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

Annual Business Improvement Plan 2023/2024

Directorate/Department/Team Corporate Communications and Business Development

Date of screening

March 2023

Who are the main beneficiaries/users?

i.e. staff, community, groups, businesses etc.

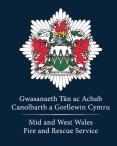
Our Annual Business Improvement Plan is for everyone who lives, works, and visits the six counties covered by Mid and West Wales Fire and Rescue Service.

Aims, objectives and outcomes

What will the proposal achieve? Attach any relevant links/documentation

Our Annual Business Improvement plan sets out our Improvement and Well-being Objectives it also identifies where we want to focus special attention over the next 12 months to support the people who live, work, and visit the areas we cover.

The Annual Business Improvement Plan 2023/2024 outlines seven Improvement and Well-being Objectives for 2023/2024. The annual Improvement and Wellbeing Objectives have been aligned to the Service's longer-term Commitments, as set out within the Well-being of Future Generations (Wales) Act 2015 Wellbeing Goals.





The Improvement and Well-being Objectives have been developed through a series of workshops with staff, Elected Members, and Representative Bodies, and also through a 10-week consultation period with our stakeholders and members of the public.

The Annual Business Improvement Plan 2023/2024 reports on the strategic direction of the Authority for the 2023/2024 period, together with informing all stakeholders of the Authority's Improvement and Well-being Objectives for 2023/2024.

The primary goal of the Mid and West Wales Fire and Rescue Service is to make people safer. The Annual Business Improvement Plan will provide an overview of our Improvement and Well-being Objectives and how we intend to utilise our resources to improve the safety and wellbeing of the communities we serve.

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 Ris	sk
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	Our Annual Business Improvement Plan 2023/2024 sets out our vision for the future, and enables us to recognise the short, medium and longer term needs of the communities we serve. Throughout our Improvement and Well-being Objectives there is a clear direction which will ensure that our workforce is aware of the needs of its communities and to work towards reducing risk for the vulnerable members of society.	The Annual Business Improvement Plan is available in a number of formats, which includes electronically, hard copy and Easy Read. The Plan can be accessed via our external website, and hard copies are also available at request. In order to ensure that the responses cover the widest possible age range, and are representative of the





The Service will target children and young people to educate them against the dangers of fires and dangerous driving.

The annual business improvement plan 2023/2024 is fully inclusive for all ages. It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve.

communities we serve, we will ensure that respondents' demographic data is analysed and informs future strategy around consultation.

The 10-week consultation will provide additional key information that we used to ensure that the Improvement and Well-being Objectives have a positive impact on all ages.

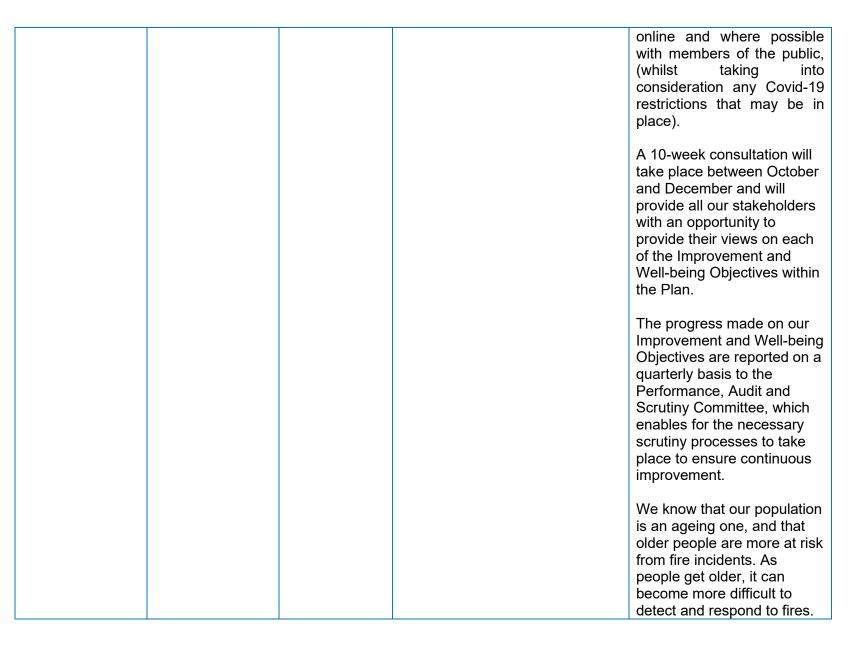
Our partnerships help us access all areas of our communities with particular emphasis on hard-to-reach minority groups.

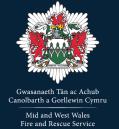
We strive to identify and reach the most vulnerable groups of society through networking and social media. We ensure that all of the necessary information is easily accessible to all of our Stakeholders by using a variety of methodologies. Extensive engagement will be undertaken and will include promotion of the Annual Business Improvement Plan both



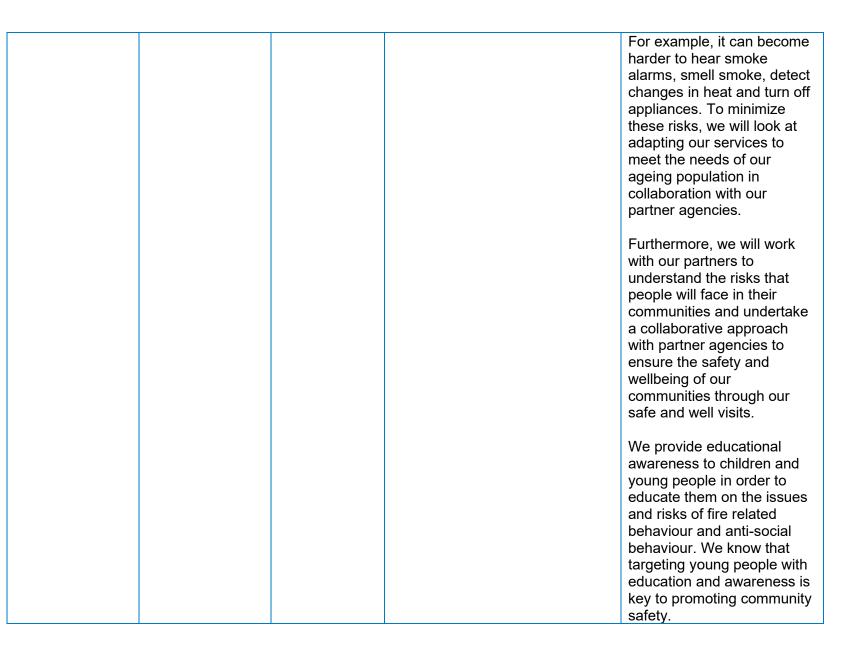
EQUALITY IMPACT ASSESSMENT











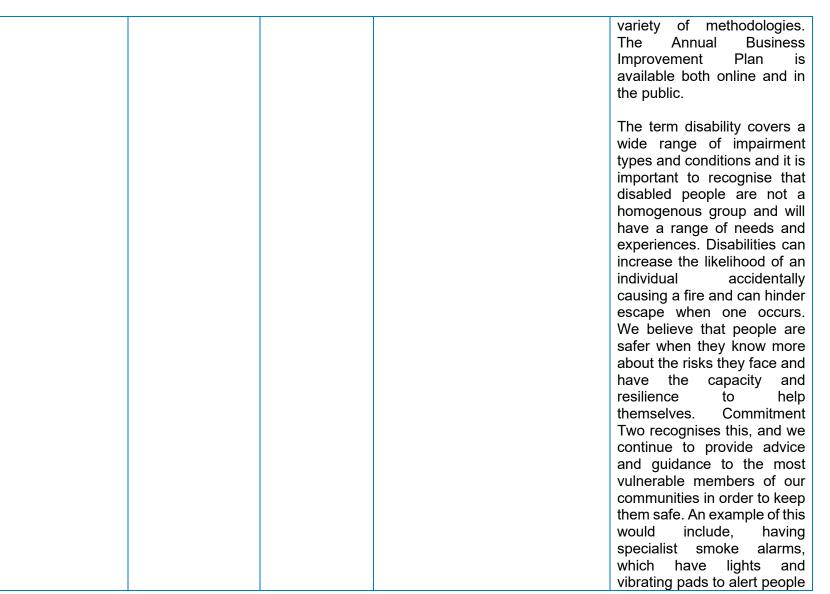




	T			1
Disability (physical, sensory, mental health, long term illness, hidden)	Positive	Low	Our Annual Business Improvement Plan 2023/2024 sets out our vision for the future, and enables us to recognise the short, medium, and longer term needs of the communities we serve. Throughout our Improvement and Well-being Objectives, there is a clear direction which will ensure that our workforce is aware of the needs of its communities and work towards reducing risk for the vulnerable members of society. The information contained within the Annual Business Improvement Plan may impact on individuals with a disability, in terms of the formats in which the Plan have been made available. Examples of this include a bilingual Easy Read version. It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve.	currently do so, at the individuals request. We will also ensure that the information with regards to different available formats is clearly located at the top of each consultation. We strive to identify and reach the most vulnerable groups of society through

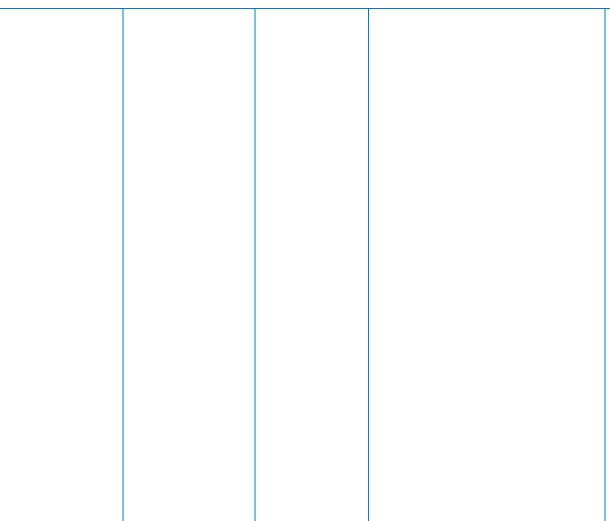












who are deaf to the occurrence of a fire.

Our Business Fire Safety department also provide advice and guidance to businesses about safe emergency evacuation from premises for wheelchair users.

Commitment Two involves working with a range of partners across the public sector to ensure that we achieve the best possible outcomes for communities. Working collaboratively with our partner agencies who have links with vulnerable people enables us to reach households that we may not otherwise have access to

Previous consultations have indicated that 75% of respondents have no disability, 11% did not state yes or no, 8% answered yes to having a disability and 6% preferred not to say. We will, therefore, continue to seek out a wide range of views





				when developing our Annual Business Improvement Plan. The Service will distribute copies of the Plan via a number of local equalities forums and third sector organisations, 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. Further work may need to be undertaken to seek involvement of underrepresented vulnerable groups.
				A 10-week consultation will take place between October and December and will provide all of our stakeholders with an opportunity to provide their views on each of the Improvement and Well-being Objectives, detailed within the Annual Business Improvement Plan.
Gender Re- assignment	Positive	N/A	Our Annual Business Improvement Plan 2023/2024 sets	The Service will distribute the Strategic Annual Business





(someone in transition from one gender to another) out our vision for the future, and enables us to recognise the short, medium and longer term needs of the communities we serve.

Throughout our Improvement and Well-being Objectives, there is a clear direction which will ensure that our workforce is aware of the needs of its communities and to work towards reducing risk for the vulnerable members of society.

It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve. The Service is committed to welcoming the views of all in the coproduction of its Plan.

The Annual Business Improvement Plan will have an equitable positive impact on both men and women.

The Annual Business Improvement Plan will not have an adverse impact on this characteristic. It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve.

Improvement Plan 2023/2024 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 the makeup respondents, which will inform future work in this area.

We will continue to seek out a wide range of views when developing our Annual Business Improvement Plan to ensure inclusion and diversity across the communities we serve.

Service The provides Equality, Diversity Dignity at Work training across the Service area to raise awareness and provide relevant information. This training is provided to remind employees of the Service's expectations in terms of actions, behaviour, and the principles conduct, behind key Service policies and current legislation, as well as to increase





			The Service works with stakeholders and external partners to encourage closer working arrangements with underrepresented groups to underpin its outreach programme and internal equal opportunities processes are designed to considered equality of opportunity.	awareness and promote good practice at local level. A 10-week consultation will take place between October and December and will provide all of our stakeholders with an opportunity to provide their views on each of the Improvement and Well-being Objectives detailed within the Plan. The progress made on our Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny Committee, which allows for the necessary scrutiny processes to take place to ensure continuous improvement.
Marriage/Civil Partnership (married as well as same-sex couples)	No impact	N/A	Our Annual Business Improvement Plan 2023/2024 sets out our vision for the future, and enables us to recognise the short, medium and longer term needs of the communities we serve. Throughout our Improvement and Well-being Objectives, there is a	The Service will distribute the Annual Business Improvement Plan 2023/2024 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





clear direction which will ensure communities we serve. The Annual characteristic.

that our workforce is aware of the needs of its communities and to work towards reducing risk for the vulnerable members of society.

It is intended that the Improvement and Well-being Objectives will have a positive impact on the

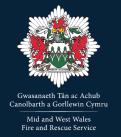
Business Improvement Plan 2023/2024 will not have an adverse impact on this | status.

the makeup respondents, which will inform future work in this area.

As a Service we aim to provide the best possible service to the communities we serve, as well as our staff. We will therefore ensure that all employees are treated fairly regardless of their marriage or civil partnership

A 10-week consultation will take place between October and December and will provide all of our stakeholders with an opportunity to provide their views on each of the Improvement and Well-being Objectives detailed within the Plan.

The progress made on our Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny Committee, which allows for the necessary scrutiny processes to take





				place to ensure continuous
				improvement.
Pregnancy and Maternity (Pregnancy, maternity leave, breast-feeding)	No impact	N/A	Our Annual Business Improvement Plan 2023/2024 sets out our vision for the future, and enables us to recognise the short, medium and longer term needs of the communities we serve.	The Service will distribute the Annual Business Improvement Plan 2023/2024 widely in an attempt to capture as wide a range of views as possible. We will monitor the
			Throughout our Improvement and Well-being Objectives, there is a clear direction which will ensure that our workforce is aware of the needs of its communities and to work towards reducing risk for the vulnerable members of society.	effectiveness of our distribution methods in terms of the makeup of respondents, which will inform future work in this area.
			It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve.	As a Service, we aim to equip all staff with the necessary skills and environment needed to undertake their roles. The health and safety considerations of pregnant
			Internal flexible working arrangements are in place, which enables women who are pregnant to undertake alternative duties, where appropriate. Facilities can also be made available for breastfeeding mothers, where	and breastfeeding personnel and those on maternity leave are considered with the appropriate terms and conditions of employment and operating procedures.
			appropriate. The Annual Business Improvement Plan 2023/2024 will not have an adverse impact on this characteristic.	A 10-week consultation will take place between October and December and will provide all of our stakeholders with an opportunity to provide their

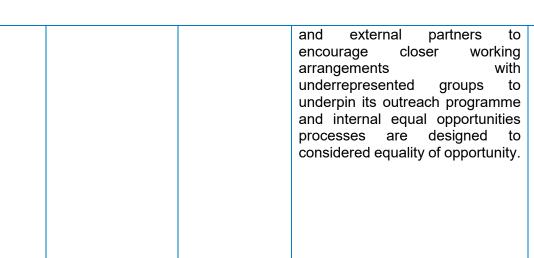




				views on each of the Improvement and Well-being Objectives detailed within the Plan.
				The progress made on our Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny Committee, which allows for the necessary scrutiny processes to take place to ensure continuous
- (=:	5			improvement.
Race (Ethnic origin, nationality,	Positive	Low	Our Annual Business Improvement Plan 2023/2024 sets	The Service will distribute the Annual Business
colour, including			out our vision for the future, and	Improvement Plan
gypsies and			enables us to recognise the short,	2023/2024 widely in an
travellers)			medium and longer term needs of the communities we serve.	attempt to capture as wide a range of views as possible. We will monitor the
			Throughout our Improvement and	effectiveness of our
			Well-being Objectives, there is a	distribution methods in terms
			clear direction which will ensure that our workforce is aware of the	of the makeup of respondents, which will
			needs of its communities and to	inform future work in this
			work towards reducing risk for the	area.
			vulnerable members of society.	Previous consultations have
			It is intended that the Improvement	indicated that 79% of
			and Well-being Objectives will	respondents were White, 8%
			have a positive impact on the communities we serve. The	preferred not to say, 1% did not state their ethnicity, 1%
			Service works with stakeholders	was Black African, 1% was







mixed and 1% was other. We will, therefore, continue to seek out a wide range of views when developing our Plan to ensure inclusion and diversity across communities.

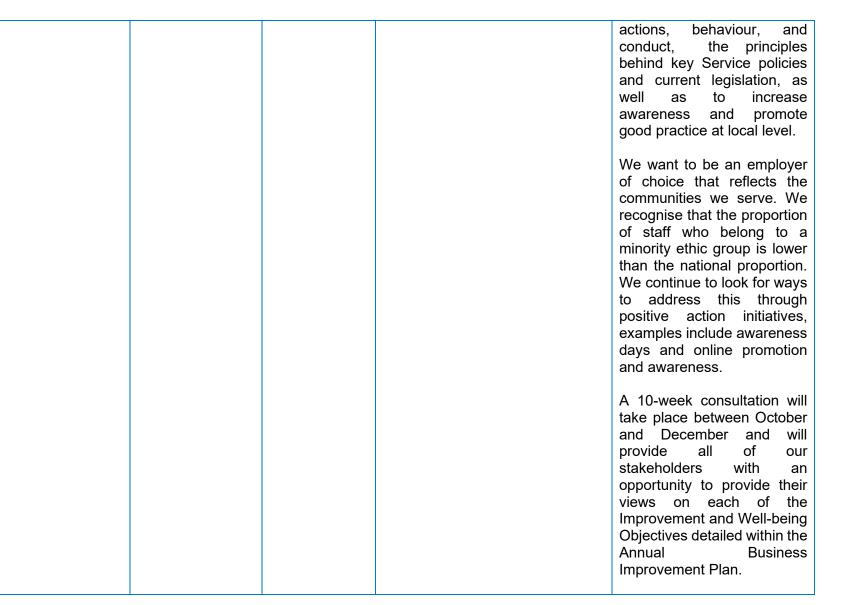
There are significant regional variations in the diverse populations across the mid and west Wales area, with urban areas having a more ethnically diverse population and rural areas having very low minority ethnic profiles.

We will 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.

The Service provides Equality, Diversity and Dignity at Work training across the Service area to raise awareness and provide relevant information. This training is provided to remind employees of the Service's expectations in terms of











				The progress made on our Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny Committee, which allows for the necessary scrutiny processes to take place to ensure continuous improvement.
Religion/Belief (Christian, Muslim, Hindu, Jewish, Buddhist)	Positive	N/A	Our Annual Business Improvement Plan 2023/2024 sets out our vision for the future, and enables us to recognise the short, medium and longer term needs of the communities we serve. Throughout our Improvement and Well-being Objectives, there is a clear direction which will ensure that our workforce is aware of the needs of its communities and to work towards reducing risk for the vulnerable members of society. It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve. The Service is committed to welcoming the views of all in the coproduction of its Annual Business Improvement Plan.	The Service will distribute the Annual Business Improvement Plan 2023/2024 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. Previous consultations have indicated that 40% of respondents within the Service's area are Christian, 21% have no religion, 13% preferred not to say, 1% were Sikh, and 1% Buddhist. We will therefore continue to seek out a wide range of views when developing our Annual Business





In the delivery of the Improvement | Improvement Plan to ensure Well-being Objectives, religious observances will be taken into account, including holidays and other religious customs.

The Annual Business Improvement Plan will not have an adverse impact on this characteristic. It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve.

Service works with The stakeholders and external partners to encourage closer working arrangements with underrepresented groups underpin its outreach programme and internal equal opportunities processes are designed to considered equality of opportunity.

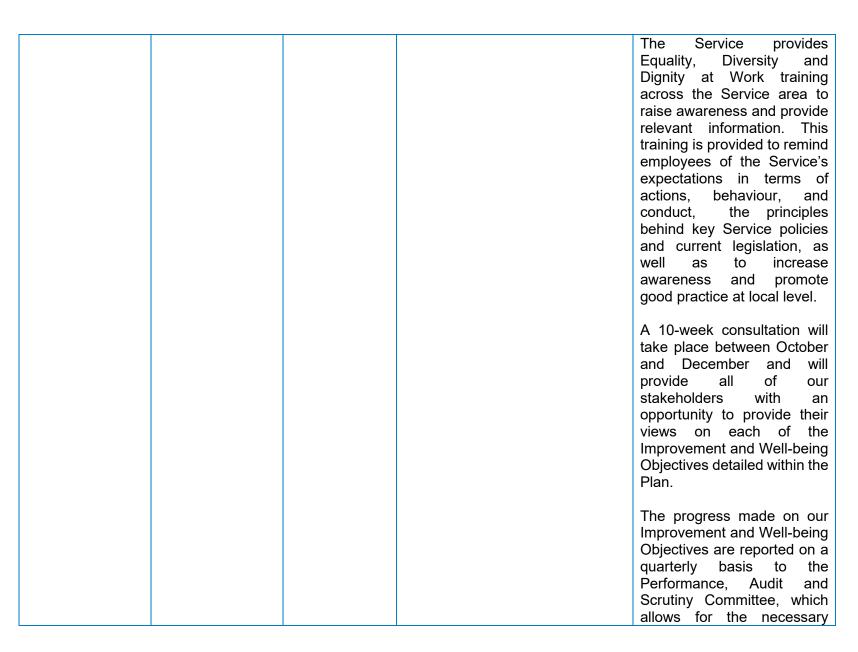
inclusion and diversity across communities.

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 practices religious 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 the time of religious events and festivals.

We will target our prevention activities and work with organisations partner provide advice and guidance to those most in need and the most vulnerable and hard to reach members of our communities.









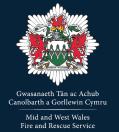


	scrutiny processes to take place to ensure continuous
	improvement.





Gender (Men or	Positive	N/A	Our Annual Business	The Service will
women)	1 OSILIVO	14// (Improvement Plan 2023/2024 sets	distribute the
Wollion			out our vision for the future, and	Annual Business
			enables us to recognise the short,	Improvement Plan
			medium and longer term needs of	2023/2024 widely
			the communities we serve.	in an attempt to
			the communities we conver	capture as wide a
			Throughout our Improvement and	range of views as
			Well-being Objectives, there is a	possible. We will
			clear direction which will ensure	monitor the
			that our workforce is aware of the	effectiveness of our
			needs of its communities and to	distribution
			work towards reducing risk for the	methods in terms of
			vulnerable members of society.	the makeup of
			·	respondents, which
			It is intended that the Improvement	will inform future
			and Well-being Objectives will	work in this area.
			have a positive impact on the	
			communities we serve. The	Previous
			Service is committed to welcoming	consultations have
			the views of all in the co-production	indicated that 48%
			of its Plan.	were male, 36%
				were female. 12%
			The Annual Business	did not state their
			Improvement Plan will have an	sex and 4%
			equitable positive impact on both	preferred not to
			men and women.	say. We will,
			The Appropriate Districts	therefore, continue
			The Annual Business	to seek out a wide
			Improvement Plan will not have an	range of views
			adverse impact on this characteristic. It is intended that	when developing our Annual
			the Improvement and Well-being	
			Objectives will have a positive	Business Improvement Plan
			Objectives will flave a positive	to ensure inclusion
				to chould illoholdil





impact on the communities we and serve.

The Service works with stakeholders and external partners to encourage closer working arrangements with underrepresented groups to underpin its outreach programme and internal equal opportunities processes are designed to considered equality of opportunity.

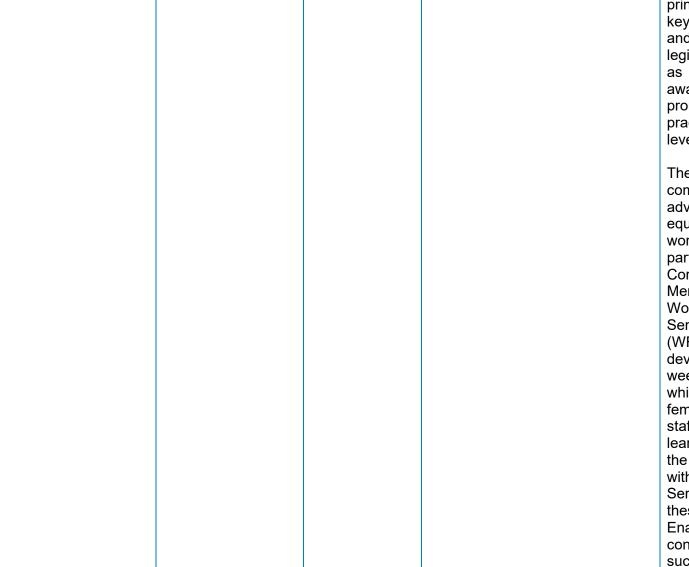
and diversity across the communities we serve.

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.

The Service provides Equality, Diversity and Dignity at Work training across the Service area to awareness raise and provide relevant information. This training is provided remind to employees of the Service's expectations in terms of actions, behaviour, and conduct. the





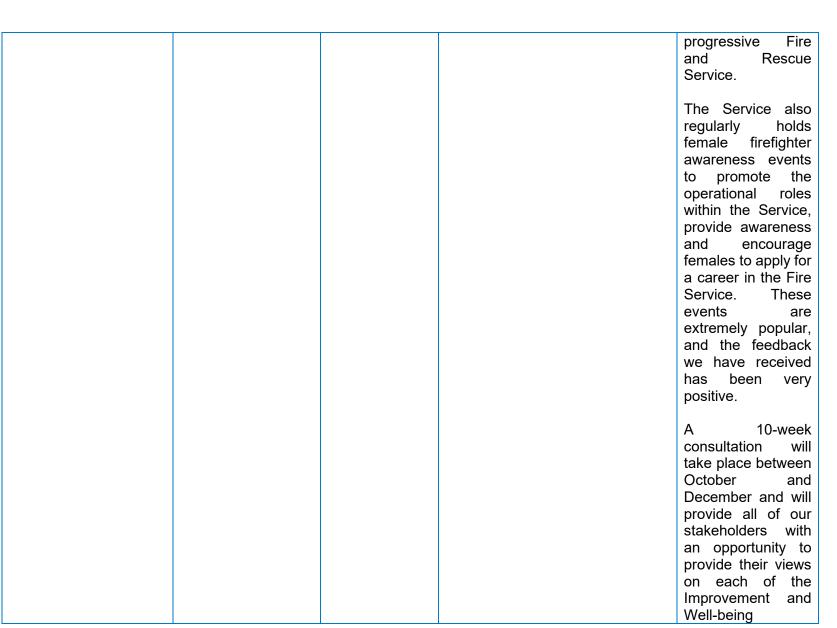


principles behind key Service policies and current legislation, as well as to increase awareness and promote good practice at local level.

The Service committed advancing gender equality in the workplace, and as part of that, we are Corporate Members of Women in the Fire Service (WFS). Annual development weekends are held which allows female members of staff to attend and learn more about the different roles within the Fire Service. The aim of these events is to Enable and inspire confident and successful women to build a more









EQUALITY IMPACT ASSESSMENT



				Objectives detailed within the Plan. The progress made on our Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny Committee, which allows for the necessary scrutiny processes to take place to ensure continuous improvement.
Sexual Orientation (Gay, Lesbian or Bisexual)	Positive	Low	Our Annual Business Improvement Plan 2023/2024 sets out our vision for the future, and enables us to recognise the short, medium and longer term needs of the communities we serve. Throughout our Improvement and Well-being Objectives, there is a clear direction which will ensure that our workforce is aware of the needs of its communities and to work towards reducing risk for the vulnerable members of society.	The Service will distribute the Annual Business Improvement Plan 2023/2024 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





It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve. The Service is committed to welcoming the views of all in the co-production of its Plan.

The Annual Business Improvement Plan 2023/2024 will not have an adverse impact on this

The Annual Business Improvement Plan 2023/2024 will not have an adverse impact on this characteristic. It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve.

The Service works with stakeholders and external partners to encourage closer working arrangements with underrepresented groups to underpin its outreach programme and internal equal opportunities processes are designed to considered equality of opportunity.

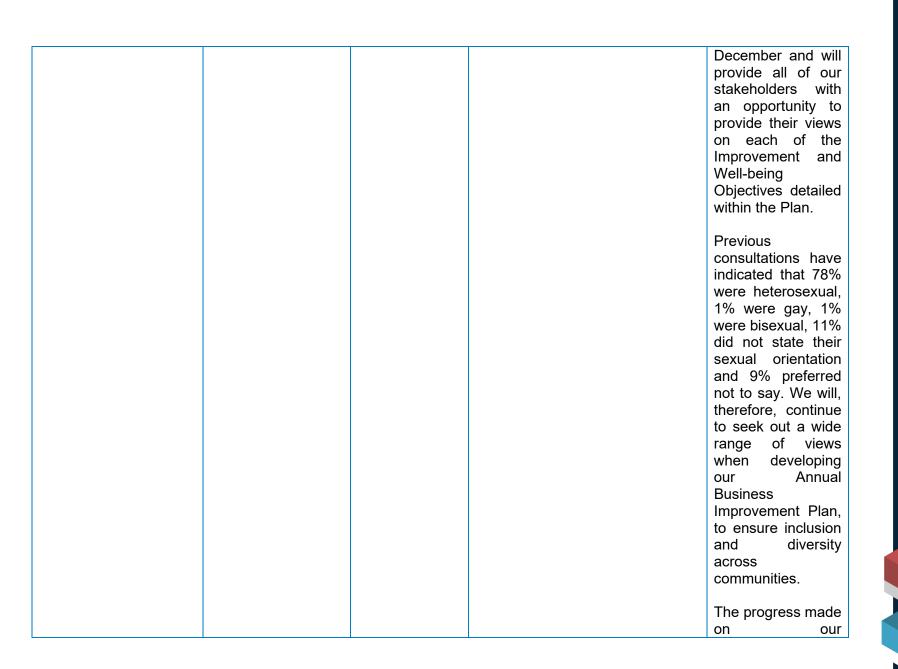
will inform future work in this area.

The Service provides Equality, Diversity and Dignity at Work training across the Service area to raise awareness and provide relevant information. This training is provided to remind employees of the Service's expectations in terms of actions. behaviour, and conduct. the principles behind key Service policies and current legislation, as well as to increase awareness and promote good practice at local level.

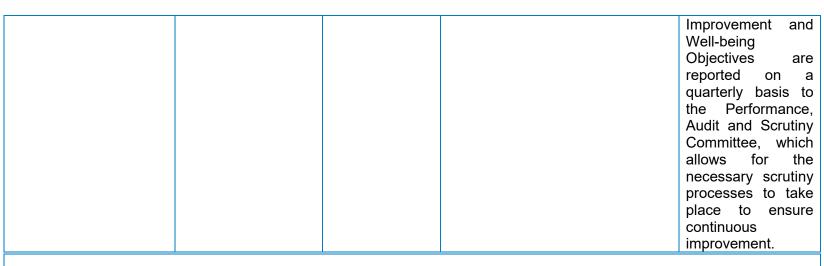
A 10-week consultation will take place between October and











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

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	Making a positive difference to the diverse communities we serve is extremely important to us. Every fire we attend has a cost to people, places, and our environment, so prevention,	The Service will distribute the Annual Business Improvement Plan 2023/2024 widely in an attempt to capture as wide a





wherever possible, is a priority for us.

As part of the commitment in our **Annual Business Improvement** Plan, we want to continue working with our partners to identify opportunities to deliver agreed mutually beneficial objectives, as we know that working closely with our partners not only helps to avoid the duplication of services, it is also a better use of public funds and provides multiple benefits to our communities. Furthermore, we will be looking to achieve the following: Explore opportunities to widen the delivery of social benefits to our communities. consider the impact and benefits of our community-based initiatives and partnership working, and incorporate Social Value criteria into our Procurement processes, where appropriate.

We recognise that as a large organisation we can have a considerable impact on the economy and environment and are committed to ensuring that we do our moral duty to maximise these benefits to the communities we serve, whilst enhancing our

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.

10-week consultation will take place between October and December and will provide all of our stakeholders with an opportunity to provide their views on each of the Improvement and Well-being Objectives detailed within the Plan.

The progress made on our Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny





contribution to the local economy and reducing costs to society. Adapting and diversifying our activities to better meet the needs of our communities and improving the way we meet the needs of the people that work, live and visit our communities, will help to make them as safe and as successful as possible.

The Service aim to support this by ensuring all those responsible for strategic decisions:

Take account of evidence and potential impact through consultation and engagement.

Understand the views and needs of those who suffer socioeconomic disadvantage.

Welcome challenge and scrutiny.

Drive a change in the way that decisions are made and the way that decision makers operate.

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	Date	Name	Date
	March 2023	Aled Lewis	March 2023







