



Gwasanaeth Tân ac Achub
Canolbarth a Gorllewin Cymru

Mid and West Wales
Fire and Rescue Service

EQUALITY IMPACT ASSESSMENT



Version – May 2021 (Inclusion of Socio-Economic Duty requirements)

For the purposes of this document, the word ‘proposal’ can refer to any policies, strategies, procedures, reviews, projects and plans. With regards to the requirements of the Socio-Economic Duty implemented by the Welsh Government from 31 March 2021, strategic decision-making processes should also be assessed in consideration of any potential socio-economic impacts.

A separate and specific Impact Assessment should be undertaken with regards to the requirements of Welsh Language.

Name of Policy / Procedure / Project / Piece of Equipment / Proposal Community Risk Management Plan 2040	
Directorate/Department/Team Community Risk Management Plan	
Date of screening February 2024	Who are the main beneficiaries/users? <i>i.e. staff, community, groups, businesses etc.</i> Our Community Risk Management Plan is for everyone who lives, works, and visits the six counties covered by Mid and West Wales Fire and Rescue Service.
Aims, objectives and outcomes <i>What will the proposal achieve? Attach any relevant links/documentation</i> Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve. Using data to identify any perceived risks and challenges in our communities will help us to tailor our services appropriately and reduce those risks through the services we deliver, by providing greater focus on how we deliver our prevention, protection, and response functions. This work will also enable us to target our resources to prevent incidents from	



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happening, whilst ensuring that our resources are in the right locations to best protect the communities we serve in the event of an emergency.

We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales.

Each Improvement and Well-being Objective has specific actions which have been developed, to assist in their delivery throughout the CRMP, for example within 1-2 years (short term), 3-7 years (medium term), or 7+years (long term).

The delivery of the actions and Improvement and Well-being Objectives will use an evidence-based approach, that will create a suite of options, and deliver action-led outcomes, which will ensure that the CRMP is well-founded, flexible, and effective. The structured 17-year CRMP ensures a phased approach to delivery, covering the immediate, medium, and long-term needs of the Service and the communities we serve, building the foundation for an effective Fire and Rescue Service.

We are confident that this approach will ensure the successful delivery of the CRMP and assist in the achievement of the Service's vision, to deliver the best possible Fire and Rescue Service for the communities of mid and west Wales.

An Equality Impact Assessment helps us promote equal opportunities and positive relations between people as well as prevent unlawful discrimination. It is a tool that will help with your research when you are making key decisions, developing a project, policy, procedure or initiative that affects our staff or communities. The assessment will also serve to act as an audit of the decisions you are proposing.

Assessing for impact/risk is a legal requirement. We must consider how the decisions we make impact on people and consider their protected characteristics namely; age, disability gender-reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation. As part of Strategic decision-making processes, any potential impacts due to Socio-economic duty must also be considered.





Screening for Impact

Please consider each of the aspects specified below and note if your proposal has a positive or negative impact then choose if the risk of the impact is **low**, **medium** or **high**.

Level of Risk	
Low	Minimal or minor impact on a protected characteristic. Adverse impact unlikely.
Medium	Significant impact on a protected characteristic. It will impact on the community, staff or business process and needs to be explored further. Requires analysis consideration of both qualitative and quantitative information. Adverse impact fairly likely.
High	Major or critical impact on a protected characteristic, serious impact on the community, staff or business process which would have a big impact on service quality, staff confidence and reputation with the community. Requires analysis consideration of both qualitative and quantitative information.

Protected Characteristics	Positive or Negative Impact	Level of Risk high, medium, low	Please explain your assessment	Evidence of good practice
Age (younger, older or particular age group)	Positive	Low	<p>Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.</p> <p>We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and</p>	Using data to identify any perceived risk and challenges in our communities will help us to tailor our services appropriately and reduce those risks through the services we deliver, by providing greater focus on how we deliver prevention, protection, and response functions. This work will also enable us to target our resources to prevent incidents from happening,

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			<p>Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales.</p> <p>The information contained within the community risk management plan will be made available in multiple formats one being an easy read version which will target a variety of our audience.</p> <p>It is intended that the 8 improvement and well-being objectives will have a positive impact on the communities we serve.</p>	<p>whilst ensuring that our resources are in the right locations to best protect the communities we serve in the event of an emergency.</p> <p>When producing our CRMP, we considered a wide range of data, intelligence, and information to ensure we are making the right decisions to guarantee the ongoing safety of the people, buildings and communities of mid and west Wales.</p> <p>Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.</p> <p>The delivery of the actions and improvement and well-being objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 17-</p>
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			<p>year CRMP ensures a phased approach to delivery, covering the immediate, medium, and long term needs of the service and the communities we serve, building the foundation for an effective fire and rescue service.</p> <p>Our Community Risk Management Plan is available in a number of formats, which includes electronically, hard copies and Easy Read. The Plan can be accessed via our external website, and for internal staff, through our insight page.</p> <p>In order to ensure that the responses cover the widest possible age range, and are representative of the communities we serve, we will ensure that respondents' demographic data is analysed and informs future strategy around consultation.</p> <p>A 10-week consultation took place between November 2023 and January 2024 and</p>
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			<p>provided all of our stakeholders and the community the opportunity to provide their views on each of the Improvement and Well-being Objectives, detailed within the Community Risk Management Plan.</p> <p>We stive to identify and reach the most vulnerable groups of society through networking and social media. We ensure that all of the necessary information is easily accessible to all of our stakeholders by using a variety of methodologies. Extensive engagement will be undertaken and will include promotion of the community risk management plan online, through our website and social media channels. We have paired up with Wales online, Global Media and Entertainment and Route Media to promote the Plan as far and wide as possible.</p> <p>We provide educational awareness to children and young people in order to</p>
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				<p>educate them on the issues and risks of fire related behaviour and anti-social behaviour. We know that targeting young people with education and awareness is key to promoting community safety.</p> <p>Our business fire safety department also provide advice and guidance to businesses about safe emergency evacuation from premises for wheelchair users.</p>
Disability (physical, sensory, mental health, long term illness, hidden)	Positive	Low	<p>Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.</p> <p>We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to</p>	<p>Using data to identify any perceived risk and challenges in our communities will help us to tailor our services appropriately and reduce those risks through the services we deliver, by providing greater focus on how we deliver prevention, protection, and response functions. This work will also enable us to target our resources to prevent incidents from happening, whilst ensuring that our resources are in the right locations to best protect the</p>



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			<p>the communities of mid and west Wales.</p> <p>It is intended that the 8 Improvement and Well-being objectives listed within the plan will have a positive impact on the communities we serve.</p> <p>The information contained within the Community Risk Management Plan will be made available in multiple formats one being an easy read version which will target a variety of our audience.</p>	<p>communities we serve in the event of an emergency.</p> <p>When producing our CRMP, we considered a wide range of data, intelligence, and information to ensure we are making the right decisions to guarantee the ongoing safety of the people, buildings and communities of mid and west Wales.</p> <p>Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.</p> <p>The delivery of the actions and Improvement and Well-being Objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 17-year CRMP ensures a phased approach to delivery, covering the immediate,</p>
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			<p>medium, and long term needs of the service and the communities we serve, building the foundation for an effective fire and rescue service.</p> <p>Our Community Risk Management Plan is available in a number of formats, which includes electronically, hard copies and Easy Read. The Plan can be accessed via our external website, and for internal staff, though our insight page.</p> <p>A 10-week consultation took place between November 2023 and January 2024 and provided all of our stakeholders and the community the opportunity to provide their views on each of the Improvement and Well-being Objectives, detailed within the Community Risk Management Plan.</p> <p>We strive to identify and reach the most vulnerable groups of society through networking and social media. We ensure that all the necessary</p>
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			<p>information is easily accessible to all of our stakeholders by using a variety of methodologies. Extensive engagement will be undertaken and will include promotion of the community risk management plan online, through our website and social media channels. We have paired up with Wales online, Global Media and Entertainment and Route Media to promote the Plan as far and wide as possible.</p> <p>The term disability covers a wide range of impairment types and conditions, and it is important to recognise that disabled people are not a homogenous group and will have a range of needs and experiences. Disabilities can increase the likelihood of an individual accidentally causing a fire and can hinder escape when one occurs. We believe that people are safer when they know more about risks they face and have the capacity and resilience to help themselves.</p>
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				<p>The consultation carried out between November 2023 and January 2024 indicated that 5% of people have a disability, 38% of people stated they do not have a disability, 2% of people preferred not to say and 55% did not state whether they did or didn't have a disability. We will therefore continue to seek out a wide range of views when developing our plan to ensure inclusion and diversity across communities.</p>
<p>Gender Re-assignment (someone in transition from one gender to another)</p>	Positive	N/A	<p>Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.</p> <p>We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more</p>	<p>Using data to identify any perceived risk and challenges in our communities will help us to tailor our services appropriately and reduce those risks through the services we deliver, by providing greater focus on how we deliver prevention, protection, and response functions. This work will also enable us to target our resources to prevent incidents from happening, whilst ensuring that our resources are in the right locations to best protect the</p>



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		<p>efficient and effective service to the communities of mid and west Wales.</p> <p>It is intended that the improvement and well-being objectives will have a positive impact on the communities we serve. The service welcomes views from all during the production of the CRMP.</p> <p>The CRMP will not have an adverse impact on this characteristic. It is intended to have an equitable positive impact on both men and women.</p>	<p>communities we serve in the event of an emergency. When producing our CRMP, we considered a wide range of data, intelligence, and information to ensure we are making the right decisions to guarantee the ongoing safety of the people, buildings and communities of mid and west Wales.</p> <p>Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.</p> <p>The delivery of the actions and Improvement and Well-being Objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 17-year CRMP ensures a phased approach to delivery, covering the immediate, medium, and long term needs of the service and the</p>
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			<p>communities we serve, building the foundation for an effective fire and rescue service.</p> <p>Our Community Risk Management Plan is available in a number of formats, which includes electronically, hard copies and Easy Read. The Plan can be accessed via our external website, and for internal staff, though our insight page.</p> <p>A 10-week consultation took place between November 2023 and January 2024 and provided all of our stakeholders and the community the opportunity to provide their views on each of the Improvement and Well-being Objectives, detailed within the Community Risk Management Plan.</p> <p>The Service will distribute the Community Risk Management Plan widely in an attempt to capture as wide a range of views as possible. We will monitor the</p>
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				<p>effectiveness of our distribution methods in terms of the makeup of respondents, which will inform future work in this area.</p> <p>We will continue to seek out a wide range of views when developing our CRMP to ensure inclusion and diversity across the communities we serve.</p>
Marriage/Civil Partnership (married as well as same-sex couples)	No impact	N/A	<p>Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.</p> <p>We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales.</p>	<p>Using data to identify any perceived risk and challenges in our communities will help us to tailor our services appropriately and reduce those risks through the services we deliver, by providing greater focus on how we deliver prevention, protection, and response functions. This work will also enable us to target our resources to prevent incidents from happening, whilst ensuring that our resources are in the right locations to best protect the communities we serve in the event of an emergency.</p>



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			<p>It is intended that the 8 Improvement and Well-being Objectives listed within the CRMP will have a positive impact on the communities we serve.</p> <p>The Community Risk Management Plan will not have an adverse impact on this characteristic.</p>	<p>When producing our CRMP, we considered a wide range of data, intelligence, and information to ensure we are making the right decisions to guarantee the ongoing safety of the people, buildings and communities of mid and west Wales.</p> <p>Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.</p> <p>The delivery of the actions and Improvement and Well-being Objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 17-year CRMP ensures a phased approach to delivery, covering the immediate, medium, and long term needs of the service and the communities we serve,</p>
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			<p>building the foundation for an effective Fire and Rescue Service.</p> <p>Our Community Risk Management Plan is available in a number of formats, which includes electronically, hard copies and Easy Read. The Plan can be accessed via our external website, and for internal staff, though our insight page.</p> <p>A 10-week consultation took place between November 2023 and January 2024 and provided all of our stakeholders and the community the opportunity to provide their views on each of the Improvement and Well-being Objectives, detailed within the Community Risk Management Plan.</p> <p>The Service will distribute the Community Risk management plan widely in an attempt to capture as wide a range of views as possible. We will monitor the effectiveness of our</p>
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				<p>distribution methods in terms of the makeup of respondents, which will inform future work in this area.</p> <p>We will continue to seek out a wide range of views when developing our CRMP to ensure inclusion and diversity across the communities we serve.</p> <p>As a Service, we aim to provide the best possible service to the communities we serve, to enable us to do this we need to know what the community want us to do, this means hearing the voices from a range of people and no one will be discriminated against for their marital status.</p>
Pregnancy and Maternity (Pregnancy, maternity leave, breast-feeding)	No impact	N/A	Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.	<p>Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.</p> <p>The delivery of the actions and Improvement and Well-</p>



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			<p>We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales.</p> <p>It is intended that the 8 Improvement and Well-being Objectives listed within the plan will have a positive impact on the communities we serve.</p>	<p>being Objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 17-year CRMP ensures a phased approach to delivery, covering the immediate, medium, and long term needs of the service and the communities we serve, building the foundation for an effective fire and rescue service.</p> <p>Our Community Risk Management Plan is available in a number of formats, which includes electronically, hard copies and Easy Read. The Plan can be accessed via our external website, and for internal staff, though our insight page.</p> <p>A 10-week consultation took place between November 2023 and January 2024 and provided all of our stakeholders and the community the opportunity to</p>
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				provide their views on each of the Improvement and Well-being Objectives, detailed within the Community Risk Management Plan.
Race (Ethnic origin, nationality, colour, including gypsies and travellers)	Positive	Low	<p>Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.</p> <p>We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales.</p> <p>It is intended that the 8 Improvement and Well-being Objectives listed within the draft</p>	<p>Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.</p> <p>The delivery of the actions and Improvement and Well-being Objectives will use an evidence-based approach, that will create suit of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 17-year CRMP ensures a phased approach to delivery, covering the immediate, medium, and long term needs of the service and the communities we serve,</p>



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			<p>CRMP will have a positive impact on the communities we serve. The service strives to make sure all decisions made are in the best interest of everyone across the community.</p>	<p>building the foundation for an effective Fire and Rescue Service.</p> <p>Our Community Risk Management Plan is available in a number of formats, which includes electronically, hard copies and Easy Read. The Plan can be accessed via our external website, and for internal staff, though our insight page.</p> <p>A 10-week consultation took place between November 2023 and January 2024 and provided all of our stakeholders and the community the opportunity to provide their views on each of the Improvement and Well-being Objectives, detailed within the Community Risk Management Plan.</p> <p>The Service will distribute the Community Risk Management Plan widely in an attempt to capture as wide a range of views as possible. We will monitor the effectiveness of our</p>
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			<p>distribution methods in terms of the makeup of respondents, which will inform future work in this area.</p> <p>The consultation carried out between November 2023 and January 2024 indicated that 42% of respondents were white, 1% preferred not to say, 0% was black/African/Caribbean, 0% was mixed, 0% were Asian, 0% was other and 55% did not indicate their ethnicity. We will therefore continue to seek out a wide range of views when developing our plan to ensure inclusion and diversity across communities.</p> <p>There are significant regional variations in the diverse population across the mid and west Wales area, with urban areas having a more ethnically diverse population and rural areas having very low minority ethnic profiles.</p> <p>We will target our prevention activity and work with partner organisations to provide advice</p>
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				and guidance to those most in need and most vulnerable and hard to reach members of the communities.
Religion/Belief (Christian, Muslim, Hindu, Jewish, Buddhist)	Positive	N/A	<p>Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.</p> <p>We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales.</p> <p>It is intended that the Improvement and Well-being Objectives listed within the CRMP will have a positive impact on the communities we serve, the service welcomes views from all during the production of the CRMP.</p>	<p>Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.</p> <p>The delivery of the actions and Improvement and Well-being Objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 17-year CRMP ensures a phased approach to delivery, covering the immediate, medium, and long term needs of the service and the communities we serve, building the foundation for an effective fire and rescue service.</p> <p>Our Community Risk Management Plan is</p>



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			<p>The Community Risk Management Plan will not have an adverse impact on this characteristic, it is intended that the CRMP will have a positive impact on the communities we serve.</p> <p>The Service strives to make sure all decisions made are in the best interest of everyone across the community.</p>	<p>available in a number of formats, which includes electronically, hard copies and Easy Read. The Plan can be accessed via our external website, and for internal staff, though our insight page.</p> <p>A 10-week consultation took place between November 2023 and January 2024 and provided all of our stakeholders and the community the opportunity to provide their views on each of the Improvement and Well-being Objectives, detailed within the Community Risk Management Plan.</p> <p>The Service will distribute the draft Community Risk management plan widely in an attempt to capture as wide a range of views as possible. We will monitor the effectiveness of our distribution methods in terms of the makeup of respondents, which will inform future work in this area.</p>
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				<p>The consultation carried out between November 2023 and January 2024 indicated that 22% of respondents were Christian, 0% were Buddhist, 0% were Jewish, 0% were Muslim, 1% stated they were another religion, 18% said they had no religion and 55% of respondents did not state their religion. We will therefore continue to seek out a wide range of views when developing our CRMP to ensure inclusion and diversity across communities.</p> <p>In order to ensure that all of the communities we serve are safe we will work to increasingly understand the specific needs and requirements that stem from their religious or other beliefs. There is some evidence that certain religious practices and cooking habits, such as the use of candles during religious celebrations, may increase the risk of domestic fires. We will therefore tailor our safety advice and key messages to religious groups, especially around</p>
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				<p>the time of religious events and festivals.</p> <p>We target our prevention activities and work with partner organisations to provide advice and guidance to those most in need and the most vulnerable and hard to reach members of our communities.</p>
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<p>Gender (Men or women)</p>	<p>Positive</p>	<p>N/A</p>	<p>Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.</p> <p>We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales.</p>	<p>Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.</p> <p>The delivery of the actions and Improvement and Well-being Objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 17-year CRMP ensures a phased approach to delivery, covering the immediate,</p>
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			<p>It is intended that the 8 Improvement and Well-being Objectives listed within the plan will have a positive impact on the communities we serve. The Service welcomes views from all during the production of the CRMP.</p> <p>The CRMP will not have an adverse impact on this characteristic. It is intended to have an equitable positive impact on both men and women.</p>	<p>medium, and long term needs of the service and the communities we serve, building the foundation for an effective Fire and Rescue Service.</p> <p>Our Community Risk Management Plan is available in a number of formats, which includes electronically, hard copies and Easy Read. The Plan can be accessed via our external website, and for internal staff, though our insight page.</p> <p>A 10-week consultation took place between November 2023 and January 2024 and provided all our stakeholders and the community the opportunity to provide their views on each of the Improvement and Well-being Objectives, detailed within the Community Risk Management Plan.</p> <p>The Service will distribute the Community Risk Management Plan widely in an attempt to capture as wide a range of views as possible.</p>
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			<p>We will monitor the effectiveness of our distribution methods in terms of the makeup of respondents, which will inform future work in this area.</p> <p>The consultation carried out between November 2023 and January 2024 indicated that 26% were male, 18% were female. 1% preferred not to say and 55% of respondents did not state their gender identity. We will, therefore, continue to seek out a wide range of views when developing our CRMP to ensure inclusion and diversity across the communities we serve.</p> <p>Our analysis of respondents to past consultation exercises would suggest that there is a proportionate gender balance. However, we will continue to review this and take action if required.</p> <p>The Service is committed to advancing gender equality in the workplace, and as part of that, we are corporate</p>
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				<p>members of women in the fire service (WFS).</p> <p>We hold events to support women working within the service, we hold events for international women’s day, we have a springboard that is held for women in the service to empower them and help them become stronger within themselves.</p>
<p>Sexual Orientation (Gay, Lesbian or Bisexual)</p>	Positive	Low	<p>Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.</p> <p>We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales.</p>	<p>Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.</p> <p>The delivery of the actions and Improvement and Well-being Objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 17-year CRMP ensures a phased approach to delivery,</p>



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			<p>It is intended that the 8 Improvement and Well-being Objectives listed within the plan will have a positive impact on the communities we serve. The service welcomes views from all during the production of the CRMP.</p> <p>The Community Risk Management Plan will not have an adverse impact on this characteristic, it is intended that the 8 Improvement and Well-being Objectives listed within the draft CRMP will have a positive impact on the communities we serve.</p>	<p>covering the immediate, medium, and long term needs of the service and the communities we serve, building the foundation for an effective fire and rescue service.</p> <p>Our Community Risk Management Plan is available in a number of formats, which includes electronically, hard copies and Easy Read. The Plan can be accessed via our external website, and for internal staff, though our insight page.</p> <p>A 10-week consultation took place between November 2023 and January 2024 and provided all of our stakeholders and the community the opportunity to provide their views on each of the Improvement and Well-being Objectives, detailed within the Community Risk Management Plan.</p> <p>The Service will distribute the draft Community Risk management plan widely in</p>
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				<p>an attempt to capture as wide a range of views as possible. We will monitor the effectiveness of our distribution methods in terms of the makeup of respondents, which will inform future work in this area.</p> <p>The consultation carried out between November 2023 and January 2024 indicated that 39% of respondents were heterosexual, 0% were gay, 1% were bisexual, 1% were lesbian, 1% stated other, 2% preferred not to say and 55% did not state their sexuality. We will therefore, continue to seek out a wide range of views when developing our CRMP to ensure inclusion and diversity across communities.</p>
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If negative and medium or negative and high risk is identified for any protected characteristic, a full assessment will be required.

Screening for Socio-Economic Impact as part of Strategic Decision-Making



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Please consider socio-economic disadvantage and note if your proposal has a positive or negative impact then choose if the risk of the impact is **low, medium** or **high**.

	Positive or Negative Impact	Level of Risk high, medium, low	Please explain your assessment	Evidence of good practice
Socio-economic disadvantage (How might this impact on those who are socio economically deprived?)	Positive	Low	<p>In previous years, the Service has produced two Plans, namely, a five-year Strategic Plan outlining the Service's long-term Commitments and an Annual Business Improvement Plan outlining the Service's Improvement and Well-being Objectives. The communities we serve are at the heart of everything we do and recognising the need to plan for the longer-term we decided to revise our planning arrangements, the outcome of which was the introduction of a Community Risk Management Plan (CRMP) 2040.</p> <p>Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.</p>	<p>The Service will distribute the Community Risk Management Plan widely in an attempt to capture as wide a range of views as possible. Ways in which the plan will be distributed are, on our social media pages, our internal intranet, our website and we have also worked with external companies such as Wales online and route media to promote the plan as far and wide as possible. We will monitor the effectiveness of our distribution methods.</p>



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		<p>Using data to identify any perceived risks and challenges in our communities will help us to tailor our services appropriately and reduce those risks through the services we deliver, by providing greater focus on how we deliver our prevention, protection, and response functions. This work will also enable us to target our resources to prevent incidents from happening, whilst ensuring that our resources are in the right locations to best protect the communities we serve in the event of an emergency.</p> <p>Furthermore, effective monitoring and evaluation arrangements will enable us to plan our future activity, improving public safety and reducing the severity of incidents we attend. We will also focus on our legitimate purpose, understanding the needs of our communities, and mitigating the impact of emergencies on the people who live, work and travel through mid and west Wales.</p> <p>We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and</p>	<p>A 10-week consultation took place between November 2023 and January 2024 and provided all of our stakeholders and community with an opportunity to provide their views on each of the Improvement and Well-being Objectives detailed within the Plan.</p>
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			<p>Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales.</p> <p>Each Improvement and Well-being Objective has specific actions which have been developed, to assist in their delivery throughout the CRMP, for example within 1-2 years (short term), 3-7 years (medium term), or 7+years (long term).</p> <p>The delivery of the actions and Improvement and Well-being Objectives will use an evidence-based approach, that will create a suite of options, and deliver action-led outcomes, which will ensure that the CRMP is well-founded, flexible, and effective. The structured 17-year CRMP ensures a phased approach to delivery, covering the immediate, medium, and long-term needs of the Service and the communities we serve, building the foundation for an effective Fire and Rescue Service.</p> <p>We are confident that this approach will ensure the successful delivery of the CRMP and assist in the achievement of</p>	
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			the Service's vision, to deliver the best possible Fire and Rescue Service for the communities of mid and west Wales.	
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If negative and medium or negative and high risk is identified for socio-economic disadvantage, a full assessment will be required.

Person or Group carrying out screening		Authorised by	
Name Amy Richmond-Jones		Name Sean Lloyd	

**EQUALITY IMPACT
ASSESSMENT**

