

ANNUAL EQUALITY REPORT

01 April 2016 - 31 March 2017





Foreword



I am pleased to present Mid and West Wales Fire and Rescue Service's Annual Equality Report for the period April 2016 to March 2017. This Report is designed to provide a picture of what we have done to promote equality and to deliver on our statutory duties, under the Equality Act 2010, Public Sector Equality Duty and our Welsh Specific Equality Duties.

The Service's Annual Equality Report is one of the ways in which we make visible the extent to which we are meeting both our moral and legal obligations to recognise diversity and promote equality. It reflects the work we undertake within our communities as well as reporting key equality data/information.

This report provides us with an opportunity to celebrate some of our successes in terms of the advancement of Equality and Diversity, both within our organisation and the communities we are proud to serve. I personally feel that, as an organisation, we have moved forward positively in this area over recent years, and I find it even more pleasing that much of this work has achieved positive outcomes for many members of our local communities. That said, we have identified a number of ways in which we believe we can improve the way we engage with both our communities and our employees, areas which we will focus on during the next reporting period.

A handwritten signature in black ink that reads "Chris Davies". The signature is written in a cursive, flowing style.

Chris Davies QSFM MBA

Chief Fire Officer

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Introduction

This report covers the financial year April 2016 to March 2017 and is presented under our statutory reporting requirements, as set out by regulation 16 of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

What does Equality and Diversity mean to Mid and West Wales Fire and Rescue Service [MWWFRS]?

The Service sees Equality and Diversity as key business issue, and the main drivers for the Service to endorse strategies relating to diversity are:

- Managing risk and reputation;
- Enhancing individual and business performance;
- Developing a creative, innovative culture;
- Meeting the needs of our communities;
- Attracting, retaining and developing employees;
- Compliance with Legislation.

Equality of opportunity encompasses the Service's approach to not only service provision, but access to services and information, inclusion within decision-making processes, and through ensuring that the Service's policies and procedures are continually scrutinised and equality impact assessed, to provide for an organisation which strives towards the elimination of discrimination against any group(s) or individual.

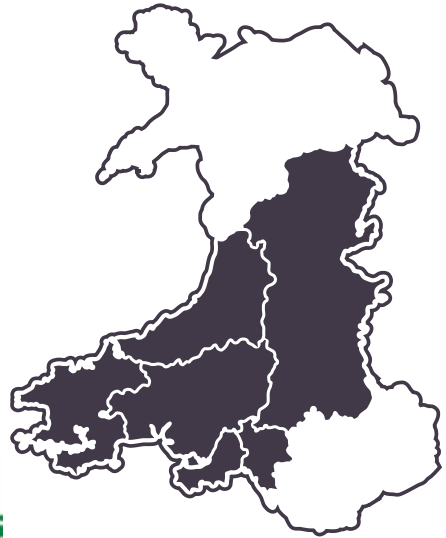


The Authority and Service

Mid and West Wales Fire Authority consists of 25 elected members (County Councillors) who represent individual wards within 6 constituent Unitary Authorities, which make up the Mid and West Wales area.

The unitary Authorities are:

- Carmarthenshire
- Ceredigion
- Neath Port Talbot
- Pembrokeshire
- Powys
- City and County of Swansea



The Service is responsible for providing public safety information, prevention and protection programmes, and emergency response cover for the mid and west wales area.

The organisation employs approximately 1,300 members of staff within the various employment categories i.e. Operational, Control and Support Staff, and covers around 4,500 square miles – almost two thirds of Wales, serving a wide range of communities within its coastal, urban and rural areas.

The role of the Fire Authority is:

- To perform all the duties and responsibilities of a Fire Authority in accordance with appropriate legislation and regulations, in particular the Civil Contingencies Act 2004, the Fire and Rescue Services Act 2004, the Regulatory Reform Order (Fire Safety) Order 2005 – which came into force on 01 October 2006.
- To agree the Annual Improvement Plans, the revenue and capital budgets and the contribution from the constituent councils.
- To monitor the revenue and capital budgets and deal with any significant variations, including decisions on any supplementary contributions.

Mid and West Wales Fire and Rescue Service is headed by the Chief Fire Officer, who has overall corporate management and operational responsibility for the Service, and is the Head of Paid Service.

Our Vision, Mission, Values & Priorities





Where We Are

The Equality Act (2010) Wales Specific Duties

This section shows what we have done, and what we intend to do, in relation to the Wales Specific Duties; and compliments, rather than duplicates, the information in our Strategic Equality Plan (SEP).

Please view the Strategic Equality Plan at: mawwfire.gov.uk or a paper copy can be requested from the address on back cover.

Objective 1

To ensure that we have the necessary mechanisms in place to capture and process the data we require.

Reason

The target of our preventative work is based on a well recognised set of assumptions on which groups within our communities are most at risk. As both the communities we serve and the nature of these risks evolves, it is important that we collect and analyse the appropriate data which will allow us to test these long standing assumptions and ensure that we continuously evaluate who is most at risk, in order that we may target our resources and refine our services in order to make them as efficient and effective as possible.

What we did

- Referral arrangements from partner agencies who work with vulnerable individuals are supported by a Memorandum of Understanding or Service Level Agreement dependant on the referral arrangements. Where the Service identifies vulnerabilities as part of their work in the community these are referred to the relevant agency through our safeguarding arrangements.
- The Service has developed an online Community Engagement Module as part of the Community Fire Risk Management Information System (CFRMIS) to record the contact the Service has with each individual as well as any data around potential risks or vulnerabilities.
- Information on risk is captured through our home safety visits, which is cross referenced with incident information where vulnerabilities have been identified, to ensure that our targeting and campaign materials continue to be directed at those considered most at risk within our communities. Information on incident activity and campaigns are monitored through All Wales Groups established to focus on community and safeguarding arrangements.
- The Service has adopted a Making Every Contact Count (MECC) approach, by working with partners to also provide their health and wellbeing messages as part of our home safety visits. The Service also provides training to our Third Sector Partners to deliver Home Fire Safety Checks (HFSC's) to the high risk members of our communities that the Service find difficulties reaching.



- The Community Safety Department has worked with the Risk Review Team in order to provide information on our current Community Safety and Health and Wellbeing Activities which will be mapped against future planning and socio-economic information. This will assist in shaping future service provision.

What we still intend to do

- Complete the Service wide rollout of the People We Serve Questionnaire (Used to gather data around the protected characteristics as part of our Home Fire Safety Check process), ensuring that all personnel undertaking Home Safety Checks are aware of the appropriate form / procedure.
- Continue to work closely with our Third Sector partners to make our communities as safe as possible by sharing information and data around groups and individuals who are classified as at risk.

Objective 2

Continue to enhance understanding of Equality and Diversity issues across the workforce.

Reason

The Service currently provides Induction Training for all personnel in order to provide an initial awareness in terms of Equality and Diversity issues. In addition to this, all personnel are provided with three yearly refresher training. However, as a public sector service provider it's important that our personnel are provided with more in-depth training which will allow them to fully appreciate the wide variety of issues they may face when managing workplace relationships, as well as those facing them as they respond to incidents and undertake preventative work within their communities.

What we did

- Stonewall Cymru delivered Unconscious Bias Training to the Executive Board (this training has already been delivered at both the Supervisory and Middle Managers' Seminars). Further roll out of this training will take place during 2017/18.
- The Service has developed a Communications Calendar for 2017/18 highlighting notable dates within the Diversity Calendar, for which the Service's support will be shown via its social media pages and website. This calendar will be developed year on year to ensure that the Service also communicates key health, safety and wellbeing messages relating to these events as appropriate.
- A programme of Equality and Diversity related training for Elected Members has been developed, with the content of the first training session already having been finalised. It is expected that the first of these sessions will be delivered during Autumn / Winter 2017.



- The Service has drafted its first 'Disability Toolkit' designed to assist both personnel and line managers in terms of making reasonable adjustments in the workplace, as well as signposting useful points of contact and sources of information both within and outside of the organisation.
- The Service has worked to raise employees' awareness of mental health related issues by supporting and publicising initiatives such as Time to Talk Day and Mental Health Awareness Week.
- Procedures and guidance notes have been developed for both the Menopause and Religious Observance, providing advice and useful contacts for our staff and their managers.



What we still intend to do

- Create and publish additional materials and reference guides for managers and staff, to include a Maternity / Paternity / Adoption Toolkit and Gender Identity / Transitioning in the Workplace Toolkit, ensuring that personnel are aware of what assistance is available both inside and outside of the Service, and that Line Managers are aware of any relevant considerations such as workplace adjustments / occupational health support or time away from work which may be required.
- Further roll out of the Unconscious Bias training to members of the Service Leadership Team and Community Risk Reduction Department, with a view to delivering similar training to all operational personnel.
- Review the way we deliver Equality and Diversity and Dignity at Work Training to ensure maximum understanding and participation across the workforce.
- Work closely with Mind Cymru to roll out their Mind Blue Light Programme across the organisation.



Objective 3

Ensure that all external communications produced by the organisation are easily accessible by all.

Reason

Feedback obtained as part of the Service's recent consultation around its Strategic Equality Plan objectives established that the information published by the organisation was not accessible to all interested parties.

As such further consideration is required in order to ensure that we tailor our publications in order to ensure that they are accessible to as wide an audience as possible.

What we did

- The Service's Corporate Communications and Business Development Department are currently in the process of developing a new external website which will be launched during 2017. The new website will be designed to meet internationally recognised accessibility standards, thus ensuring that the information and advice we provide is accessible to everyone within our communities.
- The Service is currently reviewing our safety literature to ensure that our key safety information is available in the languages and formats required by our communities.

What we still intend to do

- As part of the re-development of the website, the Corporate Communications and Business Development Department will ensure that the internationally recognised W3C website accessibility standards are met, and will liaise with key stakeholders and equality forums to enhance the website's accessibility once launched.
- A further programme of Easy Read conversion training will be scheduled in order to ensure that all Service Departments are able to meet their obligations to publish key documents and safety information in an Easy Read format.

Objective 4

Work to secure the very best workforce by ensuring that all sectors of the community consider Mid and West Wales Fire and Rescue Service as an employer of choice.



Reason

Having a more diverse workforce profile will enable the Service to further enhance service provision and be more responsive to the needs of local communities.



What we did

- Leading up to the launch of its most recent Wholetime Recruitment Campaign in December 2016, the Service held a number of Awareness Days at key locations, encouraging groups which are currently under-represented within the operational sector to consider this as a potential career.
- Supported and attended events promoting International Women's Day, and took this opportunity to hold a further awareness event encouraging women to consider becoming operational firefighters.
- Registered for the UK Government's Disability Confident Employer Scheme and commenced work on attaining Level 1 accreditation within that Scheme. The Service's overall aim is to achieve Level 3 by 2019.
- A Chief Fire Officer's Memorandum was circulated to all staff inviting any views, comments, experiences they would like to share with the CFO prior to his attendance at a meeting of the Inclusive Fire Service Group in February 2017.

What we still intend to do

- Schedule a programme of targeted awareness Days for 2017/18 which will allow a more regular and better structured approach to the Service's engagement with prospective employees from under-represented groups.
- Use our established community networks as a means of ensuring that career opportunities within the Service are advertised more widely and to a more diverse audience.
- Take steps to ensure that all Service procedures are Trans Inclusive, and that all employment related documentation is updated as required.



Objective 5

Integrate the Service into the heart of our local communities, and take that opportunity to promote tolerance and respect within those communities.

Reason

The Fire and Rescue Service is well respected within local communities, and as such, is well positioned to influence those who live within its area in a positive way. As such, it is important that we take every opportunity to promote the message of tolerance and respect during our interactions with various groups.

What we did

- Continued to engage with groups within each of our Command areas by attending forums such as Pembrokeshire Voices for Equality, Cerdigion Voices for Equality, Equalities Carmarthenshire and Swansea LGBT Forum.
- Raised money for charities including Wales Air Ambulance, The Alzheimer's Society, and Cilgerran Children's Ward at Glangwilli Hospital.
- Maintained close working relationships with organisations such as Age Concern, the Ethnic Youth Support Team, Hafal, Gofal and many more.
- Supported a range of community events whilst also providing important safety information. These events include Swansea Sparkle, Llanelli LGBT Day, White Ribbon Day, and International Women's Day.
- Worked closely with Pembrokeshire County Council in the delivering a 'Positive Steps Course' for 17 – 24 year olds neither in employment, education or training.
- Developed and delivered a bespoke 3 day version of the Service's Phoenix course for young people with physical and learning disabilities.
- Worked with young people from disadvantaged backgrounds, who were identified by their schools as suffering from low self-esteem, and delivering a 1 week phoenix course to boost their self-confidence and ability to work as a team. This will hopefully help them become more engaged at school and develop social skills and appropriate friendships with their peers.
- Work with disadvantaged young people who are cared for, they run a Firefighter for a day during the school holidays in winter half term.
- Worked closely with our partner organisations in the re-settlement of Syrian refugees within the Service area, supplying safety information in the required language as well as providing practical safety advice.

What we still intend to do

- Ensure that Hate Crime Awareness Training is rolled out to all front line staff using a Train the Trainer approach.



- The Service's Community Safety Department are in the process of undertaking Level 1 training in Violence Against Women and Domestic Abuse (VAWDA) for the Welsh Government (WG) Training Framework and some staff will be receiving higher levels of training appropriate to their roles.
- Broaden the range of community events we attend and partners we engage with in order to ensure that we are reaching all parts of the community.
- Deliver grass fire and arson reduction talks to youth clubs as part of our arson reduction and youth engagement work.

Objective 6

To make vulnerable people safer through targeted home safety visits.

Reason

The Service is committed to a holistic approach of community safety to improve the Health and Wellbeing of citizens. Safe and healthy communities improve the socio-economic fabric of local areas as part of the Welsh Governments' aspirations within the Wellbeing and Future Generations (Wales) Act 2015.

What we did

- A robust HFSC training package is delivered to our Third Sector Partners to enable them to conduct HFSC's for their clients as part of the service. Joint visits are carried out in conjunction with our partner agencies to ensure they are able in delivering the checks to the required standard. Where partners do not have the capacity to deliver checks a referral system is in place.
- The holistic approach to home safety advice that the Service trialed in the Neath Port Talbot area has been successful and this approach is now being expanded throughout the Service with the support of local partners.
- Worked with partner agencies (Local Health Board, Police and Welsh Ambulance Service Trust) to deliver a Safe, Well and Independent Living programme, predominantly to those living on their own and in need of support and advice around home safety.

What we still intend to do

- Continue to roll out Co-responder schemes at local Fire Stations to support the Welsh Ambulance Service in the delivery of emergency medical response.
- Support further roll out of the holistic Home Safety Check Scheme across the Service, ensuring that all staff receive the appropriate training and information required to carry out this function, enabling the Service to capture as much information as possible and provide comprehensive advice around home safety and personal wellbeing.



Objective 7

Develop engagement opportunities with our workforce in order to ensure that they continue to feel valued and involved, and ensure equality of opportunity across all areas is promoted.

Reason

The Service is committed to fostering a culture which allows all personnel to be themselves in the workplace. Employees who feel valued and involved can only enhance the Service's reputation as an employer of choice among all sectors of society, and enhance our service provision.

What we did

- Supported employee attendance at Stonewall's Annual Conference and LGBT Allies Programmes, as well as Networking Women in the Fire Service events.
- Launched an internal LGBT Forum. The aim of the Forum will be to champion issues for employees, contribute to the organisation's inclusion and diversity agenda, advise on the development of appropriate procedures, and to improve the work environment for employees. Expressions of interest for this Forum were sought as part of the Service's celebration of LGBT History Month, and the Group is due to hold its first meeting towards the end of March 2017.
- The Service's Engagement Champions have been used as a focus group for feedback from employees on Service Review outcomes and Options Development.
- The Service's Executive Board have continued to embrace their Diversity Champion roles to positively influence the way in which we provide our services, as well as taking positive steps to ensure that our employees feel that they are able to be themselves in the workplace.
- A Chief Fire Officer's Memorandum was circulated to all staff inviting any views, comments, experiences they would like to share with the CFO prior to his attendance at a meeting of the Inclusive Fire Service Group in February 2017.

What we still intend to do

- Ensure that the necessary mechanisms are in place for both the LGBT and Disability Forums to feedback directly to the Service's Executive Leadership Team.
- Await feedback from the recent work undertaken by the National Joint Council's Inclusive Fire Service Forum and take appropriate action to encourage under-represented groups to become operational firefighters.
- Review the current flexible working options open to our employees in line with best practice.
- Analyse exit interview data from across the Service to establish any common themes or trends that need to be addressed, and may assist with future retention.



Objective 8

To embed the principles of Equality and Diversity across key decision making and policy to mainstream into day to day work.

Reason

In order to fulfil its ongoing commitment to Equality and Diversity, the Service must ensure that all internal policy formulation and decision making is aligned with its strategic decision making.

What we did

- Put a system in place which ensures that Procurement exercises only go ahead once the appropriate Equality Impact Assessment has been completed (if required).
- Reminded all Heads of Department (via the Chair of the Service Leadership Team) of the requirement for them to consider any potential Equality and Diversity related impact to the procedures / proposals they take to that forum prior to presenting their papers.

What we still intend to do

- Ensure, through the provision of the appropriate training that all Executive Board Members have a sufficient knowledge and awareness of Equality and Diversity issues to enable them to scrutinise and, where necessary, challenge the Service's decisions and actions.
- Undertake a comprehensive review of our Equality Impact Assessment Forms, ensuring that they meet the requirements and objectives of the Service moving forward.
- Implement an online system for the completion and submission of Equality Impact Assessments for review and publication.

What Lays Ahead

Whilst we have started to capture some meaningful demographic data as part of our Home Safety Check process, the amount of data captured in comparison to the number of Safety Checks undertaken remains comparatively low. With this in mind, one of the Service's focus areas during the next reporting period will be to increase the amount of data captured in this way, in order that we are able to make better informed decisions about how to help those who are most at risk within our communities as we move forward.

We hope you have found this report informative. If you want to provide feedback, or would like to request it in an alternative format, please contact:

Mr Kevin Jones, Temporary Director of Resources

Email: k.jones@mawwfire.gov.uk

Post: **Mid and West Wales Fire and Rescue Service, Service Headquarters,
Lime Grove Avenue, Carmarthen, SA31 1SP**



MWWFRS STAFF DATA

(as at 31 March 2017)

Gender (Current Staff)	
Female	195
Male	1090
Total	1285

Disability (Declared) (Current Staff)	
Female	5
Male	35
Total	40

Age (Current Staff)	Female	Male
16-24	13	88
25-34	53	258
35-44	65	288
45-54	36	363
55-64	24	90
65+	4	3
Total	195	1090

Race/Ethnicity (Current Staff)	Female	Male
Chinese	0	1
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	1	1
Indian	0	1
White British	191	1071
White Other	0	10
Asian & White	0	0
Other Mixed	0	2
Prefer Not to Say	3	4
Total	195	1090

Religion or Belief (Current Staff)	Female	Male
Christian	73	417
Islam	0	1
Buddhist	0	4
Sikh	0	0
Other	0	8
None	61	297
Prefer Not to Say	61	363
Total	195	1090

Marital Status (Current Staff)	Female	Male
Single	77	443
Married	94	576
Partnered	2	4
Divorced	17	61
Widowed	3	2
Civil Partnership	0	1
Separated	1	1
Other	0	1
Prefer Not to Say	1	1
Prefer Not to Say	195	1090

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	151	832
No	0	0
Prefer Not to Say	44	258
Total	195	1090

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	19	N/A
No	176	N/A
Prefer Not to Say	0	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	1	10
Gay / Lesbian	2	2
Heterosexual	138	734
Transgender	0	0
Prefer Not to Say	54	344
Total	195	1090

MWWFRS STAFF DATA

by Management Level (as at 31 March 2017)

Gender		Area Manager [+]	Station Manager & Group Manager [07-15]	Crew Manager & Watch Manager [04-06]	Firefighter [01-03]
Female		0	34	71	97
Male		8	87	406	657
	Total	8	121	477	754

Duty System					
Wholetime	Female	0	3	9	18
	Male	7	57	143	143
	Total	7	60	152	161
Control	Female	0	0	5	12
	Male	0	0	7	5
	Total	0	0	12	17
Support	Female	0	31	55	37
	Male	1	30	44	14
	Total	1	61	99	51
On Call	Female	0	0	2	30
	Male	0	0	212	495
	Total	0	0	214	525

MWWFRS SUPPORT STAFF RECRUITMENT DATA (2016/17)

Characteristic	Total Applications	Successful
Male	78	9
Female	71	19
Transgender	0	0
Total	149	28
UNDER 18	0	0
18-24	22	3
25-40	73	20
41-59	50	5
60+	1	0
Prefer Not To Say	3	0
Total	149	28
Characteristic	Total Applications	Successful
Registered Disabled	6	0
Not Registered Disabled	129	25
Prefer Not To Say	14	3
Total	149	28
Ethnic Minority	2	0
White	141	28
Prefer Not To Say	6	0
Total	149	28
Catholic	4	0
Christian	22	3
Hindu	1	0
Muslim	0	0
None	0	0
Agnostic	40	4
Prefer Not To Say	82	21
Total	149	28
Bisexual	2	0
Gay	3	0
Heterosexual	109	17
Lesbian	1	0
Prefer Not To Say	34	11
Total	149	28
Level 1 Welsh	29	3
Level 2 Welsh	47	8
Level 3 Welsh	10	0
Level 4 Welsh	17	5
Level 5 Welsh	23	2
Prefer Not To Say	23	10
Total	149	28

MWWFRS SUPPORT STAFF LEAVER DATA

(as at 31 March 2017)

Gender (Ceased Employment)	
Female	15
Male	4

Disability (Declared) (Ceased Employment)	
Female	1
Male	1

Age (Ceased Employment)	Female	Male
16-24	4	1
25-34	4	1
35-44	3	0
45-54	1	0
55-64	2	2
65+	1	0

Race/Ethnicity (Ceased Employment)	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	15	4
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0

Religion or Belief (Ceased Employment)	Female	Male
Christian	10	2
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	3	2
Prefer Not to Say	2	0

Marital Status (Ceased Employment)	Female	Male
Single	6	2
Married	4	2
Divorced	2	0
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	3	0

Gender Identity Same as Birth	Female	Male
Yes	14	3
No	0	0
Prefer not to say	1	1

Sexual Orientation (Ceased Employment)	Female	Male
Bisexual	14	4
Gay / Lesbian	0	0
Heterosexual	0	0
Transgender	0	0
Prefer Not to Say	1	0

Ceased Employment	Female	Male
Retirement	1	1
Deceased	0	0
Ill-Health	0	0
Resignation	11	3
Dismissed	1	0
Termination of Contract	2	0

MWWFRS ON CALL RECRUITMENT DATA

(as at 31 March 2017)

Gender	
Female	5
Male	50

Disability (Declared)	
Female	0
Male	1

Age	Female	Male
18 - 25	2	21
26 - 35	1	19
36 - 45	1	8
46 - 55	1	2

Race/Ethnicity	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	5	49
White Other	0	0
Asian & White	0	0
Other Mixed	0	1
Prefer Not to Say	0	0

Religion or Belief	Female	Male
Christian	1	10
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	1
None	1	16
Prefer Not to Say	3	23

Marital Status	Female	Male
Single	4	32
Married	0	16
Divorced	1	0
Widowed	0	0
Civil Partnership	0	1
Separated	0	0
Other	0	0
Prefer Not to Say	0	1

Gender Identity Same as Birth	Female	Male
Yes	5	49
No	0	0
Prefer not to say	0	1

Sexual Orientation	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	5	47
Transgender	0	0
Prefer Not to Say	0	3

MWWFRS ON-CALL LEAVER DATA

(as at 31 March 2017)

Gender (Ceased employment after 01.04.2016)	
Female	2
Male	85

Disability (Declared) (Ceased employment after 01.04.2016)	
Female	0
Male	0

Age (Ceased employment after 01.04.2016)	Female	Male
18 - 25	1	16
26 - 35	0	26
36 - 45	0	11
46 - 55	0	20
56+	1	12

Race/Ethnicity (Ceased employment after 01.04.2016)	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	2	85
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0

Religion or Belief (Ceased employment after 01.04.2016)	Female	Male
Christian	1	30
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	0	25
Prefer Not to Say	1	30

Marital Status(Ceased employment after 01.04.2016)	Female	Male
Single	1	40
Married	1	39
Divorced	0	4
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	2

Gender Identity Same as Birth	Female	Male
Yes	1	64
No	0	0
Prefer not to say	1	21

Sexual Orientation (Ceased employment after 01.04.2016)	Female	Male
Bisexual	0	1
Gay / Lesbian	0	0
Heterosexual	1	57
Transgender	0	0
Prefer Not to Say	1	27

MWWFRS WHOLETIME RECRUITMENT DATA

(as at 31 March 2017)

Gender	Completed Stage 1	Successful at Selection
Female	141	1
Male	929	28
Prefer Not to Say	4	0
Total	1074	29

Disability Declared	Completed Stage 1	Successful at Selection
Yes	6	0
No	1054	28
Prefer Not to Say	14	1
Total	1074	29

Age	Completed Stage 1	Successful at Selection
Under 18	7	1
18-24	278	4
25-40	712	20
41-59	77	4
Total	1074	29

Race / Ethnicity	Completed Stage 1	Successful at Selection
Black African	0	0
Black Caribbean	1	0
Black Other	0	0
Asian Bangladeshi	1	0
Asian Pakistani	2	0
Asian Indian	1	0
Asian Other	2	0
British	287	9
Chinese	0	0
European	5	1
Traveller	0	0
Mixed (Black/White)	7	0
Mixed (Asian/Black)	1	0
Mixed (Asian/White)	8	0
Mixed Other	3	0
White	704	18
Prefer Not to Say	50	1
Other	2	0
Total	1074	29

Religion or Belief	Completed Stage 1	Successful at Selection
Christian	406	13
Islam	6	0
Buddhist	3	0
Hinduism	1	0
Judaism	0	0
Other	10	1
None	598	13
Prefer Not to Say	50	2
Total	1074	29

Gender Identity Same as Birth	Completed Stage 1	Successful at Selection
Yes	1052	29
No	0	0
Prefer Not to Say	22	0
Total	1074	29

Sexual Orientation	Completed Stage 1	Successful at Selection
Bisexual	36	2
Gay / Lesbian	29	1
Heterosexual	947	26
Transgender	0	0
Prefer Not to Say	62	0
Total	1074	29

Nationality	Completed Stage 1	Successful at Selection
British	440	11
English	40	0
Irish	1	0
Scottish	5	0
Welsh	565	16
Other	14	1
Prefer Not to Say	9	1
Total	1074	29

Welsh Language Skills	Completed Stage 1	Successful at Selection
Learner	215	7
Intermediate	105	4
Fluent	195	7
None	550	11
Prefer Not to Say	9	0
Total	1074	29

MWWFRS WHOLETIME LEAVER DATA

(as at 31 March 2017)

Gender	
Female	2
Male	19

Disability (Declared)	
Female	0
Male	1

Age	Female	Male
16-24	0	2
25-34	0	0
35-44	1	3
45-54	0	5
55-64	1	9
65+	0	0

Race/Ethnicity	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	2	19
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0

Religion or Belief	Female	Male
Christian	1	8
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	0	3
Prefer Not to Say	1	8

Marital Status	Female	Male
Single	0	4
Married	2	11
Divorced	0	2
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	2

Gender Identity Same as Birth	Female	Male
Yes	1	14
No	0	0
Prefer not to say	1	5

Sexual Orientation	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	1	15
Transgender	0	0
Prefer Not to Say	1	4

Reason for Leaving	Female	Male
Retirement	1	10
Deceased	0	0
Ill-Health	0	1
Resignation	1	6
Dismissed	0	1
Termination of Contract	0	1

MWWFRS PROMOTION DATA

(as at 31 March 2017)

Gender (Current Staff)	
Female	8
Male	45
Total	53

Disability (Declared) (Current Staff)	
Female	1
Male	1
Total	2

Age (Current Staff)	Female	Male
16-24	1	0
25-34	1	7
35-44	3	23
45-54	3	15
55-64	0	0
65+	0	0
Total	8	45

Race/Ethnicity (Current Staff)	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	8	44
White Other	0	0
Asian & White	0	0
Other Mixed	0	1
Prefer Not to Say	0	0
Total	8	45

Religion or Belief (Current Staff)	Female	Male
Christian	3	20
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	2	12
Prefer Not to Say	3	13
Total	8	45

Marital Status (Current Staff)	Female	Male
Single	2	12
Married	5	30
Partnered	1	0
Divorced	0	3
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	0
Total	8	45

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	5	37
No	0	0
Prefer Not to Say	3	8
Total	8	45

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	0	N/A
No	8	N/A
Prefer Not to Say	0	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	5	34
Transgender	0	0
Prefer Not to Say	3	11
Total	8	45

MWWRFS EMPLOYEE TRANSFER DATA

(as at 31 March 2017)

Gender (Current Staff)	
Female	2
Male	34
Total	36

Disability (Declared) (Current Staff)	
Female	0
Male	1
Total	1

Age (Current Staff)	Female	Male
16-24	0	2
25-34	1	6
35-44	1	8
45-54	0	16
55-64	0	2
65+	0	0
Total	2	34

Race/Ethnicity (Current Staff)	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	2	33
White Other	0	1
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0
Total	2	34

Religion or Belief (Current Staff)	Female	Male
Christian	1	10
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	1	5
Prefer Not to Say	0	19
Total	2	34

Marital Status (Current Staff)	Female	Male
Single	1	13
Married	1	19
Partnered	0	0
Divorced	0	2
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	0
Total	2	34

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	2	24
No	0	0
Prefer Not to Say	0	10
Total	2	34

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	0	N/A
No	2	N/A
Prefer Not to Say	0	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	2	17
Transgender	0	0
Prefer Not to Say	0	17
Total	2	34

HFSC Data 01-04-16 to 31-03-17

(Total 18,752 HFSC's)

Based on the collation of responses to risk-rated questions, the following results were obtained:

HFSC	TOTAL
Unsafe Cooking Practices?*	623
Smoking in Property?	3953
Living Alone?	7036
Oxygen User?	461
Assistance to Escape?	3295
Arson against Property?	210
Previous Fires?	787
Alcohol or Drugs?	613
Prescribed Drugs?	1849
Adequate Accommodation?	1011
Mental Health Issues?	2390
Sight Problem?*	2587
Hearing Problem?*	2611
Mobility Problem?*	3778
65 or over?	9558
Single Parent?	1285
Advice not understood*	862
Other Risk Factors?*	1986
Total HFSC's	18752

*Denotes a category which was only added to the Home Safety Check Form part way through the recording period.

HFSC Data 01-04-16 to 31-03-17

(Total 18,752 HFSC's)

Along with many other Fire and Rescue Services, the Service has based its Community Safety activities around those who are considered as most vulnerable within our communities, irrespective of any protected characteristics. The main driver has been in identifying those considered most at risk.

The focus for Fire and Rescue Services has been to work with other agencies in identifying vulnerability as a key factor in delivering services to those in need, or at risk, and more work needs to be done in identifying any protected characteristics within the overall category of those at risk.

Whilst this data relates to Age and Disability in some cases, it does not currently reflect analysis on the basis of Protected Characteristic, and neither is other service related data available in that format, however, as noted in the main body of the report, the Service has introduced an Equal Opportunities Questionnaire, which we ask householders to complete following the completion of the HFSC, and return to the Service by post.

This questionnaire is designed to capture data on the protected characteristics; the information gathered from those returns is also captured within this document.

A breakdown of this data is provided on the next page.



People We Serve Questionnaire

The People We Serve Questionnaire was designed and piloted during late 2015 and is in the process of being rolled out across the Service. Questionnaires are handed to home owners / tenants during the Home Safety Check and they are provided with an envelope in which to return the completed form. 1699 Individuals have provided data.

Gender

Gender	
Female	1070
Male	556
A-gender	3
Bi-gender	3
Transgender	24
Prefer not to answer	43

First Language

The options available are Welsh, English and Other for this standard question. A total of 1699 respondents answered the question about First Language:-

First Language	
English	1102
Welsh	480
Other	17
No	70
Yes	30

Religion/Belief

A total of 1699 respondents answered the question about Religion/Belief:-

Religion / Belief / Non Belief	
Atheist	540
Buddhist	4
Christian	824
Hindu	5
Islamic	6
Jewish	1
Sikh	0
Other	134
Prefer not to answer	185

Age Range

Age Range	
Under 16	27
17-24	147
25-34	320
35-44	237
45-59	319
55-64	7
60-64	76
65-74	228
75-84	202
85-94	117
95+	1
Prefer not to answer	16

Disability

A total of 1699 respondents answered the question about Disability:-

Disability	
Yes	144
No	1555

Sexual Orientation

A total of 1656 respondents answered the question about Sexual Orientation:-

Sexual Orientation	
Bi-Sexual	37
Gay	29
Heterosexual	1411
Lesbian	19
Prefer not to say	145
Other	15

Ethnicity

A total of 1699 respondents answered the question about Ethnicity: -

Ethnicity	
Asian (Indian)	2
Asian (Pakistani)	2
Asian (Bangladeshi)	1
Asian (Other)	3
Black (African)	1
Black (Caribbean)	2
Black (Other)	0
Chinese	0
Mixed (Black/White)	0
Mixed (Asian/Black)	0
Mixed (Asian/White)	1
Mixed (Other)	0
White	1644
Other	34
Prefer not to answer	9

Consultation Data 2016/2017

The data below was collated from consultation exercises during this reporting period.

Gender	
Female	1159
Male	918
Not stated	120

Age Range	
Under 18	149
18-29	332
30-39	460
40-49	506
50-59	342
60+	292
Not stated	115

Data Captured via the Service's Incident Recording System

Date range from 01 April 2016 – 31 March 2017

AGE2	Co Responder	PrimaryFire	RTCs	Special Service Calls	Grand Total
<16	93	21	52	139	305
17 - 25	71	20	175	45	311
26 - 40	120	38	145	80	383
41 - 55	179	40	116	71	406
56 - 70	372	28	89	84	573
70 +	791	45	76	104	1016
98	3				3
100	5			1	6
102	1				1
Age unknown	118	28	179	129	487
Grand Total	1789	220	832	653	3491

Incident Type	Female	Male	Not known	Not specified	Grand Total
Co Responder	830	942	14		1786
PrimaryFire	93	127			220
RTCs	383	433	14	2	832
Special Service Calls	302	344	6	1	653
Grand Total	1608	1846	34	3	3491

Ethnicity	Co Responder	PrimaryFire	RTCs	Special Service Calls	Grand Totals
Asian or Asian British - Bangladeshi			2		2
Asian or Asian British - Indian		1	2	2	5
Asian or Asian British - Other Asian	3		1	1	5
Black or Black British - African			6	4	10
Black or Black British - Caribbean	1	1		1	3
Chinese	3			3	6
Mixed - Other Mixed	2			2	4
Not known/stated	52	8	51	30	141
White - British	1705	205	759	599	3268
White - Irish	7		3	2	12
White - Other White	11	5	8	7	31
Mixed - White & Asian	1			2	3
Mixed - White & Black Caribbean	1				1
Grand Total	1786	220	832	653	3491



How to contact

If you wish to give feedback or make a suggestion or if you wish to obtain a copy in an alternative format please contact:

Human Resources Department
Mid and West Wales Fire and Rescue Service
Headquarters
Lime Grove Avenue Carmarthen
Carmarthenshire
SA31 1SP

Telephone: 0370 6060699

Email: personnel@mawwfire.gov.uk

Social Media

We encourage you to keep an eye on our social media channels for updates



ANNUAL EQUALITY REPORT

01 April 2016 - 31 March 2017