



Gwasanaeth Tân ac Achub
Canolbarth a Gorllewin Cymru

Mid and West Wales
Fire and Rescue Service

ANNUAL EQUALITY REPORT

01 April 2022 – 31 March 2023



www.mawwfire.gov.uk





Foreword

I am delighted to present Mid and West Wales Fire and Rescue Service's Annual Equality Report for the period April 2022 to March 2023. This is our third Annual Equality Report relating to our Strategic Equality Plan for 2020 – 2024, highlighting what we have done to engage with our communities; support the diverse needs of our staff; and further embed equality, diversity and inclusion into our organisation.

The Service's Annual Equality Report is one of the ways in which we demonstrate the extent to which we are meeting both our legal and moral obligations to recognise diversity and promote equality and inclusion.

This is our first report following the lifting of restrictions related to the Coronavirus pandemic, which had a significant impact on our delivery of community-based activities. We have continued to provide our essential front-line emergency and high-risk preventative activities and reinstated the data collection for activities, such as our 'People We Serve' questionnaire - this will be evident within the information and data presented in the relevant section of the report for 2022/23.

The Annual Equality Report provides us with an opportunity to celebrate our continued progress in terms of the advancement of Equality, Diversity and Inclusion within our Service and the communities we are proud to serve. However, we are not complacent and acknowledge that there is a significant amount of work to do to ensure we eliminate discrimination and ensure equality of opportunity for all. I believe that, as an organisation, we have continued to move forward positively in this area, and it is pleasing that much of this work has achieved positive outcomes for members of our local communities.

A handwritten signature in black ink, appearing to read 'R Thomas', located below the foreword text.

Roger Thomas

Chief Fire Officer

Mid and 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 activities contained within this report, please contact:

Mr Mydrian Harries

Director of Resources

Mid and West Wales Fire and Rescue Service,
Service Headquarters, Lime Grove Avenue, Carmarthen, SA31 1SP
Tel: 01267 226830 | **E-mail:** m.harries@mawwfire.gov.uk
www.mawwfire.gov.uk



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This report is available in Welsh and can also be made available in alternative formats and languages. If you would like a copy of the report in an alternative language or format, please contact humanresources@mawwfire.gov.uk

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



Introduction

This report covers the financial year April 2022 to March 2023 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, Diversity and Inclusion mean to Mid and West Wales Fire and Rescue Service (MWWFRS)?

The Service sees Equality, Diversity and Inclusion 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 and inclusion within decision-making processes, through to 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.





ABOUT US

We are made up of the following 6 Unitary Authorities



1337
Members of Staff



We cover
4,500
Square Miles



40,678
non domestic premises



approximately
434,553
households



895,840
people

1 April 2022- 31 March 2023



We handled
25,887
emergency calls



Were called to
413
accidental fires
in the home



Responded to
12,818
incidents

Attended
80



deliberate road vehicle fires



3,024
were fires



4,636
non fire emergencies



5,158
false alarms



Attended
771
road traffic collisions of which

82 involved extractions of persons

150
hoax calls



(150 attended, 137 not attended control identified as false)



Engaged with
32,262
young people

Carried out
11,752
Home Safety Checks



The Role of the Fire Authority

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

The role of Mid and 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 and West Wales (Combination Scheme) Order 19951 as amended (the Combination Order) which established the provision of a Combined Fire Authority covering the new County areas of Carmarthenshire, Ceredigion, Neath and Port Talbot, Pembrokeshire, Powys and Swansea.
- Fire and Rescue Services Act 2004.
- The Regulatory Reform (Fire Safety) Order 2005.
- Combined Fire and Rescue Services Schemes (variation) Wales Order 2009.
- Local Government (Wales) Measure 2009.
- The Equality Act 2010.
- Local Government (Wales) Measure 2011.
- Welsh Language (Wales) Measure 2011
- The Wellbeing of Future Generations (Wales) Act 2015.
- Welsh Government's Fire and Rescue National Framework 2016.



- The Local Government and Elections (Wales) Act 2021.
- The Socio-economic Inequalities (Wales) Regulations 2021.

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

Mid and 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 and 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 Wales in an open, transparent and cost-effective way, acting in the best interests of mid and west Wales and its citizens. In discharging its role, Mid and West Wales Fire and Rescue Authority seeks to act for the greater good of all its constituent authorities and their citizens, and in doing so places the collective wellbeing above individuals or particular group interests in accordance with the best principles of democratic local government. Additionally, the Authority is required to:

- Agree its Annual Improvement Plans, the revenue and capital budgets and the contribution from the constituent councils.
- 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 organisation, 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**

If we shrunk Mid and West Wales Fire and Rescue Service's workforce into a group of

approximately 100 people

with all the existing human ratios remaining the same, there would be:

81  **19** 
Males Females

44 
Single households

23 
people able to speak Welsh

2 
people would be Lesbian, Gay or Bisexual

3 
of the workforce with disability

35 
people who were Christian

1 
person would be of other religion

35
would have no religion

(29 would prefer not to say)

5
people aged

16-24

57
people aged

25-44

37
people aged

45-64

1
person aged

65+

98 people from a white background &
 **2** from a non-white background

(Not including On Call Ff's)
18 households would be earning less than 
3 household would be earning over 
per year



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 comprehensive Strategic Equality Plan (SEP).

Objective 1

To examine all aspects of the employee lifecycle, ensuring that the Service is able to attract, appoint, promote and retain as diverse a workforce as possible.

Reason

Having a 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

- Promoted campaigns such as 'More than a Fire Service' and launched the 'More than Just Fires' video; designed to highlight and promote activities which sit outside the perception of a traditional fire and rescue service.
- Restructured the Service's Inclusive Workforce Group to re-establish our objectives and ensure the Service is providing an effective platform that benefits staff and communities.
- Promoted the ongoing use of coaching and mentoring in the Service following the allocation of junior leaders for the new Wholetime Firefighter recruits to increase access to support.
- Collaborated with other Welsh Fire and Rescue Services to strengthen the approach towards Equality, Diversity and Inclusion across Wales and encourage more diversity through Service procedures.
- Obtained Institute of Leadership and Management and Continual Professional Development accreditation.
- Produced a 'Learning and Development Prospectus', identifying all learning and development opportunities available to all staff.
- Actively engaged with internal leadership to further develop knowledge and understanding of how to nurture an inclusive workforce via external training.
- Reviewed the way in which we portray the role of a Firefighter externally on our social media



platforms and ensured that as far as possible we used a variety of images which reflect the realities of the modern-day role, as well as using images of current staff from across the organisation and from all sectors of society.

- Implemented support for all staff engaging in maintenance of competence via neurodiversity assessments and accessible training which pays cognisance to all learning styles.
- Utilised the Operational Learning Systems to allow feedback from the workforce in relation to potential improvements and learning outcomes.
- Developed a Recruitment and Retention Task and Finish Group; bringing together various departments across the Service to benchmark the Service and identify areas for future development.
- Developed Experience Days, providing those wanting to join the Fire Service opportunities to explore more about the role; determine areas to develop prior to recruitment; and open lines of communication with our community.
- Continued to provide a pathway for all employees to feedback on current provisions, present new ideas and be involved in Service development via the Service's Idea's Forum.
- Commissioned new uniform for female firefighters which they can be proud to wear.
- Developed an internal Women in the Fire Service network following a workshop which provided platform for ideas and feedback on female experiences within the Service.

What we still intend to do

- Develop the Service's Recruitment Strategy to provide a clear and unified approach to reaching underrepresented communities within the wider workforce.
- Ensure we reach out to groups that are currently under-represented within our wider workforce as part of future volunteer recruitment drives.
- Continue to support and progress through the levels of the Disability Confident Employer Scheme.
- Continue to work towards reducing the Gender Pay Gap, as outlined within the action plan contained within the annual Gender Pay Gap Report.
- Continue to develop the Service's underrepresented networks to offer opportunities for all to address the current needs of the Service, staff and communities.
- Continue to support staff with additional learning needs by implementing a collaborative approach to supporting staff through their career in the Service.



Objective 2

To design and deliver services which meet the needs of everyone within our communities.

Reason

The Service is committed to a holistic approach to community safety to improve the health and wellbeing of citizens. The target of our preventative work is based not only on a recognised set of assumptions on which groups within our communities are most at risk but also by engaging with communities to ensure we capture new and evolving risks in order that we may target our resources and refine our services accordingly.

What we did

- Worked with Health partners to identify those at higher risk in the community to review the targeting strategy where necessary.
- Ensured home safety interventions continued to be provided in a range of languages for at risk individuals. Where specific advice was required in different languages or mediums, we accessed interpreters and translators, including British Sign Language.
- Quality assured school material through the National Fire Chiefs Council's Stay Wise platform, ensuring all materials are mapped against the Welsh Curriculum.
- Adopted the position of strategic lead for the Stay Wise Cymru web portal, designed to assist in delivering and providing educational resources for the Stay Wise website.
- Developed the Business Fire Safety Awareness tool on our external website, which is an interactive tool to support businesses with responsibilities.
- Continued to engage with external stakeholders to attract diverse applicants via careers and military fairs.
- Developed a secure online platform to collect data from the communities that we serve which can be used by all personnel at events, training, home visits, as well as internally; increasing the completion rate and providing more reflective data for the communities we serve.

What we still intend to do

- Continue to evolve the Safe and Well model of delivery to ensure that we target messages to address the vulnerabilities that are identified.
- Establish a Community Risk Management Plan to ensure that our planning matches the needs of our communities.
- Continue to progress any work to close gaps and ensure full compliance following a full review of the Authority's compliance with the Welsh Language Standards.



Objective 3

To ensure that our information and services are fully accessible, both for our staff and the communities we serve.

Reason

As a responsible employer, the Service is committed to ensuring its information and services are accessible to all who require them.

What we did

- Implemented all recommendations from the Accessibility Audit undertaken on the Service's website to ensure both compliance with legislative requirements and the enhancement of inclusivity.
- Produced and published a range of proactive messaging allowing the Service to deliver its key messages and interventions to those most at risk.
- Implemented a text facility to support those who have impaired hearing or speech difficulties to contact the Service for Community Safety interventions.
- Trained Service Volunteers to support the work of Digital Communities Wales to bring digital skills to those in the community who require support.
- Reviewed the Service's stakeholder list, incorporating the details of additional underrepresented groups.
- Appointed a multidisciplinary architect service to carry out specific Computer Aided Designs to provide detailed information for all to our premises.

What we still intend to do

- Continue to develop our awareness of the pockets of digital exclusion within our area to ensure our preventative work is accessible and that our messages are available in formats which will meet the needs of those communities.
- Continue to produce Easy Read versions of key documents including our Corporate Plans and consider the content of community safety leaflets through the All Wales Safe and Well Group to ensure that the content is Easy Read.
- Design, develop, and maintain a new Service website. The next steps will be designing and testing the website with external stakeholders for diverse communities.



**All data to be finalised and included prior to publication April 2023****STAFF DATA** (01 April 2022 – 31 March 2023)**Gender**

Female	234
Male	983
Total	1217

Disability (Declared)

Female	6
Male	31
Total	37

Age

16-24	14	53
25-34	63	240
35-44	69	317
45-54	55	281
55-64	29	90
65+	4	2
Total	234	983

Race/Ethnicity

	Female	Male
Chinese	0	1
White & Asian	0	1
African	0	1
White & Black Caribbean	0	1
Bangladeshi	1	1
Indian	0	1
White British	27	76
White Other	177	846
Black Other	0	2
Other Mixed	0	4
Prefer Not to Say	29	49
Total	234	983

Religion or Belief

	Female	Male
Christian	70	354
Islam	0	2
Buddhist	0	2
Sikh	0	0
Other	2	5
None	71	353
Prefer Not to Say	91	267
Total	234	983

Marital Status

	Female	Male
Single	101	430
Married	99	472
Partnered	8	25
Divorced	14	33
Widowed	2	1
Civil Partnership	0	6
Separated	2	3
Other	2	2
Prefer Not to Say	6	11
Total	234	983

Gender Identity Same as Birth

	Female	Male
Yes	172	781
No	0	0
Prefer Not to Say	62	202
Total	234	983



Pregnancy & Maternity

	Female	Male
Yes	14	0
No	220	983
Total	234	983

Sexual Orientation

	Female	Male
Bisexual	4	8
Gay / Lesbian	3	4
Heterosexual	168	729
Transgender	0	0
Prefer Not to Say	59	242
Total	234	983





Staff Data by Management Level

Gender		Area Manager [+]	Station Manager & Group Manager [07-15]	Crew Manager & Watch Manager [04-06]	Firefighter [01-03]
Female		2	51	85	96
Male		8	99	356	520
	Total	10	150	441	616

Duty System					
	Female	0	7	10	22
	Male	7	62	139	143
Wholetime	Total	7	69	149	165

	Female	0	2	4	10
	Male	0	0	4	6
Control	Total	0	2	8	16

	Female	2	42	69	27
	Male	1	37	45	8
Support	Total	3	79	114	35

	Female	0	0	2	37
	Male	0	0	168	363
On-Call	Total	0	0	170	400

Wholetime Recruitment (01 April 2022 – 31 March 2023)

Gender

Female	2
Male	12
Prefer Not to Say	0
Total	14

Disability (Declared)

Female	0
Male	0
Total	0

Age

	Female	Male
Under 18	0	0
18-24	0	3
25-40	2	6
41-59	0	3
Prefer Not to Say	0	0
Total	2	12



Race/Ethnicity 		
	Female	Male
Black African	0	0
Black Caribbean	0	0
Black Other	0	0
Asian Bangladeshi	0	0
Asian Pakistani	0	0
Asian Indian	0	0
Asian Other	0	0
British	0	0
Chinese	0	0
European	0	0
Traveller	0	0
Mixed (Black/White)	0	0
Mixed (Asian/Black)	0	0
Mixed (Asian/White)	0	0
Mixed Other	0	0
White	1	12
Prefer Not to Say	0	0
Other	1	0
Total	2	12

Sexual Orientation 		
	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	2	11
Transgender	0	0
Prefer Not to Say	0	1
Total	2	12

Marital Status 		
	Female	Male
Single	1	8
Married	0	1
Partnered	0	2
Divorced	1	0
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	1
Total	2	12

Religion or Belief 		
	Female	Male
Christian	0	4
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	1	1
None	1	5
Prefer Not to Say	0	2
Total	2	12

Gender Identity Same as Birth 		
	Female	Male
Yes	2	10
No	0	0
Prefer Not to Say	0	2
Total	2	12





Wholetime Leavers (01 April 2022 – 31 March 2023)

Gender 	
Female	4
Male	29
Total	33

Religion or Belief 		
	Female	Male
Christian	70	354
Islam	0	2
Buddhist	0	2
Sikh	0	0
Other	2	5
None	71	353
Prefer Not to Say	91	267
Total	234	983

Disability (Declared) 	
Female	0
Male	1
Total	1

Age 		
	Female	Male
16-24	0	2
25-34	1	4
35-44	1	3
45-54	1	10
55-64	1	9
65+	0	1
Total	2	29

Marital Status 		
	Female	Male
Single	101	430
Married	99	472
Partnered	8	25
Divorced	14	33
Widowed	2	1
Civil Partnership	0	6
Separated	2	3
Other	2	2
Prefer Not to Say	6	11
Total	234	983

Race/Ethnicity 		
	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	3	28
White Other	1	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	1
Total	4	29

Gender Identity Same as Birth 		
	Female	Male
Yes	172	781
No	0	0
Prefer Not to Say	62	202
Total	234	983



Sexual Orientation 		
	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	4	20
Transgender	0	0
Prefer Not to Say	0	9
Total	4	29

Ceased Employment 		
	Female	Male
Retirement	1	19
Deceased	0	0
Ill-Health	0	0
Resignation	1	1
Dismissed	2	9
Termination of Contract	0	0
Transfer of Other Fire Service	0	0
Not Disclosed	0	0
Total	4	29





On Call Recruitment (01 April 2022 – 31 March 2023)

Gender 	
Female	4
Male	43
Total	47

Religion or Belief 		
	Female	Male
Christian	2	10
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	1
None	2	29
Prefer Not to Say	0	3
Total	4	43

Disability (Declared) 	
Female	0
Male	2
Total	2

Age 		
	Female	Male
16-24	0	16
25-34	2	11
35-44	0	12
45-54	2	3
55-64	0	1
65+	0	0
Total	4	43

Marital Status 		
	Female	Male
Single	0	20
Married	2	9
Partnered	1	4
Divorced	0	2
Widowed	0	0
Civil Partnership	0	2
Separated	0	0
Other	0	0
Prefer Not to Say	1	6
Total	4	43

Race/Ethnicity 		
	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	4	43
White Other	0	0
Other Mixed	0	0
Prefer Not to Say	0	0
Total	4	43

Gender Identity Same as Birth 		
	Female	Male
Yes	3	43
No	0	0
Prefer Not to Say	1	0
Total	4	43



On Call Leavers (01 April 2022 – 31 March 2023)

Gender

Female	7
Male	60
Total	67

Disability (Declared)

Female	0
Male	2
Total	2

Age

	Female	Male
16-24	1	7
25-34	4	20
35-44	1	15
45-54	1	10
55-64	0	6
65+	0	2
Total	7	60

Race/Ethnicity

	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	7	60
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0
Total	7	60

Religion or Belief

	Female	Male
Christian	2	28
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	5	26
Prefer Not to Say	0	6
Total	7	60

Marital Status

	Female	Male
Single	5	33
Married	1	19
Divorced	0	4
Widowed	0	0
Civil Partnership	0	1
Separated	0	0
Other	0	0
Prefer Not to Say	1	3
Total	7	60

Gender Identity Same as Birth

	Female	Male
Yes	7	55
No	0	0
Prefer Not to Say	0	5
Total	7	60



Sexual Orientation 		
	Female	Male
Bisexual	1	1
Gay / Lesbian	1	0
Heterosexual	4	54
Transgender	0	0
Prefer Not to Say	1	5
Total	7	60

Ceased Employment 		
	Female	Male
Retirement	0	6
Deceased	0	0
Ill-Health	0	0
Resignation	7	50
Dismissed	0	3
Termination of Contract	0	0
Transfer of Other Fire Service	0	0
Incomplete Course	0	1
Not Disclosed	0	0
Total	4	60

Support Staff Recruitment (01 April 2022 – 31 March 2023)

Gender 	
Female	27
Male	13
Total	40

Race/Ethnicity 		
	Female	Male
Chinese	0	0
White & Asian	0	1
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	21	9
White Other	0	0
Other Mixed	0	0
Prefer Not to Say	6	3
Total	27	13

Disability (Declared) 	
Female	0
Male	0
Total	0

Age 		
	Female	Male
16-24	8	2
25-34	7	5
35-44	7	1
45-54	2	3
55-64	3	2
65+	0	0
Total	27	13

Religion or Belief 		
	Female	Male
Christian	1	1
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	4	4
Prefer Not to Say	22	8
Total	27	13



Marital Status 		
	Female	Male
Single	12	5
Married	7	6
Divorced	1	1
Widowed	3	0
Civil Partnership	0	0
Separated	0	1
Other	0	0
Prefer Not to Say	0	0
Total	23	13

Gender Identity Same as Birth 		
	Female	Male
Yes	13	7
No	0	0
Prefer Not to Say	14	6
Total	27	13

Sexual Orientation 		
	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	19	8
Transgender	0	0
Prefer Not to Say	8	5
Total	27	13

Support Staff Leavers (01 April 2022 – 31 March 2023)

Gender 	
Female	18
Male	16
Total	34

Race/Ethnicity 		
	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	12	16
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	6	0
Total	27	13

Disability (Declared) 	
Female	0
Male	0
Total	0

Age 		
	Female	Male
16-24	1	0
25-34	7	4
35-44	1	4
45-54	5	4
55-64	4	4
65+	0	0
Total	18	16



Religion or Belief

	Female	Male
Christian	2	7
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	1	0
None	2	4
Prefer Not to Say	13	5
Total	27	16

Ceased Employment

	Female	Male
Retirement	2	2
Deceased	0	0
Ill-Health	0	0
Resignation	15	12
Dismissed	0	1
Termination of Contract	1	1
Not Disclosed	0	0
Total	48	16

Marital Status

	Female	Male
Single	7	2
Married	9	11
Divorced	1	1
Widowed	0	0
Civil Partnership	0	1
Separated	0	0
Other	1	0
Prefer Not to Say	0	1
Total	18	16

Gender Identity Same as Birth

	Female	Male
Yes	10	13
No	0	0
Prefer Not to Say	8	3
Total	18	16

Sexual Orientation

	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	9	14
Transgender	0	0
Prefer Not to Say	9	2
Total	18	16





Promotion Data (01 April 2022 – 31 March 2023)

Gender

Female	20
Male	54
Total	74

Disability (Declared)

Female	1
Male	4
Total	5

Age

	Female	Male
16-24	0	0
25-34	6	7
35-44	7	17
45-54	5	29
55-64	2	1
65+	0	0
Total	20	54

Race/Ethnicity

	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	20	52
White Other	0	0
Asian & White	0	0
Other Mixed	0	1
Prefer Not to Say	0	1
Total	20	54

Religion or Belief

	Female	Male
Christian	5	19

Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	5	17
Prefer Not to Say	10	18
Total	20	54

Marital Status

	Female	Male
Single	8	16
Married	8	34
Partnered	3	2
Divorced	0	0
Widowed	0	0
Civil Partnership	0	0
Separated	0	2
Other	0	0
Prefer Not to Say	1	0
Total	20	54

Gender Identity Same as Birth

	Female	Male
Yes	17	45
No	0	0
Prefer Not to Say	3	9
Total	20	54

Sexual Orientation

	Female	Male
Bisexual	0	1
Gay / Lesbian	0	0
Heterosexual	15	41
Transgender	0	0
Prefer Not to Say	5	12
Total	20	54



Employee Transfer Data (01 April 2022 – 31 March 2023)

Gender

Female	2
Male	19
Total	21

Disability (Declared)

Female	0
Male	1
Total	1

Age

	Female	Male
16-24	0	0
25-34	1	3
35-44	0	4
45-54	0	10
55-64	1	2
65+	0	0
Total	2	19

Race/Ethnicity

	Female	Male
Chinese	0	0
White & Asian	0	1
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	2	18
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0
Total	2	19

Religion or Belief

	Female	Male
Christian	1	7

Islam	0	0
Buddhist	0	1
Sikh	0	0
Other	0	0
None	0	5
Prefer Not to Say	1	6
Total	2	19

Marital Status

	Female	Male
Single	2	5
Married	0	13
Partnered	0	1
Divorced	0	0
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	0
Total	2	19

Gender Identity Same as Birth

	Female	Male
Yes	1	15
No	0	0
Prefer Not to Say	1	4
Total	2	19

Sexual Orientation

	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	1	13
Transgender	0	0
Prefer Not to Say	1	6
Total	2	19



Data Captured via the Service’s Incident Recording Systems

(01 April 2022 – 31 March 2023)

Victim Age 	
<16	160
17-25	111
26-40	174
41-55	153
56-70	223
70+	537
Age unknown	532
Total	1890

Gender 	
Female	806
Male	1052
Not Known	23
Not Specific	9
Total	1890

Race/Ethnicity 	
Asian or Asian British - Bangladeshi	0
Asian or Asian British - Indian	10
Asian or Asian British - Other Asian	9
Asian or Asian British - Pakistani	3
Black or Black British - African	1
Black or Black British - Caribbean	4
Black or Black British - Other Black	0
Chinese	3
Mixed - Other Mixed	1
Mixed - White & Asian	2
Mixed - White & Black African	3
Mixed - White & Black Caribbean	1
Not Known/Stated	109
White - British	1708
White - Irish	7
White - Other White	29
Total	1890



ANNUAL EQUALITY REPORT

01 April 2022 – 31 March 2023

Find out more

We welcome correspondence in Welsh and English – we will respond equally to both and will reply in your language of choice without delay. We welcome calls in Welsh and English.

Our website contains more detailed information on areas reported in this document. In the Our Plans and Performance section of our website you will find information on: -

- Corporate Plans
- Annual Improvement Plans
- Consultation Reports
- Wales Audit Office Reports
- Welsh Performance Indicators Reports
- All Wales Dwelling Fire Response Charter

We welcome your comments or suggestions for future planning improvements.

To provide your feedback, you can contact us via our website www.mawwfire.gov.uk, telephone us on **0370 6060699** or write to us at Mid and West Wales Fire and Rescue Service HQ, Lime Grove Avenue, Carmarthen, SA31 1SP.

Alternatively, you can email us at mail@mawwfire.gov.uk

Alternative Versions

This document is also available in accessible formats. If you would like this information in an alternative language or format, including audio, please contact us on: **0370 6060699** or e-mail: mail@mawwfire.gov.uk



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