

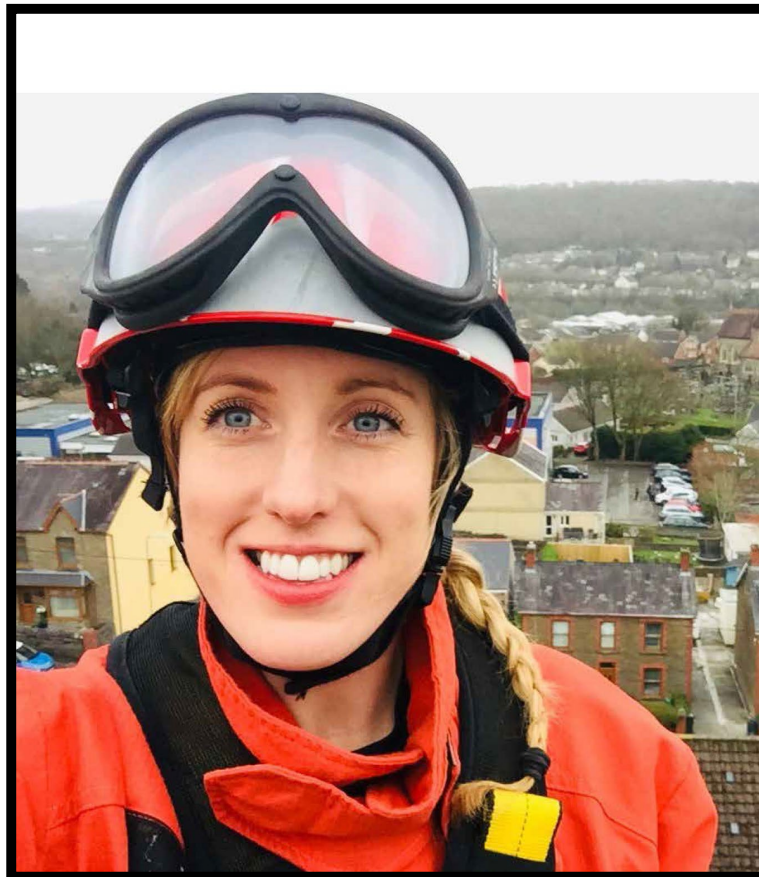


Gwasanaeth Tân ac Achub  
Canolbarth a Gorllewin Cymru

Mid and West Wales  
Fire and Rescue Service

# Mid and West Wales Fire and Rescue Service

## Our plan to treat everyone fairly



### Easy read booklet

# Who we are and what this booklet is about



Gwasanaeth Tân ac Achub  
Canolbarth a Gorllewin Cymru

Mid and West Wales  
Fire and Rescue Service

We are **Mid and West Wales Fire and Rescue Service**.



We try to stop fires and accidents from happening, but are also here to help if anything does happen.



This booklet is about our new plan to treat people fairly and equally. We call this our **Strategic Equality Plan**. The plan is for 2020 to 2024.



Our plan talks about how we will help people who live in our area and how we will look after the people who work for us.

# Equality, diversity and inclusion



## Equality

**Equality** means being fair and treating everyone the same.

## Diversity

**Diversity** means including people from **protected groups**.



A **protected group** is a group of people who don't get treated the same as other people.



There are lots of protected groups including people who are old, poor, disabled or who have a different **ethnicity**.

**Ethnicity** is the language you speak and the country you come from.

## Inclusion

**Inclusion** means including everyone. We want to make sure people from protected groups are not left out.



# How we made our plan



We followed a **law** called **The Equality Act 2010** to help us make our plan. A **law** is a rule that protects people.



The **Equality Act 2010** says we must

- make sure people from protected groups are not bullied or treated in an unfair way
- make sure people from protected groups have the same chances as other people
- help people from all groups to get on with each other
- stop making life harder for people from protected groups
- help people from protected groups take part in activities that happen where they live.



## More about How we made our plan



We did lots of work to make sure our plan would be good.



We thought about the things we needed to do better and put them in our plan.



We asked our workers, other businesses and members of the public what they wanted to see in our plan.



We chose 3 aims for our plan. The aims are what we want our plan to do.



# Aim 1

## Our workers

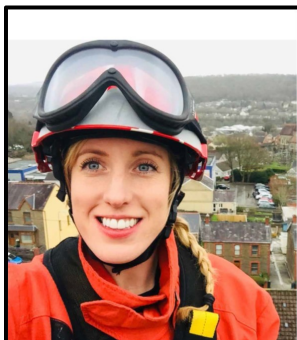


We want our **workers** to be diverse and different.



We

- fire service jobs to be open to everyone - including people from protected groups
- people who work for us to be happy being themselves and know we are thankful for what they do
- people to know we are a good employer who includes everyone.
- people to know that anyone can apply to become a firefighter.



# More about **Aim 1** Our **workers**



We will

- have more events that help us talk to people from protected groups about coming to work for us.



have more **volunteers** from protected groups. **Volunteers** work

- be a good place to work for disabled people
- make sure all our workers know they can ask for help if they need it



- make sure all our workers have the chance to get a better job
- help our workers who learn in a different way



- teach our managers to look after people from different groups and feel happy about including everyone
- pay men and women the same money.

# Aim 2

## Our **communities**



We want to support everyone in our **communities**.



Our **communities** are the different areas in Mid and West Wales where people live.



We

- to help everyone in our communities, including people from protected groups
- our workers to be good at looking after everyone in our communities.





# More about Aim 2 Our communities



We will

- find out who needs our help to stay safe the most and help them as much as we can
- have **interpreters** to help us talk to everyone in our communities. **Interpreters** are people who can translate different languages so we understand
- work with all the schools in our communities
- make sure the work we do in schools can be understood by all the children
- help businesses to be safe and not have fires
- help businesses to follow the laws about fire safety
- teach our workers how to look after everyone in our communities.

## Aim 3

# Making what we do **accessible**



We want everything we do to be **accessible**.



**Accessible** means open to everyone so no one is left out.



We want people to know what we can help them with and how to get hold of us if they need our help.



We want everyone to be able to understand our information and be able to use our buildings safely.

More about

## Aim 3

# Making what we do **accessible**



We will

- make our online information accessible to everyone, including people who speak a different language or have a disability
- use **alternative formats**. **Alternative formats** are different ways of presenting information like large print or Easy Read
- find ways for people who have trouble hearing or speaking to tell us about an emergency
- find ways to get our information to people who don't have a computer
- check our buildings can be used by all our workers and members of the public



# How we check our plan is



Our managers will write a report 4 times a year.



The reports say what has been done and what hasn't been done to make our aims happen.



Once a year we will write a report called the **Annual Equality Monitoring Report**. The **Equality Act 2010** tells us to do this.



We will write this report to show what we are doing to have **equality, diversity** and **inclusion** in our and rescue service.

# How to contact



You can tell us what you think about our plan.

Go to our website

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



Call this telephone number

**0370 60 60 699**



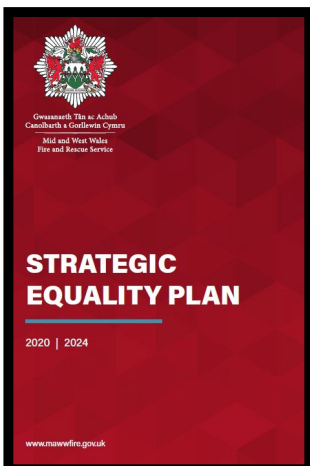
Write to us at this address

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



Send an email to this address





Thank you to A2i for the words  
**[www.a2i.co.uk](http://www.a2i.co.uk)** (reference 32380)

The full version of this document is called  
**Mid and West Wales Fire and Rescue  
Service Strategic Equality Plan 2020 to 2024**