

ANNUAL EQUALITY REPORT

01 April 2015 - 31 March 2016



75% recycled

This publication is printed
on 75% recycled paper

Foreword



I am pleased to present Mid and West Wales Fire and Rescue Service's Annual Equality Report covering the period April 2015 to March 2016. 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 our 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 forwards 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 further 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
Chief Fire Officer

Contents

Introduction	3
Who we are	4
Our Vision, Mission, Values & Priorities	5
Where we are	6
General Duty	6
Specific Duties:	
Regulations 3	7
Regulations 4 & 5	8
Regulations 6	10
Regulations 7 & 8	11
Regulation 9	12
Regulation 10	13
Regulations 11 & 12	14
Regulations 13 & 14	14
Regulation 18	15
What Lies Ahead	
Appendices:	16 -33
Staff Data - General	
Staff Data - by Management Level	
Support Staff Recruitment Data	
On-call Recruitment Data	
Promotion Data	
Transfer Data	
HFSC Data	
Engagement / Consultation Data	
Incident Response Data	

Introduction

This report covers the financial year April 2015 to March 2016 and is presented under our statutory reporting requirements as set out by regulation 16 of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

This report will act as a reference point for future reviews, and is focused primarily on data as well as what the Service has achieved during the time-frame. In order to establish an ease of reading, this document uses the General Duty and Specific Duties as headings, with data being held in the appendices.

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 business 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 risk assessed, to provide for an organisation which strives towards the elimination of unlawful 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 over 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 for 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

As well as the actions listed above, 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 comprehensive 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.

Equality Act (2010) General Duty

Actions that support our compliance with the General Duty during this reporting period include, but are not limited to:

- Further expanded on the use of Social Media to publicise the Service's commitment to the Equality agenda and specific events within the Diversity Calendar. Our Corporate Communications and Business Development Department is creating a calendar of events wheel to link in with all Departments and Commands in the Service.
- Provided Members of the Fire Authority with a detailed briefing on recent and upcoming Equality and Diversity related issues.
- Commenced a series of Easy Read Training sessions which will enable members of staff to produce documents in formats which are more accessible to the public.
- Launched an internal Disability Network Forum in early 2015 and since its launch has increased in members, and interest to advise the Service on how we can support individuals within their protected characteristic. We are currently seeking interest for other groups which are under-represented and look to develop and launch further network forums.
- We have Executive Board Equality Champions covering the following areas: -
 - Chief Fire Officer - Chris Davies [Race]
 - Deputy Chief Fire Officer - Mick Crennell [Age]
 - Assistant Chief Fire Officer - R Quin [Gender] (To include Pregnancy and Maternity)
 - Assistant Chief Officer - Elizabeth Aitken [Disability]
 - Corporate Head of Prevention & Protection - Chris Margetts [Mental Health]
 - Corporate Head of Resources - Iwan Cray [Religion and Belief]
 - Corporate Head of Response - R Thomas [Alcohol and Drugs]
 - Corporate Head of Operational Support and Improvement - Kevin Jones [Sexual Orientation and Gender Reassignment]

Our Fire and Rescue Service

- Continued to work closely with Stonewall Cymru to deliver training to both our Supervisory and Middle Managers on unconscious bias, promote ourselves as an employer of choice for members of the LGBT community and to improve our policies and working practices to help our employees to be themselves in the workplace. This is supported by a ranking of 201 on Stonewall's Workplace Equality Index for 2015 in comparison to a ranking of 283 for 2014.
- Continued to identify new ways that the Service can promote internal equality and diversity, in order that current employees identify wholly with the organisation, and feel comfortable within it, as a working environment.
- Gained invaluable feedback on our Equality and Diversity aims and objectives for the period 2016 - 2020 from a multi method consultation exercise, the outcomes of which have been used to inform our future strategy in this area.
- Held a number of awareness days in the run up to the Wholetime Recruitment campaign, providing over 40 individuals to gain a valuable insight into a career they may not have initially thought possible. Feedback from each of the events held was overwhelmingly positive.





Regulation 3:

Set Equality Objectives

Equality objectives should be mainstreamed so that all services and departments contribute to equality improvement and manage their equality commitments as part and parcel of their general improvement and customer service commitments.

Mid and West Wales Fire and Rescue Service
12 January · 🌐
<http://ow.ly/WWmNn> MAWWFRS Pledge to Change Wales with @TTCWales. Read all about it here. #TeamMAWW



Regulation 4:

Preparation and Review of Equality Objectives

Authorities have a duty to collect a range of equality information to contribute to this evidence base.

SEP Objective 1: Monitor the Equality Objectives set within the Strategic Equality Plan and report on progress annually (Ownership – Equality Adviser via departmental business plans with overall progress being reviewed annually, and a report submitted to the fire authority)

What we did

Commenced a systematic review of all information collecting systems, to ensure that all relevant data relating to the protected characteristics is captured and monitored as appropriate.

Continued to develop relationships with critical friends and third sector organisations, in order that we continually receive feedback which enables us to evaluate and amend both our equality objectives, and the ways in which we provide our services as appropriate.

What we still intend to do

Introduce robust monitoring mechanism for the equality objectives included within the Directorate and Station Plans, and mainstream reporting via Strategic working group

Maintain annual focus on Equality objectives by incorporating such objectives within Command and Departmental business plans as appropriate.



Regulation 5: Engagement provisions

As part of gathering relevant information, an Authority will need to engage appropriate people in assessing its work in relation to meeting the three aims of the general duty.

SEP Objective 2: *Devise a strategy for consulting and involving stakeholders, members of the public and Staff affected by our policies and service delivery procedures (Ownership – A lead officer will be identified to own the consultation and engagement strategy and setting up a group of critical friends/Consultation Forums)*

SEP Objective 3: *Analyse the collection of Service Delivery data collected by the Authority and the way it is used to inform future Service Delivery and improvement (Ownership – The responsibility for the capture of relevant Service Delivery data lies with both Fire Safety and Operations)*

SEP Objective 4: *Ensure the Authority is scrutinising the Service's current engagement with members of the public, and the services we provide is evaluated in terms of appropriateness to the target audience (Ownership – The information gathered will be scrutinized by the Equality Adviser and the Community Safety Manager and actioned accordingly)*

SEP Objective 5: *Audit the information the Authority gathers and shares with other agencies. Ensure that information regarding hate crime affecting people who share protected characteristics is made available to the Arson Reduction Team (Ownership – Community Safety Manager and Arson Reduction Manager)*

What we did

Continued to refine the Equality and Diversity Monitoring Form which was introduced during the last reporting period as a means of acquiring equality information via pro-active services, such as Home Fire Safety Checks, and stakeholder engagement activities in order to ensure that the data we capture is meaningful and will assist us with planning future risk reduction activities.

Enhanced data collection and reporting mechanisms in terms of the Protected Characteristics, for all community engagement, and community based preventative activities.

Attended numerous events including Llanelli Lesbian, Gay, Bisexual and Transgender Day, Swansea Sparkle, and Gurkha Family Day, to name but a few.

Consulted on the Service's Draft Strategic Equality Objectives 2016 – 2020 throughout the Service area.

Evaluated our information-sharing protocols with partner agencies and with the appropriate Authority Committees.

Continued to support and attend for meetings of groups such as the Swansea Bay Regional Equality Council and the Equalities Carmarthenshire Group, to name a few, whilst also establishing new links with community groups and Third Sector organisations such as Pembrokeshire Voices for Equality, Ceredigion Voices for Equality and Victim Support.

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 the Gwendraeth / Amman Blind Social Group, Age Cymru, Sign-a-long Training and the University of the Third Age.

Made a submission for the Stonewall Workplace Equality Index and achieved a ranking which was 82 places higher than our 2014/15 submission, i.e. from 283 to 201.



Launched an internal Disability Network, which; since its launch, has increased in members, and interest. The Network's primary function is to advise the service on how it can better support individuals within that protected characteristic.

What we still intend to do

Continue to refine our data collection in order to ensure that we are targeting the right groups with our risk reduction activities.

Seek to establish additional staff Networks which will enable a wider number of employees to influence Service policy in key areas.

Ensuring that key documents published onto the Service's external website are also published in an Easy Read format and that a clear means of requesting any information in an alternative format e.g. audio is available.



Service pledge to work with local communities to raise awareness and prevent violence and sexual abuse against women.



Regulation 6:

Accessibility of published information

Local Authorities must ensure that any document or information published to meet its general or specific equality duties in a form that is accessible to people from protected groups

SEP Objective 6: *The Authority will make available any documentation or information in accessible formats when required by persons who share one or more protected characteristics (Ownership – Publishing alternative formats, translation and web access will be the responsibility of Corporate Communications, Welsh Language Officer, Fire Safety and ICT)*

What we did

Continued to attend local forums e.g. Pembrokeshire, Ceredigion, Swansea, Carmarthen and Powys Voices for Equality, the Lesbian, Gay, Bisexual and Transgender [LGBT] Swansea Forum in order to monitor whether the information we provide meets the needs of all sectors of the community. This enables us to make amendments as needed should any shortcomings be identified.

Increased our use of social media to advertise our attendance at events such as Llanelli's First Lesbian, Gay, Bisexual and Transgender [LGBT] Day, and to lend the Service's support to Hate Crime Awareness Week, Older People's Day, International Day Against Homophobia and Transphobia [IDAHOT] Day, Black History Month and Child Safety Week, to name but a few.

Developed the Service's internal and external Equality and Diversity pages to promote the Service's work in this area.

Commenced a series of Easy Read Training sessions which will enable members of staff to produce documents in formats which are more accessible to the public to increase the public's understanding of our work and increase responses to consultative events.

What we still intend to do

Commission a company to review the accessibility of the Service's website for the visually impaired, and act on any recommendations made.



Regulation 7:

Arrangements for collection of information about

Compliance with the general duty

An authority must put appropriate arrangements in place to ensure that it identifies the relevant information that it holds, and identifies and collects relevant information that it does not hold.

SEP Objective: See Regulation 5 above (Objectives shared between Regulation 5 and 7)

What we did

Worked with other Fire Service's in Wales, via the All-Wales Community Risk Reduction Group to devise and implement a method of data collection when carrying out Home Safety Check's and other Community safety activities.

Rolled-out Service-wide strategies and objectives for the improvement of data collection in line with the requirements of the Equality Act 2010.

What we still intend to do

Arrange individual Departmental reviews to identify any potential other ways in which we can meet requirements in terms of data collection relating to Equality





Regulation 8:

Impact and monitoring of policies and practices

Assessments need to be completed when a policy or practice is being proposed or reviewed. This will include business planning, efficiency proposals and staff restructures.

SEP Objective 7: *The Authority's Equality Impact Assessment process must comply with the Equality Act 2010. The Authority will ensure staff are trained to undertake the Equality Impact Assessments (Ownership – All managers and employees with the responsibility for policies, procedures and processes will conduct Initial ERA's)*

What we did

Ensured key Equality Impact Assessments are published on our website

Reviewed and amended Equality Impact Assessment forms based on user feedback

Provided Equality Impact Assessment Training for a further 15 middle managers, as well as a general Equalities Legislation refresher for members of the Executive Board.

Implemented a robust process for monitoring the completion of Equality Impact Assessments.

What we still intend to do

Ensure that any personnel promoted / transferred into a role which will require the completion of such forms are adequately trained and supported.



Regulation 9:

Collection and reporting of employment information

This includes data on recruitment and retention, promotion, training opportunities, and grievance and disciplinary actions.

SEP Objective 8: *SEP Objective 8: An authority must collect and publish by the 31 March each year commencing 2013, information by protected characteristic and those who share the protected characteristic (Ownership – Relevant HR and Training staff)*

What we did

Implemented processes which allow for the provision of data broken down by each of the protected characteristics

What we still intend to do

Put mechanisms in place to ensure that the required data is gathered with regards to those accessing, or seeking to access, training opportunities.

Grievance Data:

No disciplinary or grievance related processes undertaken during this period were directly related to Protected Characteristics as a contributing factor (in bullying, harassment, employment practices, etc), however, this will continue to be monitored appropriately in future to re-affirm the Service's current perception that such matters are pre-dominantly not associated with the Protected Characteristics.





Regulation 10: Staff Training

Authorities are required to promote knowledge and understanding of the general and specific duties amongst employees and must ensure that performance assessment procedures, such as personal appraisals or personal development reviews, are used to identify and address training needs.

SEP Objective 9: *Conduct an Equality Training Needs Analysis to identify skills and knowledge required to carry out their roles (Ownership – Training Manager in conjunction with Equality Adviser)*

What we did

Completed the roll out of Dignity at Work Training to all personnel within the Service.

Reviewed the way that Induction Training is provided to Control Room and Support Staff, and ensured that sufficient time is dedicated to Equality and Diversity and Dignity at Work issues.

Rolled out specific Unconscious Bias training to our Supervisory Managers.

Evaluated the way in which an individual's commitment to Equality and Diversity is assessed via Assessment Development Centre's and role specific selection processes.

Provided Members of the Fire Authority with a detailed briefing on recent and upcoming Equality and Diversity related issues.

Commenced a series of Easy Read Training sessions which will enable members of staff to produce documents in formats which are more accessible to the public.

What we still intend to do

Roll out a programme of Hate Crime Awareness training for all station based personnel.

Provide training for our Supervisory and Middle Managers on 'Managing Diverse Teams'.





Regulation 11 and 12: Equal pay and Action Plans

There is also a requirement to consider this information when drawing up equality objectives. Local Authorities must also publish an equality objective and action plan in relation to addressing any gender pay difference identified or publish reasons why it has not done so.

SEP Objective 10: *Audit pay within Green, Gold and Grey Book pay and conditions and cross-tabulate conditions that are of a non-financial nature to ensure the conditions and Local Agreements are fair and equitable across gender and the other protected characteristics (Ownership – HR Manager will be responsible for carrying out this audit, and ensuring fairness and parity across each of the conditions of service)*

What we did

All appropriate actions in connection with this Regulation have been completed.



Regulation 13: Review of arrangements

Regulation 14: Annual reporting on compliance with the general duty

Equality objectives must be reviewed at least every 4 years, and keep under review other aspects of compliance with general and specific duties.

SEP Objective: *Not specified.*

What we did

This Annual Equality Report highlights a range of our successes and challenges for the time period covered.

During the Summer of 2015 we drafted, and consulted upon, our 2016 - 2020 Strategic Equality Plan, which will be published alongside this document.

What we still intend to do

Review our achievements against our newly published Strategic Equality Plan and report on our progress in this regard as and when appropriate.



Regulation 18:

Public procurement

The general duty applies to all procurement regardless of the value of the contract. The specific duty applies when a Local Authority is procuring works, goods or services from other organisations on the basis of a 'relevant agreement'.

SEP Objective 11: *SEP Objective 11: Ensure we have fair and auditable Procurement process incorporating all protected characteristics (Ownership – Relevant Procurement Department, Stores, Estates, Procurement Managers, Fleet Manager and ICT)*

What we did

Expanded the number of Equality Impact Assessments [EIA's] undertaken on tendering exercises. EIA's are now mandatory for all purchases over £10,000.

What we still intend to do

Lower the threshold for tender exercises requiring the completion of an Equality Impact Assessment to £5000 and ensure that all those undertaking such tender exercises have received the appropriate Equality Impact Assessment training.

What Lays Ahead

Whilst we are able to report on a number of initiatives and work in progress, the difference these are making to service users remains difficult to measure. With this in mind, one of the Service's focus areas during the next reporting period will be to formally capture meaningful feedback, the results of which will be analysed and used to drive future improvements.

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 the Service's Corporate Head of Operational Support and Improvement, Mr Kevin Jones:

Email: k.jones@mawwfire.gov.uk

By post:

Mr Kevin Jones

Mid and West Wales Fire and Rescue Service

Service Headquarters

Lime Grove Avenue

Carmarthen

SA31 1SP

MWWFRS STAFF DATA

(as at 31 March 2016)

Gender (Current Staff)	
Female	192
Male	1112
Total	1304

Disability (Declared) (Current Staff)	
Female	4
Male	26
Total	30

Age (Current Staff)	Female	Male
16-24	15	90
25-35	57	294
36-45	56	307
46-55	45	350
56-65	15	69
66+	4	2
Total	192	1112

Race/Ethnicity (Current Staff)	Female	Male
Chinese	0	1
White & Asian	0	1
White & Black Caribbean	0	0
Bangladeshi	1	1
Indian	0	1
White British	190	1099
White Other	0	0
Asian & White	0	0
Other Mixed	0	10
Prefer Not To Say	1	16
Total	192	1112

Religion or Belief (Current Staff)	Female	Male
Christian	74	425
Islam	0	1
Other	0	6
Buddhist	0	3
Sikh	0	0
None	55	277
Prefer Not To Say	63	400
Total	192	1112

Marital Status (Current Staff)	Female	Male
Married	94	597
Single	74	444
Divorced	20	67
Widowed	3	2
Civil Partnership	0	1
Separated	0	0
Other	1	2
Prefer Not To Say	0	0
Total	192	1112

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	144	820
No	0	0
Prefer not to say	48	292
Total	192	1112

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	20	N/A
No	0	N/A
Prefer Not To Say	0	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	1	10
Gay / Lesbian	1	1
Heterosexual	133	720
Transgender	0	0
Prefer Not To Say	57	381
Total	192	1112

MWWFRS STAFF DATA

by Management Level (as at 31 March 2016)

Gender		Area Manager [+]	Station Manager & Group Manager [07-15]	Crew Manager & Watch Manager [04-06]	Firefighter [01-03]
Female		1	30	67	90
Male		8	91	366	641
	Total	9	121	433	731

Duty System					
Wholetime	Female	0	2	7	21
	Male	6	63	132	147
	Total	6	65	139	172
Control	Female	0	3	5	13
	Male	0	0	7	5
	Total	0	3	12	18
Support	Female	1	25	53	42
	Male	2	28	38	15
	Total	3	53	91	57
On Call	Female	0	0	1	25
	Male	0	0	197	518
	Total	0	0	198	543

MWWFRS SUPPORT STAFF RECRUITMENT DATA (2015/16)

CHARACTERISTIC	TOTAL APPLICATIONS	SUCCESSFUL
MALE	213	24
FEMALE	173	29
TRANSGENDER	0	0
TOTAL	386	53
UNDER 18	0	0
18-24	62	20
25-40	180	114
41-59	106	36
60+	5	2
Prefer Not To Say	33	5
TOTAL	386	177

CHARACTERISTIC	TOTAL APPLICATIONS	SUCCESSFUL
Registered Disabled	9	0
Not Registered Disabled	334	303
Prefer Not To Say	43	19
TOTAL	386	322
Ethnic Minority	5	0
White	352	255
Prefer Not To Say	29	3
TOTAL	386	258
Catholic	31	5
Christian	76	23
Hindu	0	0
Muslim	0	0
None	114	56
Agnostic	0	10
Prefer Not To Say	165	14
TOTAL	386	108
Bisexual	10	1
Gay	2	0
Heterosexual	298	166
Lesbian	4	1
Prefer Not To Say	72	30
TOTAL	386	198
Level 1 Welsh	112	69
Level 2 Welsh	119	69
Level 3 Welsh	25	6
Level 4 Welsh	37	8
Level 5 Welsh	62	22
Prefer Not To Say	31	8
TOTAL	386	53

MWWFRS ON-CALL RECRUITMENT DATA (2015/16)

CHARACTERISTIC	TOTAL APPLICATIONS	SUCCESSFUL
Male	260	72
Female	57	6
Transgender	0	0
TOTAL	317	78
18-24	113	24
25-35	153	39
36-45	36	9
46-55	10	3
56-65	5	3
66+	0	0
TOTAL	317	78
Registered Disabled	5	0
Not Registered Disabled	311	78
Prefer Not To Say	1	0
TOTAL	317	78
Any Other White Background		6
Mixed – White And Asian		1
Mixed – White And Black Caribbean		3
Ethnic Minority	10	1
White	302	76
Prefer Not To Say	5	1
TOTAL	317	78
BUDHIST	0	0
CHRISTIAN	113	31
HINDU	0	0
MUSLIM	2	0
NONE	183	44
PREFER NOT TO SAY	17	2
OTHER	2	1
TOTAL	317	78
Bisexual	4	1
Gay / Lesbian	3	2
Heterosexual	299	75
Prefer Not To Say	11	0
TOTAL	317	78

CHARACTERISTIC	TOTAL APPLICATIONS	SUCCESSFUL
Level 0 Welsh	157	43
Level 1 Welsh	56	8
Level 2 Welsh	14	4
Level 3 Welsh	25	6
Level 4 Welsh	18	5
Level 5 Welsh	41	12
Prefer Not To Say	6	0
TOTAL	317	78

MWWFRS PROMOTION DATA

(2015/16)

Gender	
Female	7
Male	40

Disability (Declared)	
Female	0
Male	1

Age	Female	Male
16-24	0	0
25-35	2	7
36-45	3	12
46-55	2	21
56-65	0	0
66+	0	0

Race/Ethnicity	Female	Male
Chinese	0	1
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	7	38
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	14
Islam	0	0
Other	0	1
Buddhist	0	1
Sikh	0	0
None	4	10
Prefer Not To Say	2	14

Marital Status	Female	Male
Married	3	24
Single	4	9
Divorced	0	6
Widowed	0	1
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not To Say	0	0

Gender Identity Same as Birth	Female	Male
Yes	5	28
No	0	0
Prefer not to say	2	12

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	20	N/A
No	0	N/A
Prefer Not To Say	0	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	1
Heterosexual	4	26
Transgender	0	0
Prefer Not To Say	3	13

MWWFRS TRANSFER OF ROLE DATA (2015/16)

Gender	
Female	1
Male	32

Disability (Declared)	
Female	0
Male	0

Age	Female	Male
16-24	0	0
25-35	1	3
36-45	0	9
46-55	0	20
56-65	0	0
66+	0	0

Race/Ethnicity	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	1	0
Indian	0	0
White British	0	32
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	13
Islam	0	0
Other	0	0
Buddhist	0	0
Sikh	0	0
None	0	9
Prefer Not To Say	0	10

Marital Status	Female	Male
Married	1	22
Single	0	9
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	1	23
No	0	0
Prefer not to say	0	9

Pregnancy & Maternity	Female	Male
Yes	20	N/A
No	0	N/A
Prefer Not To Say	0	N/A

Sexual Orientation	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	0	23
Transgender	0	0
Prefer Not To Say	1	9

MWWFRS LEAVER DATA

(as at 31 March 2016)

Gender (Ceased Employment)	
Female	5
Male	40

Disability (Declared) (Ceased Employment)	
Female	0
Male	2

Age (Ceased Employment)	Female	Male
16-24	0	0
25-35	1	6
36-45	2	5
46-55	2	17
56-65	0	5
66+	0	2

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	4	40
White Other	1	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not To Say	0	0

Religion or Belief (Ceased Employment)	Female	Male
Christian	1	14
Islam	0	0
Other	0	0
Buddhist	0	0
Sikh	0	0
None	3	6
Prefer Not To Say	1	20

Marital Status (Ceased Employment)	Female	Male
Married	3	22
Single	1	16
Divorced	1	2
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	24
No	0	0
Prefer not to say	2	16

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	20	N/A
No	0	N/A
Prefer Not To Say	0	N/A

Sexual Orientation (Ceased Employment)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	3	14
Transgender	0	0
Prefer Not To Say	1	14

Ceased Employment	Female	Male
Retirement	0	18
Deceased	0	0
Ill-health	0	2
Resignation	2	7
Dismissed	1	1
Termination of Contract	1	0

MWWFRS WDS RECRUITMENT DATA (2015/16)

CHARACTERISTIC	TOTAL APPLICATIONS	SUCCESSFUL
Male	809	17
Female	124	3
Prefer not to say	3	
TOTAL	936	20
Disability (Declared)		
Male	12	0
Female	3	0
TOTAL		
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	2	0
Bangladeshi	1	0
Indian	1	0
White British	899	19
White Other	13	1
Asian & White	0	0
Other Mixed	12	0
Prefer Not To Say	8	0
TOTAL	936	20
Christian	369	9
Islam	2	0
Other	17	0
Buddhist	4	0
Sikh	0	0
None	495	5
Prefer not to say	49	6
TOTAL	936	20
Gender Identity (Same as birth)		
Yes	923	16
No	0	0
Prefer not to say	13	4
TOTAL	936	20
Bisexual	24	0
Gay/Lesbian	21	0
Heterosexual	844	14
Transgender	0	0
Prefer not to say	47	6
TOTAL	936	20

MWWFRS WDS RECRUITMENT DATA (2015/16)

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

The Service has, in the past, along with many other Fire and Rescue Services 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.

Engagement Data 2015/2016

The data below was collated from various community engagement events during 2015/16. On many occasions, despite our best efforts, individuals preferred not to provide information for one or more of the questions.

972 individuals during 2015 – March 2016 so far have provided data in comparison to 402 during 2014/2015.

Gender

A total of 972 respondents answered the question about Gender: -

Gender	
Female	586
Male	347
Prefer not to say	31
Transgender	8

Age Range

The age range used at interventions is not always standard. This has been addressed for the current year and for future years. A total of 972 respondents answered the question about Age Range: -

Age Range	
Under 16	54
17 - 24	98
25 - 34	158
35 - 44	129
45 - 54	133
55 - 64	63
65 - 74	135
75 - 84	133
84 +	61
Prefer not to answer	8

First Language

The options available are Welsh, English and Other for this standard question. A total of 972 respondents answered the question about First Language: -

First Language	
English	664
Welsh	308

Ethnicity

A total of 972 respondents answered the question about Ethnicity: -

Ethnicity		
Asian	Bangladeshi	1
	Indian	3
	Chinese	1
	Pakistani	1
	Other Asian	6
White	British	355
	English	100
	Gypsy / Irish Traveller	3
	Scottish	7
	Irish	7
	Northern Irish	1
	Welsh	462
	Other White Background	14
Black	Caribbean	1
	African	3
	Other Black / African / Caribbean	1
Mixed	Other Mixed / Multiple	1
	White & Black African	1
	White & Black Caribbean	1
	Prefer not to answer	3

Disability

A total of 972 respondents answered the question about Disability: -

Disability	
Yes	187
No	785

Religion/Belief

A total of 972 respondents answered the question about Religion/Belief: -

Religion/Belief	
Buddhist	2
Christian	487
Hindu	1
Muslim	11
No Religion	308
Other Religion	64
Sikh	2
Prefer not to Answer	97

Sexual Orientation

A total of 972 respondents answered the question about Sexual Orientation: -

Sexual Orientation	
Bi-Sexual	22
Gay	7
Heterosexual	780
Lesbian	13
Prefer not to say	135
Transgender	3
Other	12

Data Captured via the Service's Incident Recording System

Victim Age by Incident Type	Co Responder	Primary Fire	Road Traffic Collision	Special Service Calls	Total
<16	51	14	46	94	196
17 – 25	49	25	164	35	264
26 – 40	63	26	135	54	267
41 – 55	120	27	104	49	280
56 – 70	238	17	102	49	364
70 +	463	35	58	75	556
Age unknown	40	34	168	97	333
Grand Total	1024	204	850	501	2579

Gender by Incident Type	Co Responder	Primary Fire	Road Traffic Collision	Special Service Calls	Total
Female	487	89	376	238	1190
Male	536	115	458	257	1366
Not Known	1	0	15	5	21
Not Specified	0	0	1	1	2
Grand Total	1024	204	850	501	2579

Ethnicity by Incident Type	Co Responder	Primary Fire	Road Traffic Collision	Special Service Calls
Asian or Asian British - Indian	1		1	4
Asian or Asian British - Other Asian		1		
Asian or Asian British - Pakistani			1	1
Black or Black British - African			1	3
Black or Black British - Caribbean	1	1		1
Black or Black British - Other Black		1		
Chinese			2	1
Mixed - Other Mixed		1		
Not known/stated	11	7	51	27
White – British	996	191	774	447
White – Irish	3	1	8	7
White - Other White	9		10	7
Mixed - White & Asian			1	1
Mixed - White & Black Caribbean	3			2
Mixed - White & Black African		1		
Total by Type	1024	204	850	501
GRAND TOTAL	2579			

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



Strategic Equality Plan

2016 / 2020