
	Watch Manager	**7**	7	0	0.0%
	Crew Manager	**5**	5	0	0.0%
	Firefighter	**20**	18	2	10.0%
	Sub Total	**36**	34	2	*5.6%*
Fire Control Staff	Group Manager	**0**	0	0	0.0%
	Station Manager	**0**	0	0	0.0%
	Watch Manager	**2**	1	1	50.0%
	Crew Manager	**0**	0	0	0.0%
	Firefighter	**2**	1	1	50.0%
	Sub Total	**4**	2	2	*50.0%*
Support Staff	Grades 12+	**2**	1	1	50.0%
	Grades 6-11	**19**	9	10	52.6%
	Grades 1-5	**10**	4	6	60.0%
	Apprentices	**0**	0	0	0.0%
	Sub Total	**31**	14	17	*54.8%*
Total		71	50	21	29.6%

Key Results – leavers by Sex

The data table above shows that during 2025/26:

- 71 members of staff left MFRS.
    - Leavers were predominantly men, accounting for 50 (70.4%).
    - Concerning Operational leavers, 2 were women, equating to 5.6%, the majority being men with 34 or 94.4%.
    - Within Fire Control there were 4 leavers, with equal numbers of men an women.
    - Support staff; there were 31 leavers, with 17 women, equal to 54.8%.
    - When leavers and new starters are compared there were proportionally more women joining (35.0%) than leaving (29.6%).

Leavers can complete exit questionnaires and interviews if they wish too, and we act upon any matters that arise from those returns by sharing those questionnaires /

interview which contain any recommendations with Senior Managers for that department to implement if feasible/appropriate.

Flexible Working

In total there were 23 requests for flexible working, of which all were accepted by the panel.

When analysed by sex; 15 requests were from women and 8 were from men.

When analysed by age, there were:

- 3 requests from staff between the ages of 22-30
- 9 requests from staff between the ages of 31-40
- 5 requests from staff between the ages of 41-50
- 5 requests from staff between the ages of 51-60
- 1 request was from a member of staff above the age of 60

When analysed by ethnicity, the majority of requests (15) were White British or Irish, the remaining 8 were unknown.

14 members of staff stated they were not disabled, with the remaining 9 being unknown.

Pay Gap Reporting

The following section provides MFRA's Pay Gap reporting. As with previous reports it includes our Gender Pay Gap, Ethnicity Pay Gap and for the first time this year our Disability Pay Gap Reporting. The Authority has taken the decision as we have previously done with the Ethnicity Pay Gap to report this data voluntarily ahead of the introduction of mandatory reporting in 2027.

We will use this year's Disability Pay Gap reporting as a base line one which to measure against for next years reporting

Gender Pay Gap

The gender pay gap reporting obligations are included in the Public Sector Equality Duty (PSED). This section reports on our annual gender pay gap exercise which based on data taken as of 31st March 2026. Gender pay gap figures are based on a total of 968[3] staff in scope for this exercise; 682 (70.5%) were men and 286 (29.5%) were women.

Measure 1: Mean gender pay gap

This measure is the difference between the mean (average) hourly rates of pay for men and women's full pay for relevant employees. A positive percentage indicates that women are paid less than men and a negative pay gap reflects the opposite.

[3] A number of employees weren't included in the Gender Pay Gap Figures because they were not "Full Pay Relevant". This means that, for the reasons detailed below an individual did not receive a full month's salary for the reporting period.

- 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

Data table: Mean Gender Pay Gap 2025/26

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	*Previous Pay Gap*
All staff	£20.43	£19.12	£1.31	6.4%	*8.3%*
Operational Staff (inc Fire Control)	£20.17	£19.07	£1.10	5.5%	*7.3%*
Support staff	£21.20	£19.16	£2.04	9.6%	*10.2%*

Across the organisation, the mean gender pay gap is 6.4% or £1.31 per hour. For operational staff only, the gap is 5.5% and for support staff the gap is slightly wider at 9.6%.

When the 2025/26 gender pay gap is compared to the previous year, the table identifies that overall, the gender pay gap has reduced from 8.3% to 6.4%. For Support Staff the gap fell from 10.2% during 2024/25 to 9.6% during 2025/26. For operational staff, the gender pay gap fell from 7.3% during 2024/25 to 5.5% during 2025/26.

The impact of having relatively low numbers of women at higher grades 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 our Positive Action strategy and the People Plan.

Measure 2. Median gender pay gap

This is the difference between the median hourly rate of pay of men and women full-pay for relevant employees.

Data table: Median Gender Pay Gap 2025/26

Staff group	Male hourly pay £	Female hourly pay £	Pay gap £	Pay gap %	*Previous Pay Gap*
All staff	£18.83	£18.15	£0.68	3.6%	*3.8%*
Operational Staff (inc Fire Control)	£18.31	£18.15	£0.16	0.9%	*3.0%*
Support staff	£19.91	£18.45	£1.46	7.3%	*4.8%*

When compared to the mean gender pay gap, the difference between men and women is narrower, with a 3.6% difference across the whole organisation, a 0.9% difference for operational staff and 7.3% difference for support staff.

Measure 3. Mean bonus gap

This is the difference between the mean bonus paid to men (relevant employees) and that paid to women (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 men (relevant employees) and that paid to women (relevant employees). This measure is not applicable as there are no bonus payments made to MFRA staff.

Measure 5. Bonus proportions

The proportions of men and women 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[4] pay bands

The proportions of Men and Women full-pay relevant employees in the Lower (1), Lower Middle (2), Upper Middle (3) and Upper (4) quartile pay bands.

Quartile pay bands

Data table: Quartile Pay Bands 2025/26

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# of males	%	# of females	%
4. Upper	£21.44	£95.86	183	75.6%	59	24.4%
3. Upper Middle	£18.45	£21.44	170	70.2%	72	29.8%
2. Lower Middle	£17.74	£18.45	194	80.2%	48	19.8%
1. Lower	£9.99	£17.74	135	55.8%	107	44.2%

[4] If a set of data is split into 4 equal parts, then each part is a quartile. The Lower / 1st Quartile is the first quarter of a dataset, the Lower Middle / 2nd Quartile is the equivalent of the Median, the Upper Middle / 3rd Quartile is the 3rd Quarter of a dataset and the Upper / 4th Quartile is the final quarter of the dataset.

The table identifies that when Comparing the counts of males and women as a whole:

- There are proportionally far more women (37.4% of total women) within the 1st Quartile (1. Lower), than men (19.8% of total men).
- Within the 2nd Quartile, there are proportionally more men (28.4%) than women (16.8%)
- Within the 3rd Quartile, there is near parity with a slightly higher proportion of women (25.2%) than men (24.9%)
- Within the 4th Quartile, there are proportionally more men (26.8%) than women (20.6%)

Ethnicity Pay Gap

The ethnicity pay gap reporting obligations are included in the Public Sector Equality Duty (PSED). This section reports the ethnicity pay gap based on data taken as of 31st March 2026. Ethnicity pay gap figures are based on a total of 950[5] staff in scope for this exercise; 870 (91.6%) were White British / Irish (or non-ethnic minority) and 80 (8.4%) were from a ethnic minority background.

Measure 1: Mean ethnicity pay gap

This measure is the difference between the mean (average) hourly rates of pay for White British/Irish and an Ethnic Minority full pay relevant employees. A negative percentage indicates that Ethnic Minority staff are paid more than White British/Irish and a positive pay gap reflects the opposite.

Data table: Mean Ethnicity Pay Gap 2025/26

Staff group	Non-Ethnic Minority hourly pay £	Ethnic Minority hourly pay £	Pay gap £	Pay gap %	*Previous Pay Gap*
All staff	£20.12	£19.12	£1.00	5.0%	*5.4%*
Operational Staff (inc Fire Control)	£20.04	£19.16	£0.88	4.4%	*6.5%*
Support staff	£20.26	£18.99	£1.27	6.3%	*2.9%*

Across the organisation, the mean ethnicity pay gap is 5.0% or £1.00 per hour, this is an improvement on the previous where the gap was 5.4%. For operational staff only, the gap is 4.4% down from 6.5% and for support staff the gap is wider at 6.3%, which is an increase on the previous year.

Measure 2. Median Ethnicity pay gap

[5] A number of employees weren't included in the Ethnicity Pay Gap Figures because they were not "Full Pay Relevant". This means that, for the reasons detailed below an individual did not receive a full month's salary for the reporting period.

- 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

This is the difference between the median hourly rate of pay of ethnic minority staff and White British/Irish full-pay relevant employees.

Data table: Median Ethnicity Pay Gap 2025/26

Staff group	Non-Ethnic Minority hourly pay £	Ethnic Minority hourly pay £	Pay gap £	Pay gap %	*Previous Pay Gap*
All staff	£18.45	£18.15	£0.30	1.6%	*3.5%*
Operational Staff (inc Fire Control)	£18.21	£18.15	£0.06	0.3%	*3.2%*
Support staff	£18.46	£18.46	£0.00	0.0%	*2.1%*

When compared to the median Ethnicity pay gap, the difference between white British and minority ethnicities staff is narrower, with a 1.6% difference across the whole organisation, 0.3% for operational staff and parity for support staff. When compared to the previous year, the gap has fallen for all three cohorts.

Measure 3. Mean bonus gap

This is the difference between the mean bonus paid to White British/Irish relevant employees and that paid to Ethnic Minority 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 White British/Irish relevant employees and that paid to Ethnic Minority relevant employees. This measure is not applicable as there are no bonus payments made to MFRA staff.

Measure 5. Bonus proportions

The proportions of White British/Irish and Ethnic Minority 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[6] pay bands

The proportions of White British/Irish and Ethnic Minority full-pay relevant employees in the Lower (1), Lower Middle (2), Upper Middle (3) and Upper (4) quartile pay bands.

Quartile pay bands

Data table: Quartile Pay Bands 2025/26

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# Non-Ethnic Minority	%	# Ethnic Minority	%
4. Upper	£21.44	£95.86	222	93.3%	16	6.7%
3. Upper Middle	£18.45	£21.44	216	91.1%	21	8.9%
2. Lower Middle	£17.74	£18.45	211	88.7%	27	11.3%
1. Lower	£9.99	£17.74	221	93.2%	16	6.8%

The table identifies that the pay gap within quartiles 2 (Lower Middle) and 3 (Upper Middle), the hourly rates are very similar. Within the Lower quartile there is a difference between hourly rates of £7.75, this increases in the Upper quartile (where there is a difference of £74.42 between hourly rates).

Comparing the counts of White British and ethnic groups as a whole[7]:

- There are proportionally more White British staff (25.4%) within the 1st Quartile (1. Lower), than ethnic staff (20%).
- Within the 2nd Quartile, there are proportionally more staff from an ethnic minority (33.8%) than White British staff (24.3%)
- Within the 3rd Quartile, there is near parity with a slightly higher proportion of staff from an ethnic minority (26.3%) than White British staff (24.8%)
- Within the 4th Quartile, there are proportionally more White British staff (25.5%) than staff from Ethnic Minorities (20.0%)

[6] If a set of data is split into 4 equal parts, then each part is a quartile. The Lower / 1st Quartile is the first quarter of a dataset, the Lower Middle / 2nd Quartile is the equivalent of the Median, the Upper Middle / 3rd Quartile is the 3rd Quarter of a dataset and the Upper / 4th Quartile is the final quarter of the dataset.

[7] Please note, the counts of staff from an Ethnic Minority is low and therefore there is skewing of the data.

Disability Pay Gap

The Disability pay gap reporting will be mandatory reporting for organisations with over 250 employees from April 2027 a part of the Public Sector Equality Duty (PSED). This section reports the Disability pay gap based on data taken as of 31st March 2026. Disability pay gap figures are based on a total of 818[8] staff in scope for this exercise; 776 (94.9%) were not disabled and 42 (5.1%) were disabled.

Measure 1: Mean Disability pay gap

This measure is the difference between the mean (average) hourly rates of pay for abled and disabled full pay relevant employees. A negative percentage indicates that disabled staff are paid more than abled staff and a positive pay gap reflects the opposite.

Data table: Mean Disability Pay Gap 2025/26

Staff group	Non-Disabled hourly pay £	Disabled hourly pay £	Pay gap £	Pay gap %
All staff	£20.22	£19.42	£0.80	4.0%
Operational Staff (inc Fire Control)	£20.06	£19.64	£0.42	2.1%
Support staff	£20.52	£19.26	£1.26	6.1%

Across the organisation, the mean disability pay gap is 4.0% or £0.80 per hour. For operational staff only, the gap is 2.1% and for support staff the gap is wider at 6.1%.

Measure 2. Median Disability pay gap

[8] A number of employees weren't included in the Disability Pay Gap Figures because they were not "Full Pay Relevant". This means that, for the reasons detailed below an individual did not receive a full month's salary for the reporting period.

- 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

This is the difference between the median hourly rate of pay of able and disabled staff.

Data table: Median Disability Pay Gap 2025/26

Staff group	Non-Disabled hourly pay £	Disabled hourly pay £	Pay gap £	Pay gap %
All staff	£18.45	£19.50	-£1.05	-5.7%
Operational Staff (inc Fire Control)	£18.15	£19.64	-£1.49	-8.2%
Support staff	£18.46	£18.94	-£0.48	-2.6%

When compared to the mean gender pay gap, the difference between Disabled and non-disabled staff, is reversed. With disabled staff overall having a favourable pay gap of 5.7%, 8.2% for operational staff and 2.6% for support staff.

Measure 3. Mean bonus gap

This measure is not applicable as there are no bonus payments made to MFRA staff.

Measure 4. Median bonus gap

This measure is not applicable as there are no bonus payments made to MFRA staff.

Measure 5. Bonus proportions

This measure is not applicable as there are no bonus payments made to MFRA staff.

Measure 6. Quartile[9] pay bands

The proportions of full-pay relevant employees in the Lower (1), Lower Middle (2), Upper Middle (3) and Upper (4) quartile pay bands.

[9] If a set of data is split into 4 equal parts, then each part is a quartile. The Lower / 1st Quartile is the first quarter of a dataset, the Lower Middle / 2nd Quartile is the equivalent of the Median, the Upper Middle / 3rd Quartile is the 3rd Quarter of a dataset and the Upper / 4th Quartile is the final quarter of the dataset.

Quartile pay bands

Data table: Quartile Pay Bands 2025/26

Quartile pay Bands	From hourly rate £'s	To hourly rate £'s	# Abled	%	# Disabled	%
Upper	£21.44	£95.86	196	95.61%	9	4.39%
Upper Middle	£18.46	£21.44	187	91.67%	17	8.33%
Lower Middle	£17.74	£18.46	200	97.56%	5	2.44%
Lower	£9.99	£17.74	193	94.61%	11	5.39%

The table identifies that the pay gap within quartiles 2 (Lower Middle) and 3 (Upper Middle), the hourly rates are very similar. Within the Lower quartile there is a difference between hourly rates of £7.75, this increases in the Upper quartile (where there is a difference of £74.42 between hourly rates).

The figures reported on this year will be used as are benchmark base line for future reporting moving forward

Comparing the counts of abled and disabled staff groups as a whole[10]:

- Though close to parity, there are proportionally slightly more disabled staff (26.2%) within the 1st Quartile (1. Lower), than abled staff (24.9%).
- Within the 2nd Quartile, there are proportionally more abled staff (25.8%) than disabled staff (11.9%)
- Within the 3rd Quartile, there is a higher proportion of disabled staff (40.5%) than abled staff (24.1%)
- Within the 4th Quartile, there are proportionally more abled staff (25.3%) than disabled staff from (21.4%)

Drivers for change within our Gender, Ethnicity and Disability Pay Gaps

Gender, Ethnicity and Disability pay gaps are affected by a number of impacts could these include:

- Many organisations are likely to see more women choosing to work part-time, to accommodate family and caring responsibilities.

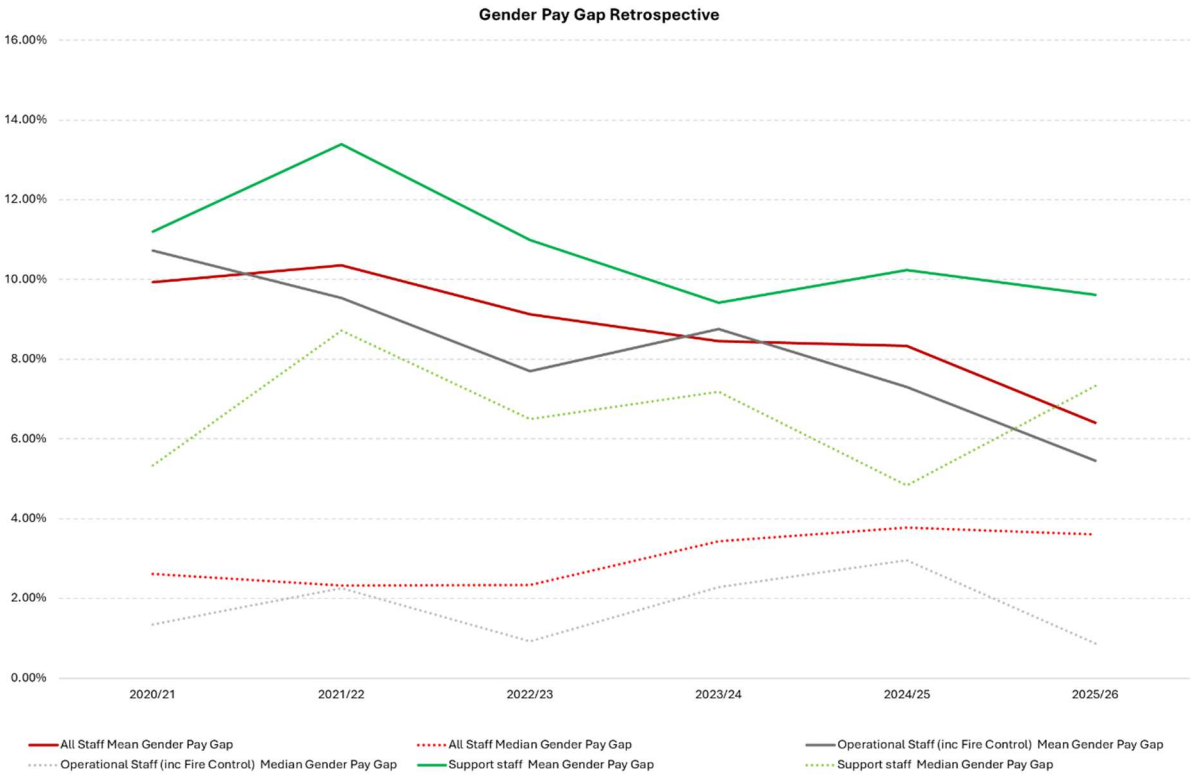
[10] Please note, the counts of staff from an Ethnic Minority is low and therefore there is skewing of the data.

- Women are more likely to take career interruptions or choose not to apply for progression because of the potential impact on family and childcare.
- Changes in workforce composition can have a significant impact when working with small numbers such as number the women or ethnic minority staff. These changes can significantly affect the pay gap.
- Figures will expand before contracting as women and ethnic minority staff progress through an organisation.
- It takes significant time for staff to progress from recruit firefighter to competent firefighter and then to progress up the ranks. This means it will be a number of years before significant changes within the pay gaps are reported.
- Low level of disclosure rates can impact significantly on the level of valid data available.
- The data shows that the pay gaps at MFRS are linked to the distribution of grades rather than equal pay for equal work.

Gender Pay Gap retrospectives

The following represents how both the Gender Pay Gap and Ethnicity[11] Pay Gap have evolved over the past 6 years.

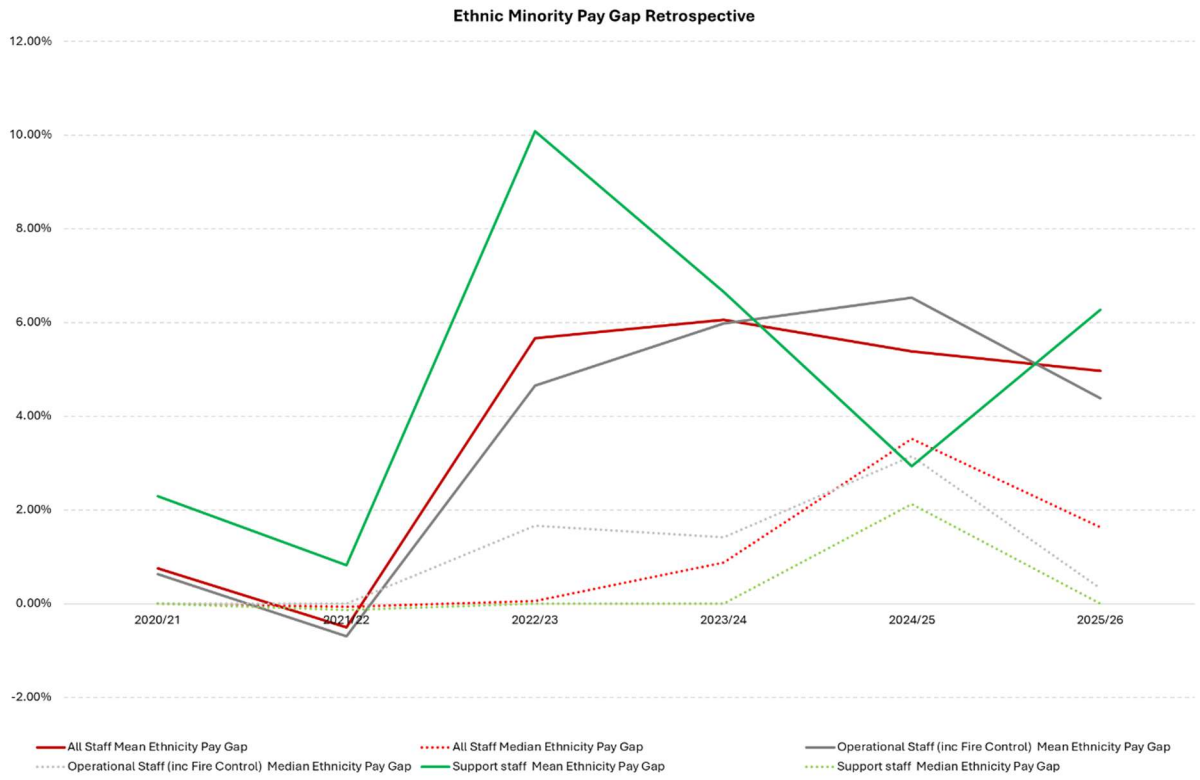
Data Chart: Gender Pay Gap retrospective



For the Gender Pay Gap, there is a general downward trend, indicating a narrowing of the gap overall, this is less obvious with the median measurement.

Data Chart: Ethnicity Pay Gap retrospective

[11] Prior to 2023/24 the Ethnicity Pay Gap was referred to as the BAME pay gap



For the Ethnicity Pay Gap, regardless of mean or median, the gap proportion varies from year to year with little consistency.

We will continue to monitor our pay gap reporting in this manner moving forward, to show our direction of travel, improvements and as a way to hopefully identify possible trends in the data.

Home Fire Safety Checks 2025/26 (HFSC)

The following data tables below show the number of HFSC's carried out by our operational staff during the period 1st April 2025 to 31st March 2026 (these figures were correct on the date of extraction (1st June 2026)), from the Service's information management system[12].

Data table: HFSC's conducted by Operational Crews by Ethnicity

Ethnicity	2025/26 Total Visits	% Overall	% Omitting "PNTS"	*% of Merseyside Resident Population*	*% of Over 65 Population*
White - British	45,011	89.6%	**94.0%**	87.3%	95.6%
White - Irish	188	0.4%	**0.4%**	0.9%	1.3%
White - Other	628	1.3%	**1.3%**	3.4%	0.8%
Asian - Bangladeshi	59	0.1%	**0.1%**	0.3%	0.1%
Asian - Chinese	184	0.4%	**0.4%**	0.9%	0.5%
Asian - Indian	286	0.6%	**0.6%**	0.8%	0.3%
Asian - Other	199	0.4%	**0.4%**	0.8%	0.1%
Asian - Pakistani	72	0.1%	**0.2%**	0.3%	0.1%
Black - African	442	0.9%	**0.9%**	1.1%	0.2%
Black - Caribbean	84	0.2%	**0.2%**	0.2%	0.1%
Black - Other	91	0.2%	**0.2%**	0.2%	0.1%
Mixed - Other	109	0.2%	**0.2%**	0.6%	0.1%
Mixed - White & Asian	101	0.2%	**0.2%**	0.5%	0.1%
Mixed - White & Black African	59	0.1%	**0.1%**	0.5%	0.1%
Mixed - White & Black Caribbean	64	0.1%	**0.1%**	0.5%	0.1%
Other Ethnic Group	314	0.6%	**0.7%**	1.5%	0.3%
Prefer not to say	*2,345*	4.7%			
Total	50,236	100.0%			

Key Results – HFSC Equality data for Ethnicity

The data table above identifies that:

- On 4.7% of occasions the occupier did not state their ethnicity.

[12] Please note: both Home Fire Safety Check and Safe and Well performance figures contained within this report differ to those published in the Service Delivery Plan. When a high-risk re-visit occurs this overwrites the pre-existing visit – therefore when the data is refreshed; visits that were recorded in the previous year now have an updated visit date and therefore no longer appear in historical data.

- 89.6% of our HFSCs have been carried out in homes where the resident identifies as White British, if Prefer not to say is omitted, then this increases to 94.0%.
- 4.1% of HFSC have been carried out in homes where the resident identifies as non-white compared to a Merseyside population of 8.3%, however given that HFSC's are targeted at the over 65 population the 4.1% could be interpreted as an over performance as according to the 2021 Census the over 65 Merseyside non-white population proportion is 2.2%.

Data table: HFSC's Conducted by Operational Crews by Religion

Religion	2025/26 Total Visits	% Overall	% Omitting "PNTS"	*% of Merseyside Resident Population*
Christian	26,234	52.2%	**61.9%**	59.8%
Atheist / None	12,724	25.3%	**30.0%**	31.0%
Other	2,763	5.5%	**6.5%**	0.4%
Muslim	413	0.8%	**1.0%**	2.4%
Jewish	59	0.1%	**0.1%**	0.2%
Buddhist	80	0.2%	**0.2%**	0.3%
Hindu	107	0.2%	**0.3%**	0.5%
Sikh	29	0.1%	**0.1%**	0.1%
Prefer not to say (PNTS)	*7,827*	15.6%		*5.3%*
Total	50,236	100.0%		

Key Results – HFSC Equality Data for Religion

The data table above identifies that at the time the data was extracted from the MFRS information management system:

- On 15.6% of occasions the occupier did not state their religion which is a further improvement on the previous year (16.3%).

Based on valid data i.e. omitting the Prefer not to say category:

- 61.9% of responses indicated that they were of the Christian faith
- 30.0% were Atheist or had no religion
- Judaism, Buddhism, Islam, Hindu and Sikh accounted for 1.4% of valid data
- The remaining 6.5% indicated other (data is not available to explore further)

We are working to improve the number of responses we get when we ask people about their ethnicity and religion and we are confident that our continued efforts to introduce more diversity into our workforce (including actions in our Community Risk Management and People Plans), plus providing more information to explain why we want this data and further guidance for staff will help improve these responses. management system.

Safe and Well Visits 2025/26 (S&W)

The following data tables represent the number of Safe and Well visits conducted by our Prevention team during the period 1st April 2025 to 31st March 2026 (these figures were correct on the date of extraction (1st June 2026)), from the Service's information management system.

Data table: Safe and Well Visits conducted by Prevention Team by Ethnicity

Key Results – Safe and Well Equality data for Ethnicity

Ethnicity	2025/26 Total Visits	% Overall	% Omitting "PNTS"	*% of Merseyside Resident Population*	*% of Over 65 Population*
White - British	10,152	90.4%	**93.9%**	87.3%	95.6%
White - Irish	73	0.6%	**0.7%**	0.9%	1.3%
White - Other	114	1.0%	**1.1%**	3.4%	0.8%
Asian - Bangladeshi	13	0.1%	**0.1%**	0.3%	0.1%
Asian - Chinese	52	0.5%	**0.5%**	0.9%	0.5%
Asian - Indian	30	0.3%	**0.3%**	0.8%	0.3%
Asian - Other	38	0.3%	**0.4%**	0.8%	0.1%
Asian - Pakistani	12	0.1%	**0.1%**	0.3%	0.1%
Black - African	87	0.8%	**0.8%**	1.1%	0.2%
Black - Caribbean	16	0.1%	**0.1%**	0.2%	0.1%
Black - Other	39	0.3%	**0.4%**	0.2%	0.1%
Mixed - Other	54	0.5%	**0.5%**	0.6%	0.1%
Mixed - White & Asian	19	0.2%	**0.2%**	0.5%	0.1%
Mixed - White & Black African	21	0.2%	**0.2%**	0.5%	0.1%
Mixed - White & Black Caribbean	17	0.2%	**0.2%**	0.5%	0.1%
Other Ethnic Group	70	0.6%	**0.6%**	1.5%	0.3%
Prefer not to say (PNTS)	*424*	3.8%			
Total	11,231	100.0%			

The data table above15 identifies that:

- On 3.8% of occasions the occupier did not state their ethnicity.
- 90.4% of Safe and Well visits have been carried out in homes where the resident identifies as White British, this increases to 93.9% if prefer not to say data is omitted
- 4.3% of Safe & Well visits have been carried out in homes where the resident identifies as non-white compared to a Merseyside population of 8.3%. It should be noted that Safe and Well visits primarily target the over 65 population, according to the 2021 Census, the over 65 BAME population 2.27% of the total, therefore the 4.3% achieved could be interpreted as an over performance.

Data table: Safe and Well Visits Conducted by Prevention Team by Religion

Religion	2025/26 Total Visits	% Overall	% Omitting "PNTS"	*% of Merseyside Resident Population*
Christian	6,441	57.3%	**62.4%**	59.8%
Atheist / None	3,593	32.0%	**34.8%**	31.0%
Other	76	0.7%	**0.7%**	0.4%
Muslim	130	1.2%	**1.3%**	2.4%
Jewish	30	0.3%	**0.3%**	0.2%
Buddhist	19	0.2%	**0.2%**	0.3%
Hindu	20	0.2%	**0.2%**	0.5%
Sikh	7	0.1%	**0.1%**	0.1%
Prefer not to say (PNTS)	*918*	8.2%		*5.3%*
Total	11,234	100.0%		

Key Results – Safe and Well Equality Data for Religion

The data table above identifies that at the time the data was extracted from the MFRS information management system:

- On 8.2% of occasions the occupier did not state their religion.

Based on valid data:

- 62.4% of people responding indicated that they were of the Christian faith
- 34.8% were Atheist or had no religion.
- Judaism, Buddhism, Islam, Hindu and Sikh accounted for 2.0% of valid data 0.7% indicated other (data is not available to explore further).

Youth Education Team

King's Trust Summary

During 2025/26 there was a total of 101 attendees on our Kings Trust courses.

Data table: Kings Trust Attendees by Age and Sex

		Sex			
Age	**Total**	Male	Female	Other	% Female
16	**17**	10	7		41.2%
17	**27**	11	16		59.3%
18	**21**	15	6		28.6%
19	**9**	4	3	2	33.3%
20	**11**	9	2		18.2%
21	**1**		1		100.0%
22	**5**	2	3		60.0%
23	**6**	5		1	0.0%
24	**2**	2			0.0%
25	**1**	1			0.0%
26	**1**	1			0.0%
Total	**101**	59	38	3	37.6%
%		58.4%	37.6%	3.0%	

Key Results – Kings Trust Attendees by Age and Sex

The data table above identifies**:**

- There were more men attendees than young women, with 58.4% being young men
- The most populous age for attending the course was 17 with 27 attendees. The age of 18 was the second most common.

When analysing Kings Trust data further:

- 95.0% (96) of attendees were White British
- 69.3% (70) were Heterosexual, 4.0% (4) were Gay / Lesbian, 8.9% (9) were bisexual and 14.9% (15) preferred not to say
- 64.4% (65) of attendees considered themselves to have some kind of disability
- 74.3% (75) of attendees had no religion, 17.8% (18) were Christian, 2.0% (2) followed Islam. 5.9% (6) preferred not to say

Fire Cadets Summary

During 2025/26 there was a total of 54 attendees participating in our Fire Cadet groups.

When broken down by sex [13]:

- 66.7% (36) of attendees were young men
- 33.3% (18) of attendees were young women

When analysed by ethnicity, the following was identified:

- The majority of attendees were White British (51 attendees)
- 2 attendees were white other
- 1 attendee was recorded as being non-white

12 attendees were disabled to some degree

Beacon Course Summary

During 2025/26 there was a total of 236 attendees participating in our Beacon Courses.

When broken down by sex

- 60.2% (142) of attendees were young men
- 39.8% (94) of attendees were young women

When broken down by age

- Most participants were in the 10-year-old group with 109 attendees
- Followed by 9-year-olds with 101attendees
- 11-year-olds had 24 attendees, along with a single 8-year-old and 12-year-old.

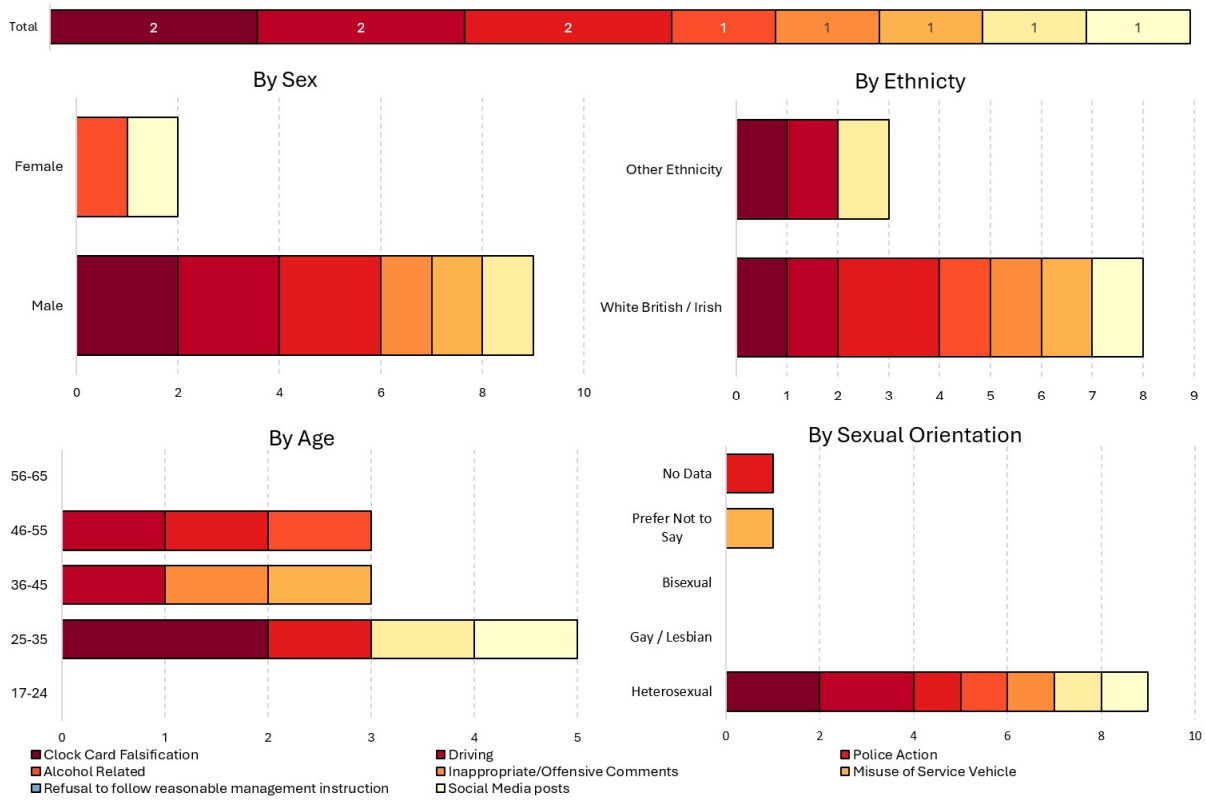
[13] At the time of writing this report the details of 1 attendee were unknown

When analysed by Ethnicity, 19.9% (47) were non-White British or Irish

Staff Discipline Cases

During 2025/26 there was a total of 11 disciplinary cases, this is lower than the five-year average of 13.4 per year. The following section analyses this data by sex, age, ethnicity and sexual orientation - as well as reference to the reasons for and outcomes from the disciplinary cases.

Data chart: Disciplinary cases by cause and protected characteristic



Key Results – Disciplinary cases by cause and protected characteristic

The data chart above shows that during 2025/6:

- The most common disciplinary cases were related to Clock Card Falsification, Driving and Police Action with 2 each.

When looking at the disciplinary cases by sex:

- 9 (81.8%) were related to males
- 2 (18.2%) were related to females

When comparing the disciplinary cases by age:

- 0 cases involved 17–24-year-olds
- 5 cases involved 25–35-year-olds
- 3 cases involved 36-45 year-olds
- 3 cases involved 46–55-year-olds
- 0 cases involved 56+ year-olds

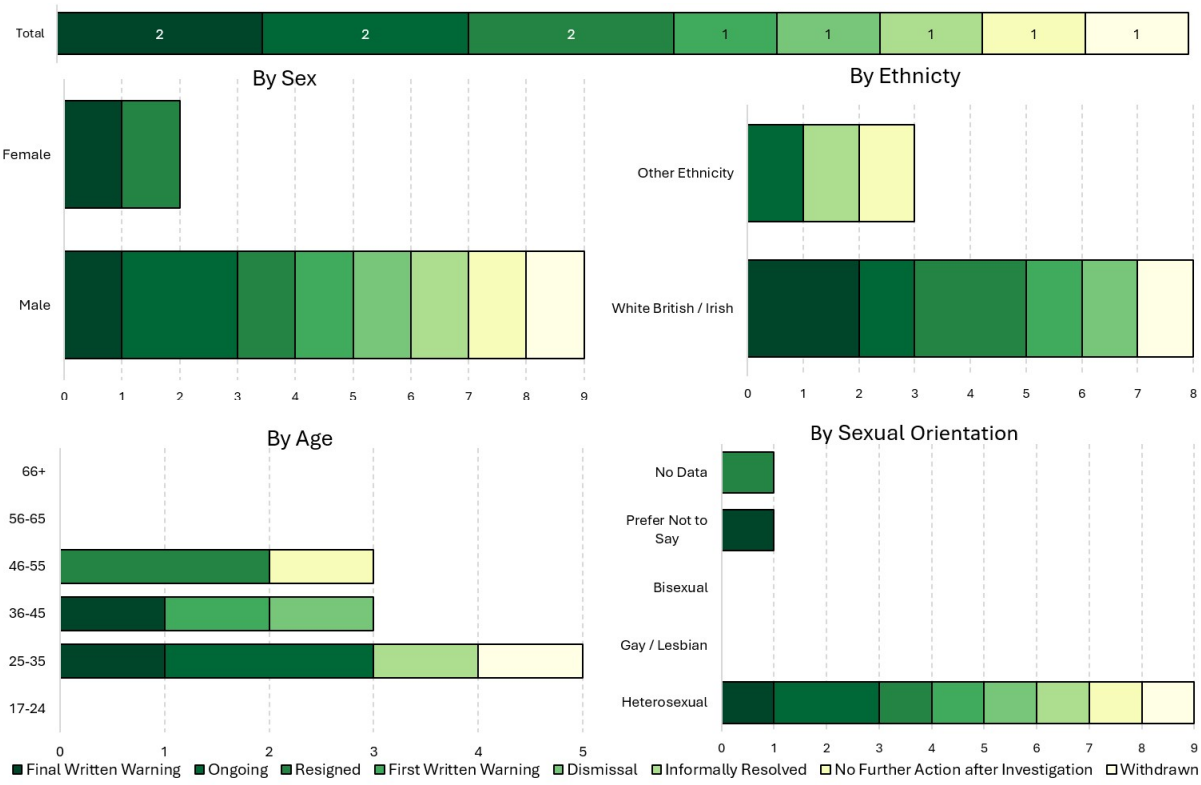
Concerning Ethnic minority background:

- 8 were White British / Irish
- 3 was another ethnicity

Concerning sexual orientation:

- 9 cases involved heterosexual people
- 1 people preferred not to say
- 1 case had no available data

Data chart: Disciplinary cases by outcome and protected characteristic

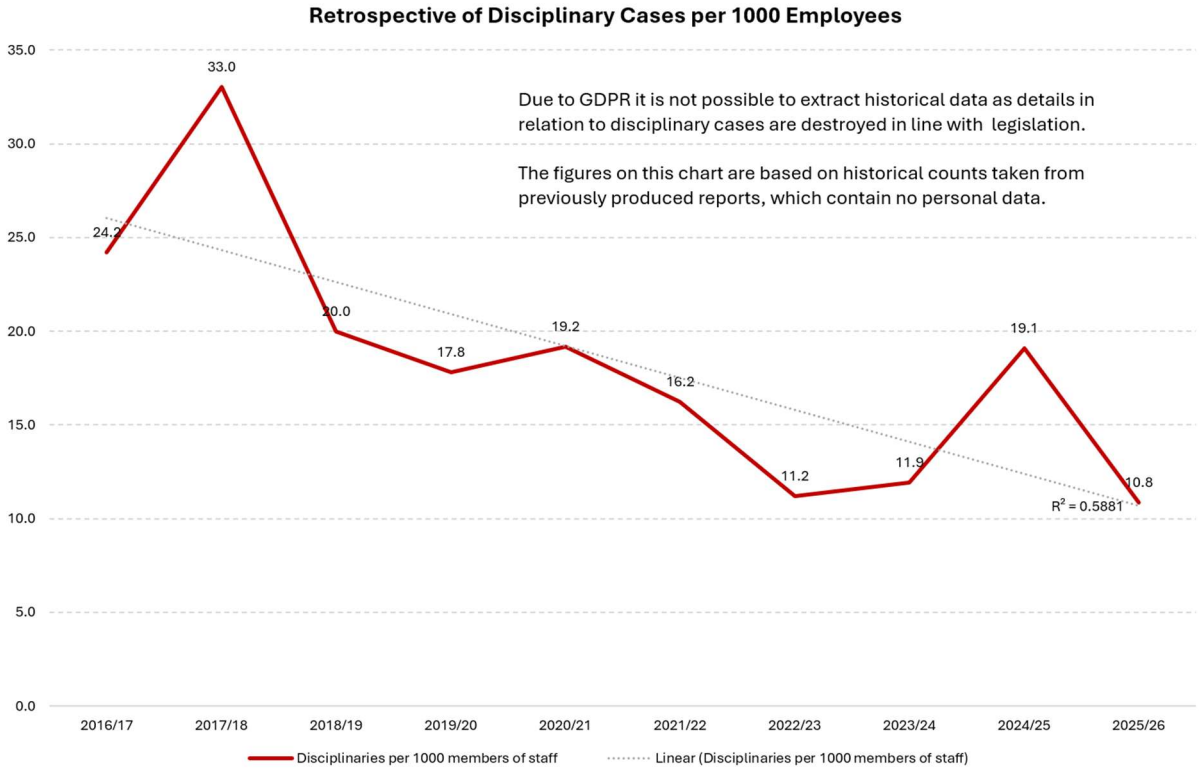


Key Results – Disciplinary cases by outcome and protected characteristics

The data chart above shows the Disciplinary cases by outcome and protected characteristics and shows that:

- 2 cases are still ongoing
- 2 resigned during the process
- 2 were issued with a final written warning
- 1 involved first written warning
- 1 resulted in a dismissal
- 1 involved informal action
- 1 involved no further action
- 1 was withdrawn

Data chart: Retrospective Disciplinary cases, per 1000 Employees



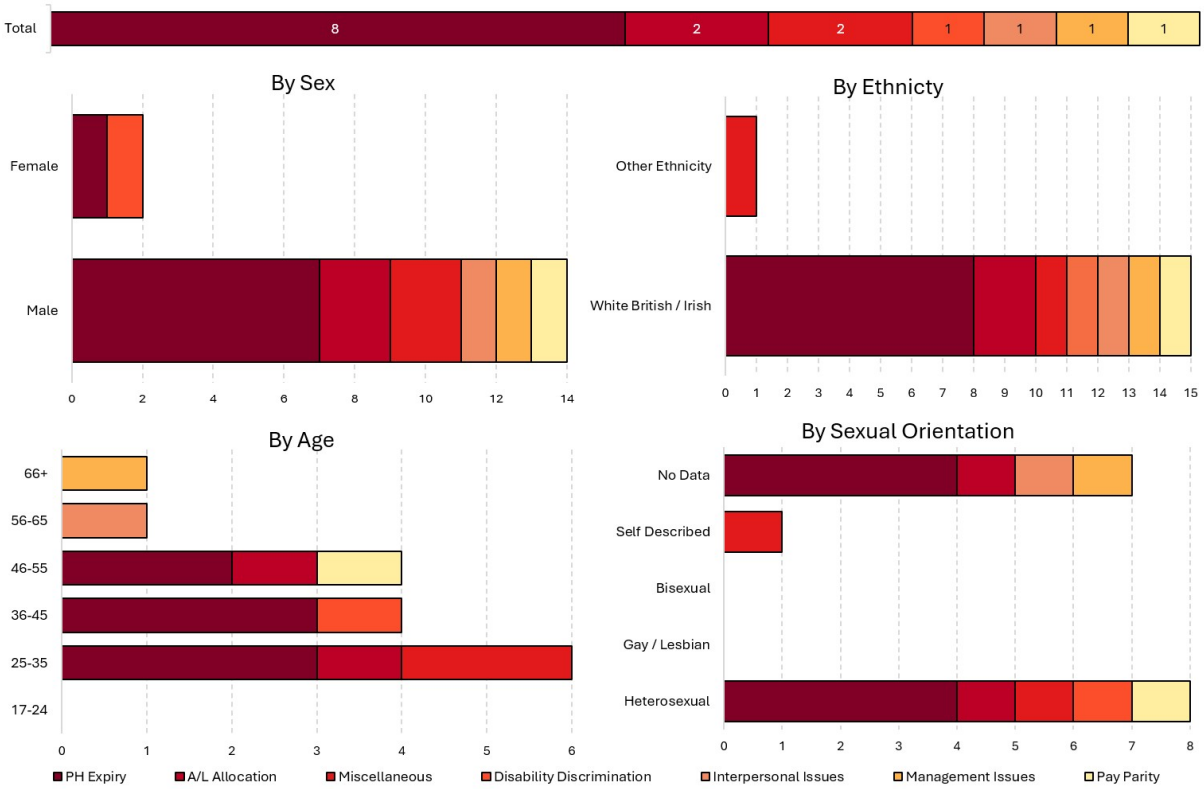
Key results – Retrospective of Disciplinary cases per 1000 employees

The data chart above shows that over the 10-year period (2016/17 – 2025/26), the number of disciplinary cases per 1000 members of staff has gradually fallen overall.

Staff Grievance

During 2025/26 there were 16 reported grievances, which is lower than the five-year average of 30 grievances per year. The following section analyses this data by: sex, age, ethnicity and sexual orientation - as well as reference to the reasons and outcomes from the grievance.

Data chart: Grievances by cause and protected characteristic



Key Results – Grievances by cause and protected characteristic

The data chart above shows that the most prominent grievances during 2025/26 were:

- 8 cases involved public holiday (PH) leave
- 2 cases involved miscellaneous issues
- 1 case involved annual leave allocation

When looking at grievances by sex:

- The majority were from males (14)

- 2 were from females

When grievances are split by age:

- 6 grievances involved 25-35 year olds
- 4 cases involved 36-45 year olds
- 4 cases involved 46-55 year olds
- 1 case involved a 56-65 year old
- 1 case involved an individual above the age of 66

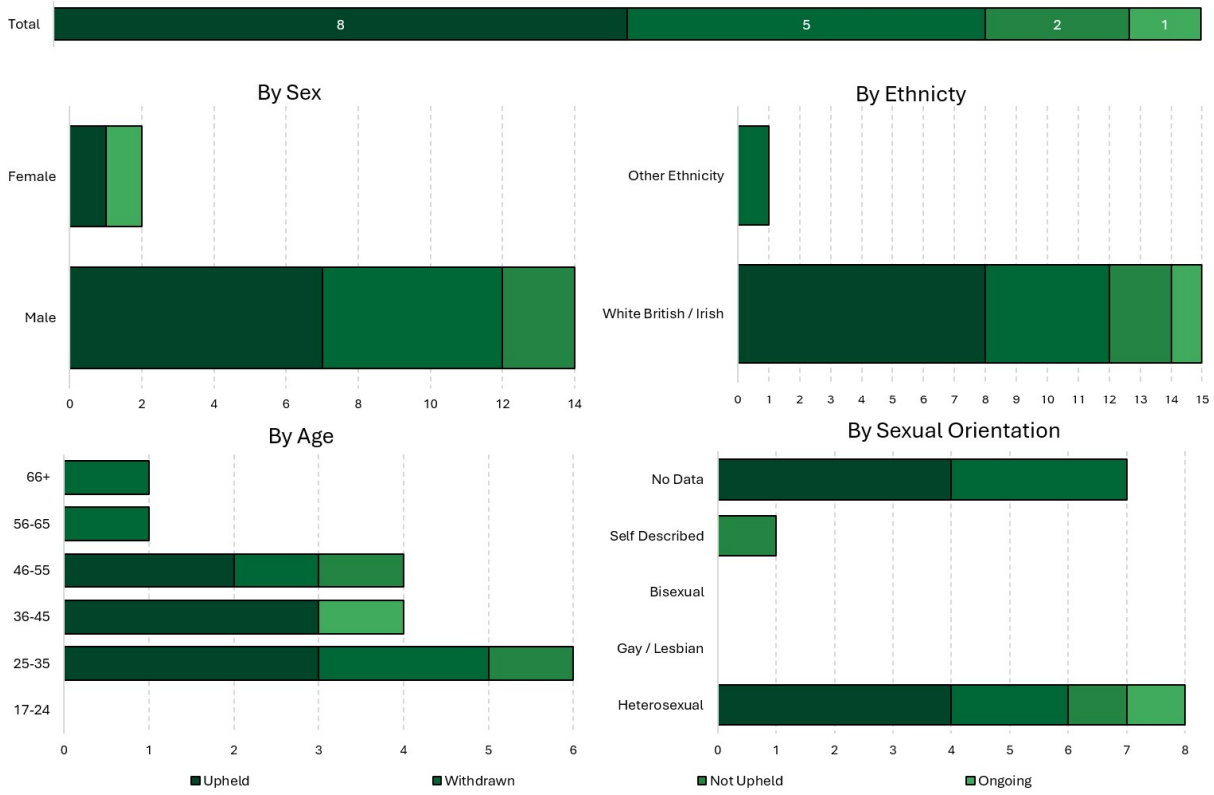
Taking ethnicity into account:

- 15 grievances were raised by staff who were White British/Irish
- 1 was from an individual of an ethnic minority background

Concerning sexual orientation, less information was available. Of the valid data:

- 8 were heterosexual
- 0 were Gay / Lesbian
- 1 self-identified
- 7 had no data

Data chart: Grievance Outcomes by Protected Characteristic

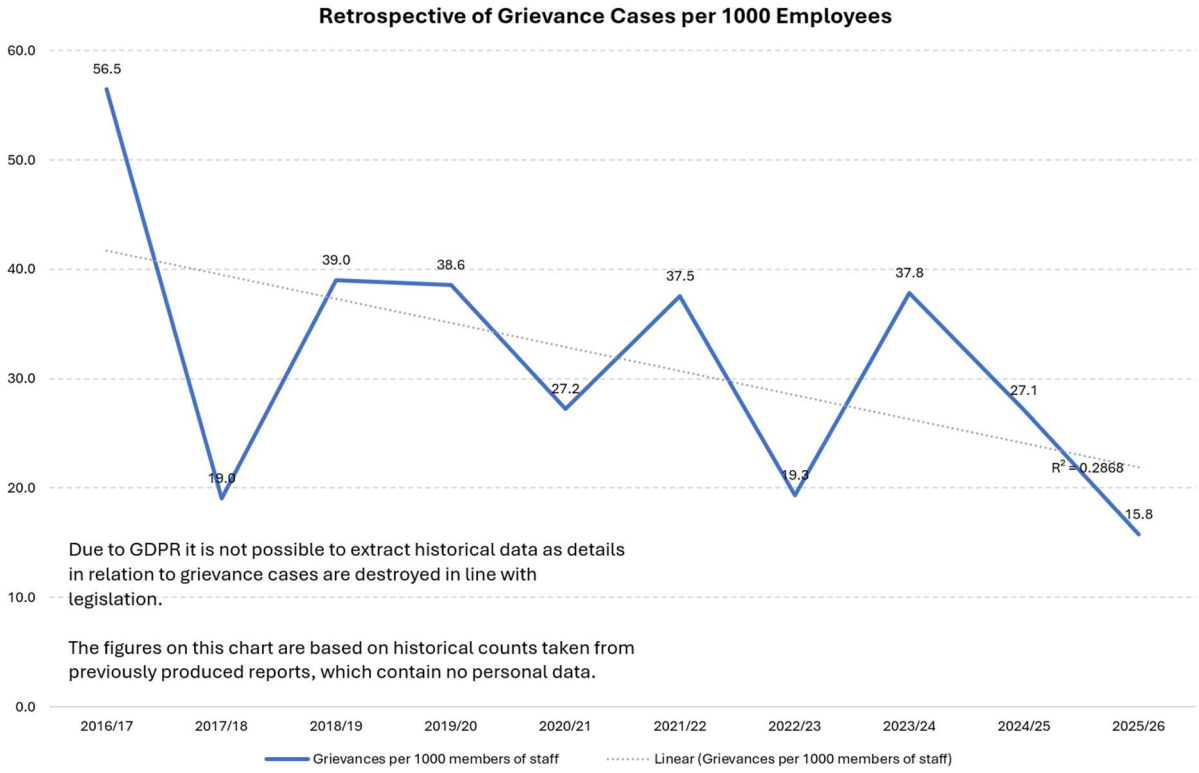


Key Results – Grievance outcomes by protected characteristic

The data chart above shows that concerning outcomes:

- 8 were Upheld
- 5 were withdrawn
- 2 were not upheld
- 1 is still ongoing

Data chart: Retrospective of Grievance cases per 1000 Employees



Key results: Retrospective of Grievance cases per 1000 employees

The data chart above shows that whilst there is evidence to suggest that disciplinary cases have fallen over the 10-year period (2016/17 – 2025/26), grievance cases haven't seen the same reduction. The data suggests that grievances fluctuate year by year; with a narrow downward trend.