



Gwasanaeth Tân ac Achub  
Canolbarth a Gorllewin Cymru

Mid and West Wales  
Fire and Rescue Service

# ANNUAL EQUALITY REPORT

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01 April 2019 - 31 March 2020

[www.mawwfire.gov.uk](http://www.mawwfire.gov.uk)



## Foreword

This is the fourth and final annual report relating to our Equality Plan 2016-2020 and it highlights the work we have undertaken to engage with our communities, to support the diverse needs of our staff, and to further embed equality, diversity and inclusion into our organisation.

This report provides us with an opportunity to celebrate some of our successes in terms of the advancement of Equality, Diversity and Inclusion within our organisation and the communities we are proud to serve. I personally feel that, as an organisation, we continue move forward in this area, and I find it even more pleasing that much of this work has achieved positive outcomes for many members of our local communities.



**Chris Davies QFSM MBA**

Chief Fire Officer

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Mid & West Wales Fire and Rescue Service welcomes comments on all aspects of this report, both in what it contains and what it may not make clear enough about the work we have done.

If you have any comments or want to know more about the objectives contained within this Plan please contact:

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This Plan is available in Welsh and can also be made available in alternative formats and languages. If you would like a copy of this Plan in an alternative language or format please use the contact details noted above.

Our previous Strategic Equality Plan and associated Annual Equality Reports are available on our website, or can be requested in hard copy in whichever format is required.

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## Introduction

This report covers the financial year April 2019 to March 2020 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 issues, 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 who represent individual wards within 6 constituent Unitary Authorities, which make up the Mid and West Wales area.

The Unitary Authorities are:



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:

The role of Mid & West Wales Fire and Rescue Authority is to perform all the duties and responsibilities of a Fire Authority in accordance with appropriate legislation and regulations, in particular:

- The Local Government (Wales) Act 1994,
- The Mid & West Wales (Combination Scheme) Order 1951 as amended, which established the provision of a Combined Fire Authority covering the new County areas of Carmarthenshire, Ceredigion, Neath & Port Talbot, Pembrokeshire, Powys and Swansea.
- Fire and Rescue Services Act 2004,
- the Regulatory Reform (Fire Safety) Order 2005
- Combined Fire & Rescue Services Schemes (variation) Wales Order 2009
- Local Government (Wales) Measure 2009
- Local Government (Wales) Measure 2011
- Welsh Government's Fire and Rescue National Framework 2015
- The Well Being of Future Generations (Wales) Act 2015

The Authority has a statutory obligation to maintain a Fire & Rescue Service capable of dealing effectively with calls for assistance in the case of fire and other emergencies.

- To agree the Annual Improvement Plans, the revenue and capital budgets and the levy from the constituent councils.
- To monitor the revenue and capital budgets and deal with any significant variations, including decisions on any supplementary contributions.

Mid & West Wales Fire and Rescue Service is committed to protecting people, property and the environment from fire and other emergency events as well as providing other humanitarian services. This will be achieved by involving and informing the community and working in partnership with others to engender the safer communities' ethos, and to provide a value for money service for those who live, work, or visit, Mid & West Wales.

The Authority's role is to deliver proactive preventative services; and reactive fire and rescue services to the people of Mid and West in an open, transparent and cost-effective way; acting in the best interests of Mid and West Wales and its citizens as a whole. In discharging its role Mid & West Wales Fire & Rescue Authority seeks to act for the greater good of all its constituent authorities and their citizens, and in so doing places the collective wellbeing above individuals or particular group interests in accordance with the best principles of democratic local government.

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:

**To be a World Leader in  
Emergency Response and  
Community Safety**

Our Mission:

**To Engage, Connect,  
Develop and Inspire people  
to deliver an excellent  
Service**

Our Values:

- **Do the Right Thing**
- **Treat People with Respect**
- **Perform with Excellence**

We will achieve our Vision, Mission and Values by  
by Working towards our four Strategic Aims and  
Improvement & Well-being Objectives in 2020-2021



**OUR  
PEOPLE**



**OUR  
COMMUNITIES**



**OUR  
ENVIRONMENT**



**OUR  
FUTURE**





# 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).

### Objective 1

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**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

- Processes are in place to implement any areas for enhancement and improvement, identified in our review of our partnerships.
- Data is collected from partners and internally to inform us of our high-risk areas and our delivery plans are amended to meet the needs of the communities affected.
- Trends are looked at and when identified we work with our partners to put plans in place to mitigate or eradicate the risk to our communities.
- Gathered more robust and up to date data on road safety and worked with both community safety and road safety partners.
- Created opportunities and new links within Public Service Boards (PSB's) to enable delivery of our objectives, while also serving to support the objectives of our partners.
- 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

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

#### **Reason**

The Service currently provides Induction Training for all employees 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 employees 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**

- Delivered additional sessions with Training Delivery personnel around supporting neurodiversity in the workplace and how to make suitable adjustments in this regard for colleagues who have dyslexia, dyspraxia and autism.
- The Service has continued to work to raise employees' awareness around issues such as Violence against Women and Sexual Violence (VAWDASV), dementia, managing menopause in the workplace, and produced communication guides for staff around how best to communicate with people who have learning difficulties.
- In line with our commitment to the Dying to Work Charter, our Human Resources Staff and a selection of Managers from across the organisation received training from MacMillan Cancer Support around managing employees who have been diagnosed with terminal illness.
- Red Shiny Apple Ltd delivered a session to some of our newly promoted managers around the requirement and completion of Equality Impact Assessments (EIA's).

## Objective 3

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**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 indicated 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

- For the first time this year, we have included an Easy Read format of the Draft Corporate Plan within our suite of consultation literature, which is being utilised at roadshow events.
- We have undertaken a review of the new corporate website in line with the regulatory guidance you provided to ensure it is compliance prior to launch – which will now be in early 2020.

## Objective 4

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**Work to secure the very best workforce by ensuring that all sectors of the community consider MAWWFRS as an employer of choice.**

### Reason

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

### What we did

- Reviewed the way we currently provide work experience, in conjunction with our Public Service Board (PSB) partners, in order to ensure that we continue to engage effectively with our future workforce. We will trial a broader and more interactive and inclusive work experience option during the Summer of 2020.
- Introduced a Foster Care Leave allowance for employees wishing to foster a child and need to attend meetings and training events associated with that.

- Pledged our commitment to the He for She Campaign.
- Continued to attend a range of events including the Western Bay Community Cohesion Cup and both Swansea and Llanelli Pride, with the aim of promoting the Service as an employer of choice for everyone living within our communities.
- Continued with our programme of workplace refurbishment which will better support agile working as well as the other requirements of the modern workforce.
- Continued to hold targeted awareness days aimed at groups that are currently under-represented within the Service.
- Continued to develop the relationship between our existing staff networks and the Inclusive Workforce Group to ensure the best outcomes for our staff and communities.

## Objective 5

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**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 expand our partnership working arrangements to ensure that we are able to access and engage with the most vulnerable within our communities.
- Continued to promote key safety messages, particularly around religious celebrations such as Ramadan, Diwali and Hannukah.
- Worked in partnership with our public sector partners across the region to engage and consult around our 2020 - 2024 Strategic Equality Plan, ensuring that all sectors had an opportunity to influence our objectives.
- Maintained and enhanced our engagement with groups within each of our Command areas by attending, hosting events and facilitating events to support National and local campaigns.
- Actively supported the Ethnic Youth Support Team's (EYST) community cohesion work and entered a team of Service personnel into the Community Cohesion Cup football tournament.

## Objective 6

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**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

- Our safe and well approach continues to be developed based on the requirements of our partners and the data we receive, and all staff have been trained in its application and intent.
- We continue to work with our existing partners and through the Public Service Boards and Community Safety partnerships we are identifying new partners and opportunities to deliver our objectives.
- Developed a variety of holistic home safety initiatives through Wellbeing Plans within local Public Service Boards as part of the Future Generations and Wellbeing Act. These would be unique to the demands and needs of each plan where required.
- Expanded our information sharing to more groups and organisations that work with or for Vulnerable people in our communities.

## Objective 7

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**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

- Reviewed the terms of Reference for our established Staff Networks in order to better align them with the Inclusive Workforce Group.
- Reviewed the current flexible working options open to our employees in line with best practice.
- Continued working towards the achievement of the objectives outlined within the Inclusive Fire Service Group Action Plan.
- Continued to support employee attendance at Stonewall's Annual Conference and LGBT Allies Programmes, as well as Networking Women in the Fire Service events.
- Continued to encourage Community Groups and other Public Services / Third Sector Agencies to use the meeting facilities we have available at our Fire Stations free of charge. Groups which have taken advantage of this facility during the reporting period include Macmillan Cancer Support, Child and Adolescent Mental Health Services, Calan as well as many of our public sector partners.
- Raised awareness internally via information circulated as part of the support and promotion of key dates in the Diversity Calendar.

## Objective 8

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**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

- Ensured, through the provision of the appropriate training that all Executive Leadership Team Members have a sufficient knowledge and awareness of Equality and Diversity issues to enable them to scrutinise and, where necessary, challenge decisions and actions.
- Equality Impact Assessment Training was delivered to Managers across the Service by Red Shiny Apple Ltd.

## STAFF DATA (as at 31 March 2020)

Gender (Current Staff)	
Female	195
Male	1070
<b>Total</b>	<b>1265</b>

Disability (Declared) (Current Staff)	
Female	5
Male	21
<b>Total</b>	<b>26</b>

Age (Current Staff)	Female	Male
16-24	7	77
25-34	55	273
35-44	63	302
45-54	39	328
55-64	27	83
65+	4	7
<b>Total</b>	<b>195</b>	<b>1070</b>

Race/Ethnicity (Current Staff)	Female	Male
Chinese	0	1
White & Asian	0	2
Black African	0	1
Black Caribbean	0	1
Black Other	0	1
Bangladeshi	1	1
Indian	0	1
White British	188	1039
White Other	1	9
Other Mixed	0	3
Prefer Not to Say	5	13
<b>Total</b>	<b>195</b>	<b>1070</b>



Religion or Belief (Current Staff)	Female	Male
Christian	76	434
Islam	0	2
Buddhist	0	3
Sikh	0	0
Other	1	8
None	66	350
Prefer Not to Say	52	273
<b>Total</b>	<b>195</b>	<b>1070</b>

Marital Status (Current Staff)	Female	Male
Single	76	455
Married	101	540
Partnered	1	9
Divorced	12	51
Widowed	3	3
Civil Partnership	0	0
Separated	0	0
Other	0	3
Prefer Not to Say	2	9
<b>Total</b>	<b>195</b>	<b>1070</b>

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	161	870
No	0	0
Prefer Not to Say	34	200
<b>Total</b>	<b>195</b>	<b>1070</b>

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	6	N/A
No	189	N/A
Prefer Not to Say	0	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	1	5
Gay / Lesbian	2	3
Heterosexual	143	810
Transgender	0	0
Prefer Not to Say	49	252
<b>Total</b>	<b>195</b>	<b>1070</b>

## STAFF DATA by Management Level (as at 31 March 2020)

Gender		Area Manager [+]	Station Manager & Group Manager [07-15]	Crew Manager & Watch Manager [04-06]	Firefighter [01-03]
Female		1	37	72	89
Male		9	91	403	631
	<b>Total</b>	<b>10</b>	<b>128</b>	<b>475</b>	<b>720</b>

Duty System					
<b>Wholetime</b>	Female	1	6	9	15
	Male	7	60	140	132
	<b>Total</b>	<b>8</b>	<b>66</b>	<b>149</b>	<b>147</b>
<b>Control</b>	Female	0	1	6	13
	Male	0	0	3	3
	<b>Total</b>	<b>0</b>	<b>1</b>	<b>9</b>	<b>16</b>
<b>Support</b>	Female	0	30	55	33
	Male	2	31	53	10
	<b>Total</b>	<b>2</b>	<b>61</b>	<b>108</b>	<b>43</b>
<b>On Call</b>	Female	0	0	2	28
	Male	0	0	207	486
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>209</b>	<b>514</b>



**WHOLETIME RECRUITMENT** (as at 31 March 2020)

Gender	Completed Stage 1	Appointed 18/19
Female	176	6
Male	1059	53
Prefer Not to Say	7	0
<b>Total</b>	<b>1242</b>	<b>59</b>

Disability (Declared)	Completed Stage 1	Appointed 18/19
Yes	24	0
No	1204	59
Prefer Not to Say	14	0
<b>Total</b>	<b>1242</b>	<b>59</b>

Age	Completed Stage 1	Appointed 18/19
Under 18	7	0
18-24	321	18
25-40	819	39
41-59	92	2
Prefer Not to Say	3	0
<b>Total</b>	<b>1242</b>	<b>59</b>

Race / Ethnicity	Completed Stage 1	Appointed 18/19
Black African	3	*
Black Caribbean	3	*
Black Other	3	*
Asian Bangladeshi	1	*
Asian Pakistani	1	*
Asian Indian	1	*
Asian Other	0	*
British	293	22
Chinese	0	*
European	9	*
Traveller	1	*
Mixed (Black/White)	5	*
Mixed (Asian/Black)	0	*
Mixed (Asian/White)	2	*
Mixed Other	3	*
White	839	34
Prefer Not to Say	78	*
Other	0	*
<b>Total</b>	<b>1242</b>	<b>59</b>

Religion or Belief	Completed Stage 1	Appointed 18/19
Christian	334	18
Islam	7	0
Buddhist	5	0
Hinduism	0	0
Judaism	0	0
Other	11	0
None	808	34
Prefer Not to Say	77	7
<b>Total</b>	<b>1242</b>	<b>59</b>

Gender Identity Same as Birth	Completed Stage 1	Appointed 18/19
Yes	1201	59
No	2	0
Prefer Not to Say	39	0
<b>Total</b>	<b>1242</b>	<b>59</b>

Sexual Orientation	Completed Stage 1	Appointed 18/19
Bisexual	59	6
Gay / Lesbian	19	*
Heterosexual	1056	49
Transgender	27	*
Prefer Not to Say	81	*
<b>Total</b>	<b>1242</b>	<b>59</b>

Welsh Language Skills	Completed Stage 1	Appointed 18/19
Learner	269	18
Intermediate	98	4
Fluent	206	13
None	663	24
Prefer Not to Say	6	0
<b>Total</b>	<b>1242</b>	<b>59</b>

\* denotes numbers less than 5 in instances where individuals could potentially be identified.

**WHOLETIME LEAVERS** (1 April 2019 - 31 March 2020)

<b>Gender</b>	
Female	0
Male	23

<b>Disability</b>	
Female	0
Male	23

<b>Age</b>	<b>Female</b>	<b>Male</b>
16-24	0	1
25-34	0	3
35-44	0	2
45-54	0	7
55-64	0	10
65+	0	0

<b>Race/Ethnicity</b>	<b>Female</b>	<b>Male</b>
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	0	23
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0

<b>Religion or Belief</b>	<b>Female</b>	<b>Male</b>
Christian	0	10
Islam	0	*
Buddhist	0	*
Sikh	0	*
Other	0	*
None	0	5
Prefer Not to Say	0	7

Marital Status	Female	Male
Single	0	5
Married	0	15
Divorced	0	3
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	0

Gender Identity Same as Birth	Female	Male
Yes	0	23
No	0	0
Prefer not to say	0	0

Sexual Orientation	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	0	17
Transgender	0	0
Prefer Not to Say	0	6

Reason for Leaving	Female	Male
Retirement	0	16
Deceased	0	*
Ill-Health	0	*
Resignation	0	*
Dismissed	0	*
Termination of Contract	0	*
Transfer to Other Fire Service	0	4

\* denotes numbers less than 5 in instances where individuals could potentially be identified.

**ON CALL RECRUITMENT** (1 April 2019 - 31 March 2020)

<b>Gender</b>	
Female	4
Male	38
<b>Total</b>	<b>42</b>

<b>Disability (Declared)</b>	
Female	0
Male	1
<b>Total</b>	<b>1</b>

<b>Age</b>	<b>Female</b>	<b>Male</b>
16 - 24	1	20
25 - 34	3	15
35 - 44	0	2
45 - 54	0	0
55 - 64	0	1
65+	0	0
<b>Total</b>	<b>4</b>	<b>38</b>

<b>Race/Ethnicity</b>	<b>Female</b>	<b>Male</b>
Chinese	0	*
White & Asian	0	*
White & Black Caribbean	0	*
Bangladeshi	0	*
Indian	0	*
White British	4	35
White Other	0	*
Other Mixed	0	*
Prefer Not to Say	0	*
<b>Total</b>	<b>4</b>	<b>38</b>

<b>Religion or Belief</b>	<b>Female</b>	<b>Male</b>
Christian	3	11
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	1	27
Prefer Not to Say	0	0
<b>Total</b>	<b>4</b>	<b>38</b>



Marital Status	Female	Male
Single	4	26
Married	0	6
Partnered	0	2
Divorced	0	0
Widowed	0	1
Civil Partnership	0	1
Separated	0	0
Other	0	0
Prefer Not to Say	0	2
<b>Total</b>	<b>4</b>	<b>38</b>

Gender Identity Same as Birth	Female	Male
Yes	4	38
No	0	0
Prefer not to say	0	0
<b>Total</b>	<b>4</b>	<b>38</b>

Pregnancy & Maternity	Female	Male
Yes	0	N/A
No	4	N/A
Prefer not to say	0	N/A
<b>Total</b>	<b>15</b>	<b>N/A</b>

Sexual Orientation	Female	Male
Bisexual	*	0
Gay / Lesbian	*	0
Heterosexual	3	38
Transgender	*	0
Prefer Not to Say	*	0
<b>Total</b>	<b>4</b>	<b>38</b>

\* denotes numbers less than 5 in instances where individuals could potentially be identified.

**ON-CALL LEAVERS** (1 April 2019 - 31 March 2020)

<b>Gender (Ceased Employment)</b>	
Female	3
Male	55

<b>Disability (Declared) (Ceased Employment)</b>	
Female	0
Male	0

<b>Age (Ceased Employment)</b>	<b>Female</b>	<b>Male</b>
16-24	0	7
25-34	1	17
35-44	1	11
45-54	1	6
55-64	0	13
65+	0	1

<b>Race/Ethnicity (Ceased Employment)</b>	<b>Female</b>	<b>Male</b>
Chinese	0	*
White & Asian	0	*
White & Black Caribbean	0	*
Bangladeshi	0	*
Indian	0	*
White British	3	51
White Other	0	*
Asian & White	0	*
Other Mixed	0	*
Prefer Not to Say	0	*

<b>Religion or Belief (Ceased Employment)</b>	<b>Female</b>	<b>Male</b>
Christian	1	29
Islam	0	*
Buddhist	0	*
Sikh	0	*
Other	0	*
None	2	16
Prefer Not to Say	0	9

Marital Status (Ceased Employment)	Female	Male
Single	2	29
Married	1	25
Divorced	0	1
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	0

Gender Identity Same as Birth	Female	Male
Yes	3	55
No	0	0
Prefer Not to Say	0	0

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

Ceased Employment	Female	Male
Retirement	1	14
Deceased	0	*
Ill-Health	0	*
Resignation	2	39
Dismissed	0	*
Termination of Contract	0	*

\* denotes numbers less than 5 in instances where individuals could potentially be identified.

**SUPPORT STAFF RECRUITMENT** (1 April 2019 - 31 March 2020)

Gender	Total Applications	Successful
Female	98	10
Male	64	6
<b>Total</b>	<b>162</b>	<b>16</b>

Disability Declared	Total Applications	Successful
Disability	8	1
No Disability	149	14
Prefer Not to Say	5	1
<b>Total</b>	<b>162</b>	<b>16</b>

Age	Total Applications	Successful
Under 18	0	0
18-24	23	0
25-40	78	9
41-59	48	4
60+	2	1
Prefer Not to Say	11	2
<b>Total</b>	<b>162</b>	<b>16</b>

Race / Ethnicity	Total Applications	Successful
Ethnic Minority	6	0
White	152	16
Prefer Not to Say	4	0
<b>Total</b>	<b>162</b>	<b>16</b>

Religion or Belief	Total Applications	Successful
Catholic	0	0
Christian	11	2
Hindu	0	0
Muslim	0	0
Agnostic	0	0
Jewish	0	0
Pagan	0	0
Methodist	0	0
Other	0	0
None	13	0
Prefer Not to Say	138	14
<b>Total</b>	<b>162</b>	<b>16</b>

Marital Status	Total Applications	Successful
Single	70	6
Married	51	7
Separated	2	0
Divorced	6	0
Civil Partnership	4	0
Other	21	1
Prefer not to say	8	2
Total	162	16
<b>Total</b>	<b>162</b>	<b>16</b>

Sexual Orientation	Total Applications	Successful
Bisexual	4	1
Gay	0	0
Heterosexual	136	12
Lesbian	1	0
Prefer Not to Say	21	3
<b>Total</b>	<b>162</b>	<b>16</b>

Welsh Language	Total Applications	Successful
Level 1 Welsh	59	2
Level 2 Welsh	53	5
Level 3 Welsh	6	0
Level 4 Welsh	18	1
Level 5 Welsh	18	4
Prefer Not to Say	8	4
<b>Total</b>	<b>162</b>	<b>16</b>

**SUPPORT STAFF LEAVERS** (1 April 2019 - 31 March 2020)

<b>Gender (Ceased Employment)</b>	
Female	9
Male	5

<b>Disability (Declared) (Ceased Employment)</b>	
Female	0
Male	0

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

<b>Race/Ethnicity (Ceased Employment)</b>	<b>Female</b>	<b>Male</b>
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	7	4
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	2	1

<b>Religion or Belief (Ceased Employment)</b>	<b>Female</b>	<b>Male</b>
Christian	4	0
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	2	4
Prefer Not to Say	3	1

Marital Status (Ceased Employment)	Female	Male
Single	5	4
Married	3	0
Divorced	1	0
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	1

Gender Identity Same as Birth	Female	Male
Yes	9	5
No	0	0
Prefer Not to Say	0	0

Ceased Employment	Female	Male
Retirement	1	0
Deceased	*	*
Ill-Health	*	*
Resignation	6	4
Dismissed	*	*
Termination of Contract / End of Temp Contract	*	*

\* denotes numbers less than 5 in instances where individuals could potentially be identified.

**PROMOTION DATA** (1 April 2019 - 31 March 2020)

<b>Gender (Current Staff)</b>	
Female	10
Male	28

<b>Disability (Declared) (Current Staff)</b>	
Female	0
Male	2

<b>Age (Current Staff)</b>	<b>Female</b>	<b>Male</b>
16-24	0	0
25-34	7	4
35-44	2	15
45-54	0	9
55-64	1	0
65+	0	0

<b>Race / Ethnicity (Current Staff)</b>	<b>Female</b>	<b>Male</b>
Chinese	0	*
White & Asian	0	*
White & Black Caribbean	0	*
Bangladeshi	0	*
Indian	0	*
White British	10	27
White Other	0	*
Asian & White	0	*
Other Mixed	0	*
Prefer Not to Say	0	*

<b>Religion or Belief (Current Staff)</b>	<b>Female</b>	<b>Male</b>
Christian	2	16
Islam	0	*
Buddhist	0	*
Sikh	0	*
Other	0	*
None	5	5
Prefer Not to Say	3	6



<b>Marital Status (Current Staff)</b>	<b>Female</b>	<b>Male</b>
Single	6	8
Married	10	19
Partnered	0	0
Divorced	0	0
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	1

<b>Gender Identity Same as Birth (Current Staff)</b>	<b>Female</b>	<b>Male</b>
Yes	10	24
No	0	0
Prefer Not to Say	0	4

<b>Pregnancy &amp; Maternity (Current Staff)</b>	<b>Female</b>	<b>Male</b>
Yes	0	N/A
No	10	N/A
Prefer Not to Say	0	N/A

<b>Sexual Orientation (Current Staff)</b>	<b>Female</b>	<b>Male</b>
Bisexual	*	0
Gay / Lesbian	*	0
Heterosexual	7	23
Transgender	*	0
Prefer Not to Say	*	5

\* denotes numbers less than 5 in instances where individuals could potentially be identified.

**EMPLOYEE TRANSFER DATA** (1 April 2019 - 31 March 2020)

<b>Gender (Current Staff)</b>	
Female	0
Male	15

<b>Disability Declared (Current Staff)</b>	
Female	0
Male	0

<b>Age (Current Staff)</b>	<b>Female</b>	<b>Male</b>
16-24	0	0
25-34	0	0
35-44	0	7
45-54	0	8
55-64	0	0
65+	0	0

<b>Race / Ethnicity (Current Staff)</b>	<b>Female</b>	<b>Male</b>
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	0	15
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0

<b>Religion or Belief (Current Staff)</b>	<b>Female</b>	<b>Male</b>
Christian	0	8
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	0	3
Prefer Not to Say	0	4

<b>Marital Status (Current Staff)</b>	<b>Female</b>	<b>Male</b>
Single	0	6
Married	0	6
Divorced	0	3
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	0

<b>Gender Identity Same as Birth (Current Staff)</b>	<b>Female</b>	<b>Male</b>
Yes	0	15
No	0	0
Prefer Not to Say	0	0

<b>Pregnancy &amp; Maternity (Current Staff)</b>	<b>Female</b>	<b>Male</b>
Yes	0	N/A
No	0	N/A
Prefer Not to Say	0	N/A

<b>Sexual Orientation (Current Staff)</b>	<b>Female</b>	<b>Male</b>
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	0	12
Transgender	0	0
Prefer Not to Say	0	3

## HFSC Data - Total 9,747 HFSC's (1 April 2019 - 31 April 2020)

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

HFSC	TOTAL
Unsafe Cooking Practices?*	437
Smoking in Property?	2080
Living Alone?	3841
Oxygen User?	211
Assistance to Escape?	1522
Arson against Property?	161
Previous Fires?	373
Alcohol or Drugs?	288
Prescribed Drugs?	926
Inadequate Accommodation?	411
Mental Health Issues?	1469
Sight Problem?*	672
Hearing Problem?*	1687
Mobility Problem?*	2471
65 or over?	5318
Single Parent?	727
Not Understood?*	364
Other Risk Factors?*	1407
0 working smoke alarms	3058
<b>Total HFSC's</b>	<b>9747</b>

## People We Serve Questionnaire (1 April 2019 - 31 March 2020)

Gender	
Female	665
Male	378
Transgender	3
Prefer not to answer	0
<b>Total</b>	<b>1046</b>

Age Range	
Under 16	38
17-24	88
25-34	292
35-44	197
45-59	195
60-64	62
65-74	92
75-84	60
85-94	21
95+	1
Prefer not to answer	0
<b>Total</b>	<b>1046</b>

Sexual Orientation	
Bisexual	14
Gay	8
Heterosexual	908
Lesbian	11
Other	16
Prefer not answer	89
<b>Total</b>	<b>1046</b>

First Language	
English	780
Welsh	251
Other	15
Prefer not to answer	0
Blank	0
<b>Total</b>	<b>1046</b>

Ethnicity	
Asian (Bangladeshi)	1
Asian (Indian)	1
Asian (Other)	3
Asian (Pakistani)	3
Black (African)	2
Black (Caribbean)	1
Chinese	2
Mixed (Asian/Black)	3
Mixed (Asian/White)	7
Mixed (Black/White)	3
Other	7
Prefer not to say	17
White	998
Blank	0
<b>Total</b>	<b>1046</b>

Religion / Belief	
Buddhist	4
Christian	706
Hindu	2
Islam	6
No Religion/Atheism	524
Judasim	4
Other	58
Prefer not to answer	104
Blanks	102
<b>Total</b>	<b>1046</b>

Disability	
Yes	137
No	890
Prefer not to Answer	19
<b>Total</b>	<b>1046</b>

## Engagement and Consultation Data

'Did you know?' Survey

Gender	
Female	510
Male	378
Transgender	0
Prefer not to answer	29

Age Range	
Under 16	18
17-24	59
25-34	198
35-44	180
45-59	269
60-64	75
65-74	80
75-84	26
85+	2
Prefer not to answer	12

Religion / Belief	
Atheist	85
Buddhist	6
Christian	453
Hindu	3
Islamic	3
Jewish	3
Muslim	1
No religion	238
Other religion	42
Prefer not to answer	85

Disability	
Yes	103
No	760
Prefer not to Answer	54

Ethnicity	
<b>Asian</b>	
Bangladeshi	0
Indian	0
Chinese	1
Pakistani	2
Other Asian	2
<b>White</b>	
British	820
English	0
Gypsy / Irish Traveller	0
Scottish	0
Irish	0
Northern Irish	0
Welsh	0
Other White Background	0
<b>Black</b>	
Caribbean	0
African	0
Other Black / African / Caribbean	0
<b>Mixed</b>	
Other Mixed / Multiple	1
White & Black African	1
White & Black Caribbean	4
Prefer not to say	42
Other	11

Sexual Orientation	
Bi-Sexual	30
Gay	17
Heterosexual	757
Lesbian	13
Prefer not to say	88
Transgender	0
Other	13

## Engagement and Consultation Data

### Corporate Plan 2020-2025 Consultation

Gender	
Female	50
Male	67
Transgender	2
Prefer not to answer	5

Age Range	
Under 16	1
17-24	3
25-34	20
35-44	20
45-59	37
60-64	10
65-74	23
75-84	9
85+	0
Prefer not to answer	1

Religion / Belief	
Atheist	85
Buddhist	6
Christian	453
Hindu	3
Islamic	3
Jewish	3
Muslim	1
No religion	238
Other religion	42
Prefer not to answer	85

Disability	
Yes	14
No	102
Prefer not to Answer	6

Ethnicity	
<b>Asian</b>	
Bangladeshi	0
Indian	0
Chinese	2
Pakistani	0
Other Asian	0
<b>White</b>	
British	109
English	0
Gypsy / Irish Traveller	0
Scottish	0
Irish	0
Northern Irish	0
Welsh	0
Other White Background	0
<b>Black</b>	
Caribbean	0
African	0
Other Black / African / Caribbean	0
<b>Mixed</b>	
Other Mixed / Multiple	1
White & Black African	0
White & Black Caribbean	0
Prefer not to say	9
Other	1

Sexual Orientation	
Bi-Sexual	3
Gay	0
Heterosexual	103
Lesbian	0
Prefer not to say	15
Transgender	0
Other	1

## Engagement and Consultation Data

### Strategic Equality Objectives 2020 – 2024 Consultation

Gender	
Female	9
Male	23
Transgender	1
Prefer not to answer	0

Age Range	
Under 16	1
17-24	6
25-34	9
35-44	14
45-59	1
60-64	0
65-74	0
75-84	1
85+	1
Prefer not to answer	12

Religion / Belief	
Atheist	1
Buddhist	0
Catholic	2
Christian	16
Hindu	0
Islamic	0
Jewish	0
Muslim	1
No religion	11
Other religion	0
Prefer not to answer	3

Disability	
Yes	4
No	27
Prefer not to Answer	2

Ethnicity	
<b>Asian</b>	
Bangladeshi	0
Indian	0
Chinese	0
Pakistani	1
Other Asian	0
<b>White</b>	
British	29
Irish	1
European	0
Welsh	0
Other White Background	0
<b>Black</b>	
Caribbean	0
African	0
Other Black / African / Caribbean	0
<b>Mixed</b>	
White and Asian	1
White & Black African	0
White & Black Caribbean	0
Prefer not to say	0
Other	11

Sexual Orientation	
Bi-Sexual	0
Gay	0
Heterosexual	32
Lesbian	0
Prefer not to say	1
Transgender	0
Other	0



## Data Captured via the Service's Incident Recording System

(Date range from 01 April 2019 – 30 November 2019)

Victim Age	Total
Under 16	160
17-25	165
26-40	195
41-55	185
56-70	251
70+	511
99	3
102	1
Age unknown	337
<b>Grand Total</b>	<b>1808</b>

Gender	Total
Female	825
Male	965
Not known	15
Not specified	3
<b>Grand Total</b>	<b>1808</b>

Ethnicity	Total
Asian or Asian British - Indian	7
Asian or Asian British - Other Asian	5
Black or Black British - African	3
Black or Black British - Caribbean	2
Chinese	8
Mixed - Other Mixed	2
Not known/stated	83
White - British	1657
White - Irish	9
White - Other White	20
Mixed - White & Asian	7
Black or Black British - Other Black	3
Mixed - White & Black Caribbean	2
<b>Total</b>	<b>1808</b>

# ANNUAL EQUALITY REPORT

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1 April 2019 - 31 March 2020

## Find out more

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