

## Comparisons

### Displaying White – British to Mixed – White & Black Caribbean

	Overall	White – British	White – English	Prefer not to say	White – Any Other background	White – Scottish	White – Welsh	Black or Black British – African	Mixed – Any Other background	Asian / Asian British – Indian	Mixed – Asian British – Chinese	Other Ethnic Group – Chinese	Mixed – White & Black Caribbean
<b>No. of Responses</b>	<b>422</b>	248	81	61	9	4	4	3	3	2	2	2	1
<b>Goal Clarity</b>	<b>91%</b>	94%	92%	77%	97%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am clear about what I am expected to achieve in my job	92%	95%	91%	80%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand how the work I do helps MFRS to achieve its Purpose – Here to serve, here to...	95%	98%	96%	84%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand our Vision, Our Purpose, Our Aims and Our Values	95%	97%	95%	82%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
The Chief Fire Officer and strategic leadership team provide a clear vision of the overall directio...	83%	87%	85%	61%	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>My Job</b>	<b>82%</b>	85%	86%	68%	84%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
As a manager I feel confident to have conversations about performance (including...	89%	90%	88%	88%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	77%	78%	89%	56%	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel supported in my role	72%	79%	74%	46%	67%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

## Merseyside FRS Census 2024: Comparisons

Survey closed: 11 December 2024

	Overall	White - British	White - English	Prefer not to say	White - Any Other background	White - Scottish	White - Welsh	Black or Black British - African	Mixed - Any Other background	Asian / Asian British - Indian	Mixed - White & Asian Chinese	Other Ethnic Group - Chinese	Mixed - White & Black Caribbean
I get a sense of personal accomplishment from my work	85%	87%	91%	67%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have a sense of good job security	82%	83%	86%	72%	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand how the Service Values fit into my day-to-day activities	89%	91%	90%	79%	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Employee Involvement</b>	<b>74%</b>	78%	76%	53%	81%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am able to use my own initiative at work (where appropriate) to do my job	86%	91%	83%	74%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am encouraged to suggest new ideas for improvements	73%	77%	78%	51%	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel my work contributes to our Functional or Station Plan	83%	88%	84%	64%	67%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
People communicate openly here regardless of position or level	52%	56%	59%	25%	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Teamwork</b>	<b>73%</b>	77%	77%	59%	69%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Different parts of the Service work well together	54%	57%	67%	26%	67%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand that people have different ways of working and I use that knowledge to help me do...	90%	94%	85%	87%	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Morale in my immediate team/watch/section is generally high	71%	74%	73%	62%	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

## Merseyside FRS Census 2024: Comparisons

Survey closed: 11 December 2024

		Overall	White - British	White - English	Prefer not to say	White - Any Other background	White - Scottish	White - Welsh	Black or Black British - African	Mixed - Any Other background	Asian / Asian British - Indian	Mixed - White & Asian Chinese	Mixed - White & Black Caribbean
We are good at sharing ideas to make things work better	77%	83%	81%	61%	67%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Learning &amp; Development</b>	<b>73%</b>	76%	79%	59%	70%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am able to access learning and development opportunities	71%	73%	78%	61%	67%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel competent in my role	89%	89%	90%	87%	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have good quality equipment to help me do my job	69%	72%	78%	46%	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have had an appraisal in the last 12 months	81%	80%	86%	82%	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I've used the feedback I've received to help me develop in my role	66%	70%	73%	44%	57%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm...	64%	71%	70%	36%	43%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Recognition &amp; Reward</b>	<b>70%</b>	74%	72%	54%	67%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel valued and recognised for the work that I do by my line manager	74%	77%	72%	64%	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel valued and recognised for the work that I do by other team members	81%	83%	81%	74%	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel valued and recognised for the work that I do by senior managers	57%	63%	63%	25%	67%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

## Merseyside FRS Census 2024: Comparisons

Survey closed: 11 December 2024

		Overall	White - British	White - English	Prefer not to say	White - Any Other background	White - Scottish	White - Welsh	Black or Black British - African	Mixed - Any Other background	Asian / Asian British - Indian	Mixed - White & Asian Chinese	Other Ethnic Group - Caribbean	Mixed - White & Black
<b>Management Effectiveness</b>	<b>69%</b>	73%	73%	52%	64%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Employees at my level are able to communicate their concerns to senior and strategic...	56%	63%	57%	21%	67%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have confidence in the future of MFRS	75%	79%	81%	51%	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Members of the Fire and Rescue Authority engage well with staff at MFRS	40%	44%	41%	28%	44%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager communicates with me regularly about issues that affect my work	78%	81%	80%	69%	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager gives me regular feedback on how I am doing	69%	74%	73%	51%	44%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager listens to me	83%	85%	88%	74%	67%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager makes time for me	82%	85%	90%	69%	67%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager treats me fairly and with respect	88%	89%	93%	82%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Senior managers do what they say they are going to do	49%	54%	56%	20%	44%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Culture &amp; Values</b>	<b>72%</b>	75%	78%	51%	64%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Bullying, harassment and discrimination are not tolerated at MFRS	81%	85%	91%	57%	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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Generally we resolve any differences of opinion amicably	75%	80%	84%	46%	67%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am able to strike the right balance between my work and home life	74%	75%	81%	64%	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel able to make decisions without fear of being blamed if things go wrong	58%	60%	65%	34%	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel MFRS treats people fairly, regardless of ethnic background, gender (including...	71%	76%	81%	34%	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel valued	66%	74%	72%	33%	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have a good understanding of MFRS's expectations of staff behaviour	93%	96%	95%	85%	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I know about our staff networks and how to access them	78%	79%	81%	70%	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I know how to access the confidential reporting service, Safe Call	57%	57%	56%	52%	44%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I know what I should do and what action I should take if I was concerned that bullying and...	94%	94%	96%	87%	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
MFRS is a better place to work than it was 3 years ago (If you have not worked at MFRS for 3 years,...	51%	56%	60%	20%	40%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
MFRS promotes a culture of openness and transparency	65%	69%	78%	33%	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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<b>Change Management</b>	<b>63%</b>	68%	68%	41%	63%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Change here is well managed overall	58%	62%	62%	34%	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Change within my team is well managed	69%	72%	74%	54%	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am communicated with about change that affects me	72%	77%	81%	41%	67%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel that MFRS consider the impact on me and other people when making decisions	44%	50%	48%	15%	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand the need for change at MFRS so the Service remains relevant and continues to meet...	92%	95%	89%	87%	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
MFRS helps staff prepare for and cope with change	46%	50%	53%	16%	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Health and Wellbeing</b>	<b>77%</b>	79%	81%	64%	73%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am aware of the support services available through the Occupational Health and Wellbeing...	94%	94%	98%	90%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I consider that I benefited from the support I received through the Occupational Health Team	85%	89%	85%	74%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have used the services available through the Occupational Health and Wellbeing Team	55%	55%	67%	44%	33%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I would say my physical health is good	82%	84%	81%	72%	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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I would say that my mental health is good	73%	77%	77%	51%	67%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
MFRS provides me with Health and Wellbeing promotional information and access to initiative...	74%	79%	79%	51%	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Belonging</b>	<b>76%</b>	80%	80%	57%	69%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel comfortable talking to my colleagues about my life and background	84%	85%	89%	74%	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel comfortable to speak up and constructively challenge the way things are done	65%	73%	68%	31%	44%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel I can share how I feel with my team	81%	82%	81%	74%	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel supported by my colleagues	85%	87%	88%	80%	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Nobody in my team would deliberately act in a way that undermines my efforts	79%	80%	88%	66%	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Senior leaders are open and approachable	66%	72%	73%	31%	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Senior leaders make the effort to listen to staff	61%	70%	68%	25%	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
When I first joined I was made to feel welcome	85%	88%	89%	74%	67%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Engagement</b>	<b>88%</b>	92%	90%	73%	98%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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I am proud to say I work for MFRS	90%	93%	91%	72%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I care about the future of MFRS	96%	98%	95%	90%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I would still like to be working at MFRS in two years' time	84%	89%	85%	70%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
If asked, I would recommend to friends and family that MFRS is a good place to work	82%	86%	88%	61%	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Working here makes me want to do the best I can	89%	94%	90%	72%	100%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a



## Displaying Other Ethnic Group – Arab to White – Northern Irish

	Overall	Other Ethnic Group – Arab	White – Irish	Asian / Asian British – Any Other background	Asian / Asian British – Bangladeshi	Asian / Asian British – Pakistani	Black or Black British – Any Other background	Black or Black British – Caribbean	Mixed – White & Black African	Other Ethnic Group – Any Other ethnic group	White – Gypsy / Traveller	White – Northern Irish
<b>No. of Responses</b>	<b>422</b>	1	1	0	0	0	0	0	0	0	0	0
<b>Goal Clarity</b>	<b>91%</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am clear about what I am expected to achieve in my job	92%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand how the work I do helps MFRS to achieve its Purpose – Here to serve, here to protect, here to keep you...	95%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand our Vision, Our Purpose, Our Aims and Our Values	95%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
The Chief Fire Officer and strategic leadership team provide a clear vision of the overall direction of MFRS	83%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>My Job</b>	<b>82%</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
As a manager I feel confident to have conversations about performance (including good or poor performance), or...	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am satisfied with my physical working conditions (i.e. working environment, space, equipment etc.)	77%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel supported in my role	72%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I get a sense of personal accomplishment from my work	85%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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Survey closed: 11 December 2024

	Overall	Other Ethnic Group - Arab	White - Irish	Asian / Asian British - Any Other background	Asian / Asian British - Bangladeshi	Asian / Asian British - Pakistani	Black or Black British - Any Other background	Black or Black British - Caribbean	Mixed - White & Black African	Other Ethnic Group - Any Other ethnic group	White - Gypsy / Traveller	White - Northern Irish
I have a sense of good job security	82%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand how the Service Values fit into my day-to-day activities	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Employee Involvement</b>	<b>74%</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am able to use my own initiative at work (where appropriate) to do my job	86%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am encouraged to suggest new ideas for improvements	73%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel my work contributes to our Functional or Station Plan	83%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
People communicate openly here regardless of position or level	52%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Teamwork</b>	<b>73%</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Different parts of the Service work well together	54%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand that people have different ways of working and I use that knowledge to help me do my job	90%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Morale in my immediate team/watch/section is generally high	71%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
We are good at sharing ideas to make things work better	77%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

		Overall	Other Ethnic Group - Arab	White - Irish	Asian / Asian British - Any Other background	Asian / Asian British - Bangladeshi	Asian / Asian British - Pakistani	Black or Black British - Any Other background	Black or Black British - Caribbean	Mixed - White & Black African	Other Ethnic Group - Any Other ethnic group	White - Gypsy / Traveller	White - Northern Irish
<b>Learning &amp; Development</b>		<b>73%</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am able to access learning and development opportunities	71%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel competent in my role	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have good quality equipment to help me do my job	69%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have had an appraisal in the last 12 months	81%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I've used the feedback I've received to help me develop in my role	66%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My last Appraisal meeting was useful in helping me improve how I do my job and show where I'm performing well	64%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Recognition &amp; Reward</b>		<b>70%</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel valued and recognised for the work that I do by my line manager	74%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel valued and recognised for the work that I do by other team members	81%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel valued and recognised for the work that I do by senior managers	57%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Management Effectiveness</b>		<b>69%</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

## Merseyside FRS Census 2024: Comparisons

Survey closed: 11 December 2024

	Overall	Other Ethnic Group - Arab	White - Irish	Asian / Asian British - Any Other background	Asian / Asian British - Bangladeshi	Asian / Asian British - Pakistani	Black or Black British - Any Other background	Black or Black British - Caribbean	Mixed - White & Black African	Other Ethnic Group - Any Other ethnic group	White - Gypsy / Traveller	White - Northern Irish
Employees at my level are able to communicate their concerns to senior and strategic management	56%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have confidence in the future of MFRS	75%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Members of the Fire and Rescue Authority engage well with staff at MFRS	40%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager communicates with me regularly about issues that affect my work	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager gives me regular feedback on how I am doing	69%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager listens to me	83%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager makes time for me	82%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
My line manager treats me fairly and with respect	88%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Senior managers do what they say they are going to do	49%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Culture &amp; Values</b>	<b>72%</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Bullying, harassment and discrimination are not tolerated at MFRS	81%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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Generally we resolve any differences of opinion amicably	75%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am able to strike the right balance between my work and home life	74%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel able to make decisions without fear of being blamed if things go wrong	58%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel MFRS treats people fairly, regardless of ethnic background, gender (including transgender), religion, sexu...	71%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel valued	66%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have a good understanding of MFRS's expectations of staff behaviour	93%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I know about our staff networks and how to access them	78%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I know how to access the confidential reporting service, Safe Call	57%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I know what I should do and what action I should take if I was concerned that bullying and harassment were taking place.	94%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
MFRS is a better place to work than it was 3 years ago (If you have not worked at MFRS for 3 years, please skip this...	51%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
MFRS promotes a culture of openness and transparency	65%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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<b>Change Management</b>	<b>63%</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Change here is well managed overall	58%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Change within my team is well managed	69%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am communicated with about change that affects me	72%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel that MFRS consider the impact on me and other people when making decisions	44%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I understand the need for change at MFRS so the Service remains relevant and continues to meet the needs of our...	92%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
MFRS helps staff prepare for and cope with change	46%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Health and Wellbeing</b>	<b>77%</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I am aware of the support services available through the Occupational Health and Wellbeing Team	94%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I consider that I benefited from the support I received through the Occupational Health Team	85%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have used the services available through the Occupational Health and Wellbeing Team	55%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I would say my physical health is good	82%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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I would say that my mental health is good	73%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
MFRS provides me with Health and Wellbeing promotional information and access to initiatives that helps support my...	74%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Belonging</b>	<b>76%</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel comfortable talking to my colleagues about my life and background	84%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel comfortable to speak up and constructively challenge the way things are done	65%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel I can share how I feel with my team	81%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I feel supported by my colleagues	85%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Nobody in my team would deliberately act in a way that undermines my efforts	79%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Senior leaders are open and approachable	66%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Senior leaders make the effort to listen to staff	61%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
When I first joined I was made to feel welcome	85%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>Engagement</b>	<b>88%</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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I am proud to say I work for MFRS	90%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I care about the future of MFRS	96%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I would still like to be working at MFRS in two years' time	84%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
If asked, I would recommend to friends and family that MFRS is a good place to work	82%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Working here makes me want to do the best I can	89%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a



Appendix

Dashboard:	Merseyside FRS Dashboard 2024
Dashboard hierarchy type:	None
Response count:	422
Panel count:	1030
Participation:	41%
Partial results:	Excluded
Comparison:	Survey Overall
Report produced:	21 March 2025