

Annual Equality Report

01 April 2014 to 31 March 2015



Foreword

I am pleased to present Mid and West Wales Fire and Rescue Service's Annual Equality Report covering the period April 2014 to March 2015. This Report is designed to provide a picture of what we have done to promote equality and to deliver on our statutory duties, under the Equality Act 2010, Public Sector Equality Duty and our Welsh Specific Equality Duties.

For me, equality is based on the principles associated with fairness, dignity and respect and is an area to which I am wholeheartedly committed. I am fortunate enough to work with colleagues who share that commitment and put equality at the heart of everything that we do. We take pride in engaging with our local communities in order to gain the valuable feedback we need to continue to adapt and improve our service provision. We also encourage our staff to be open and honest with their views of the Service to ensure we are an employer of choice.

Despite the progress we have made since the publication of our first Equality Scheme, we recognise, as a Service, that there are still improvements to be made and as such, this Plan sets out how we will continue to promote equality over the coming year.

Chris Davies
Chief Fire Officer



To see how we are working towards making equality real within the Fire Service in Wales, along with South Wales and North Wales Fire and Rescue Services, please look at our Strategic Plan, Strategic Equality Plan, and Improvement Plan. These can all be found, along with other information, on our website: mawwfire.gov.uk

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Introduction

This report covers the financial year April 2014 to March 2015 and is presented under our statutory reporting requirements as set out by regulation 16 of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

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

What does Equality and Diversity mean to MWWFRS?

The Service sees Equality and Diversity as key business issues, and the main business drivers for the Service to endorse strategies relating to diversity are:

- Managing risk and reputation
- Enhancing individual and business performance
- Developing a creative, innovative culture
- Meeting the needs of our communities
- Attracting, retaining and developing employees
- Compliance with Legislation

Equality of opportunity encompasses the Service's approach to not only service provision, but access to services and information, inclusion within decision-making processes, and through ensuring that the Service's policies and procedures are continually scrutinised and equality risk assessed, to provide for an organisation which strives towards the elimination of unlawful discrimination against any group(s) or individual.

The Authority and Service

Mid and West Wales Fire Authority consists of 25 elected members (County Councillors) who represent individual wards within 6 constituent Unitary Authorities, which make up the Mid and West Wales area. The unitary Authorities are:

- Carmarthenshire
- Ceredigion
- Neath Port Talbot
- Pembrokeshire
- Powys
- Swansea

The Service is responsible for providing public safety information, prevention and protection programmes, and emergency response cover for the Mid and West Wales area. The organisation employs over 1,300 members of staff within the various employment categories i.e. Operational, Control and Support Staff, and covers around 4,500 square miles – almost two thirds of Wales, serving a wide range of communities within its coastal, urban and rural areas.



The role of the Fire Authority is:

- To perform all the duties and responsibilities of a Fire Authority in accordance with appropriate legislation and regulations, in particular the Civil Contingencies Act 2004, the Fire and Rescue Services Act 2004, the Regulatory Reform Order (Fire Safety) Order 2005 – which came into force on 01 October 2006.
- To agree the Annual Improvement Plans, the revenue and capital budgets and the contribution for the constituent councils.
- To monitor the revenue and capital budgets and deal with any significant variations, including decisions on any supplementary contributions.

Mid and West Wales Fire and Rescue Service is headed by the Chief Fire Officer, who has overall corporate management and operational responsibility for the Service, and is the Head of Paid Service.

Fire Service Core Values

The Fire Service core values (below) guide us as an organisation, employer, and service provider in what we do and how we do it. These Core Values are based on a Nationally required set of values which operate throughout Fire and Rescue Services within the UK:

Service to the Communities

We value service to the community by:

- Working with all groups to reduce risk
- Treating everyone fairly and with respect
- Being answerable to those we serve
- Striving for excellence in everything we do

People

We value all our employees by practicing and promoting:

- Fairness and respect
- Recognition of merit
- Honesty, integrity and mutual trust
- Personal development
- Co-operative and inclusive working

Diversity

We value diversity in the service and the community by:

- Treating everyone fairly and with respect
- Providing varying solutions for different needs and expectations
- Promoting equal opportunities in employment and progression within the service
- Challenging prejudice and discrimination

Improvement

We value improvement at all levels of the service by:

- Accepting responsibility for our performance
- Being open-minded
- Considering criticism thoughtfully
- Learning from our experiences
- Consulting others

Where We Are

The Service's Annual Equality Report is one of the ways in which we make visible the extent to which we are meeting our obligations to recognise diversity and promote equality. It reflects the work we undertake within our communities as well as reporting key equality data/information.

Whilst the Service has made significant progress in embracing and progressing equality, we recognise there is also more work to be done and we will continue to strive towards excellence.

As an employer our aim is to develop a diverse workforce and ensure that our culture is one where people feel that they can be themselves whilst in the workplace.

As a service provider our aim is to deliver the best possible services to meet the needs of our different customers and ensure that they are treated with dignity and respect, free from any type of discrimination or prejudice.



Equality Act (2010) General Duty

Actions that support our compliance with the General Duty during this reporting period include:

- Completed a Service-wide programme of Dignity at Work Training, outlining what is expected from our employees in terms of their behaviours within the workplace and within their communities.
- Further expanded on the use of Social Media to publicise the Service's commitment to the Equality agenda and specific events within the Diversity Calendar.
- Provided the Executive Board with a detailed briefing on recent and upcoming Equality and Diversity related issues.
- Completed the programme of Equality Impact Assessment Training for all appropriate personnel.
- Secured funding for the appointment of a Domestic Abuse Officer who will devise and roll-out a Service-wide training programme raising awareness of issues relating to Domestic Abuse.
- Continued to work closely with Stonewall Cymru to deliver workplace training on equality and diversity issues, promote ourselves as an employer of choice for members of the LGBT community and to improve our policies and working practices to help our employees to be themselves in the workplace.
- Continued to identify new ways that the Service can promote internal equality and diversity, in order that current employees identify wholly with the organisation, and feel comfortable within it, as a working environment.

The Equality Act (2010) Wales Specific Duties

As well as the actions listed above, this section shows what we have done, and what we intend to do, in relation to the Wales Specific Duties; and compliments, rather than duplicates, the information in our comprehensive Strategic Equality Plan (SEP).

Please view the Strategic Equality Plan at: mawwfire.gov.uk or a paper copy can be requested from the address on back cover.

Regulation 3: Set Equality Objectives

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

Regulation 4: Preparation and Review of Equality Objectives

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

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

What we did

Carried out a systematic review of all information collecting systems and ensured that all relevant data relating to the protected characteristics is captured and monitored as appropriate.

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

What we still intend to do

Build equality objectives into the new staff Individual Development Review (IDR) process

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

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

Regulation 5: Engagement provisions

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

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

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

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

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



What we did

Designed and implemented an Equality and Diversity Monitoring Form as a means of acquiring equality information via pro-active services, such as Home Fire Safety Checks, and stakeholder engagement activities.

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

Attended numerous events including Swansea Pride, Swansea Sparkle, and the Elim8 Race H8 event.

Consulted on the Strategic Plan throughout the Service area.

Set up appropriate information-sharing protocols with partner agencies.

Continued to support and attend for meetings of groups such as the Swansea Bay Race Equality Council and the Equalities Carmarthenshire Group, to name a few, whilst also establishing new links with community groups and Third Sector organisations such as Victim Support, Mind Cymru, Hoarders' groups, Women's Aid and Over 50's Forums.

Continued to encourage Community Groups and other Public Services / Third Sector Agencies to use the meeting facilities we have available at our Fire Stations free of charge. Groups which have taken advantage of this facility during the reporting period include Mencap, Communities First, The Alzheimer's Society, the Women's Institute and Dyfed Powys Police.

Made a submission for the Stonewall Workplace Equality Index and achieved a ranking which was 34 places higher than our 2012 submission.

What we still intend to do

Evaluate the effectiveness of the Equality and Diversity Monitoring Form Implemented in December 2014 and make amendments to the form / process as necessary.

Utilise this data to enhance the Service's ability to identify trends, and subsequently address the needs of those in receipt of the Service's provisions

In collaboration with the other Fire Services in Wales, and with input from the Equality and Human Rights Commission in Wales, build a Wales wide database of individuals and groups for engagement purposes.

Identify further ways of tailoring Community Safety materials, and processes to take account of the needs of those falling within the Protected Characteristics, as well as those who do not.

Enhance internal consultation to allow employees falling within the Protected Characteristics to influence and buy into Service considerations and ideas moving forward, and also encourage ownership/responsibility for localised Equality targets and objectives

Further develop our partnership work with Community Champions, a Special Needs/Disability group, to assist with the delivery of HFSC's in the community



Regulation 6: Accessibility of published information

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

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

What we did

Sought feedback from our community partners on how we could improve communications via the Equality Carmarthenshire Group and via our Third Sector Co-ordinator. This has resulted in additional Community Safety Work with under-represented groups.

Increased our use of social media to advertise our attendance at events such as the launch of the Equality Carmarthenshire 'Respect' Poster campaign, and to lend the Service's support to Hate Crime Awareness Week, Older People's Day, International Day Against Homophobia Biphobia and Transphobia, LGBT History Month and Child Safety Week, to name but a few.

What we still intend to do

Continue to expand our use of social media in order as a method of engaging with the public.

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

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

Regulation 7: Arrangements for collection of information about compliance with the general duty

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

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

What we did

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

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

What we still intend to do

Arrange Individual Departmental Reviews to identify ways in which such Departments can meet requirements in terms of data collection relating to Equality

Regulation 8: Impact and monitoring of policies and practices

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

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

What we did

Ensured key Equality Impact Assessments are published on our website

Reviewed and amended Equality Impact Assessment forms based on user feedback

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

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

What we still intend to do

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

Regulation 9: Collection and reporting of employment information

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

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

What we did

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

What we still intend to do

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

Grievance Data:

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

Regulation 10: Staff Training

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

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

What we did

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

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

What we still intend to do

Roll out specific Unconscious Bias and / or Managing Diverse Teams training to our Supervisory Managers.

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

Evaluate the way in which an individual's commitment to Equality and Diversity is assessed via ADC's and role specific selection processes.



Regulation 11 and 12: Equal pay and Action Plans

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

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

What we did

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

Regulation 13: Review of arrangements

Regulation 14: Annual reporting on compliance with the general duty

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

SEP Objective: Not specified.

What we did

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

What we intend to do

During the Summer of 2015 we will be draft, and consult upon, our 2016 - 2020 Strategic Equality Plan, with a view to publishing the completed document towards the end of the next reporting period.

Regulation 18: Public procurement

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

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

What we did

Completed Equality Impact Assessments on key tenders e.g. the All-Wales Training Tender

Signed up to the National Procurement Service who build equality aspects into all their frameworks.

We have now aligned policies and procedures across the three Welsh Fire and Rescue Services following the formation of the virtual Wales Fire and Rescue Procurement Service which has resulted in the sharing of best practice.

We have also produced a revised All-Wales Procurement Strategy which makes specific reference to Equality and Diversity issues.

What we still intend to do

Expand the number of Equality Impact Assessments undertaken on tendering exercises. EIA's will become mandatory for all purchases over £10,000 in the first instance, and it is envisaged that this will cascade further in due course. In line with this the appropriate training will be provided to all those authorising such purchases.

What Lays Ahead

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

We hope you have found this report informative. If you want to provide feedback, or would like to request it in an alternative format, please contact the Service's Director of Development, Mr Kevin Jones:

Email - k.jones@mawwfire.gov.uk

By post:

Director of Development

Mid and West Wales Fire and Rescue Service Headquarters

Lime Grove Avenue

Carmarthen

SA31 1SP

MWWFRS Staff Data (as at 31 March 2015)

Gender (Current Staff)	
Female	179
Male	1184

Disability (Declared) (Current Staff)	
Female	7
Male	35

Age (Current Staff)	Female	Male
16-24	13	94
25-35	54	308
36-45	60	368
46-55	48	348
56-65	0	64
66+	4	2

Race/Ethnicity (Current Staff)	Female	Male
Chinese	0	1
White & Asian	0	1
White & Black Caribbean	0	0
Bangladeshi	1	1
Indian	0	2
White British	165	1158
White Other	0	7
Asian & White	0	0
Other Mixed	0	0
Prefer not to say	13	14

Religion or Belief (Current Staff)	Female	Male
Christian	53	410
Islam	0	1
Other	0	5
Buddhist	0	0
Sikh	0	0
None	43	274
Prefer not to say	82	494

Marital Status (Current Staff)	Female	Male
Married	85	644
Single	63	448
Divorced	20	65
Widowed	3	1
Civil Partnership	0	0
Separated	1	0
Other	1	17
Prefer not to say	7	9

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	138	818
No	0	0
Prefer not to say	41	366

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	4	N/A
No	137	N/A
Prefer not to say	38	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	12	0
Gay / Lesbian	2	1
Heterosexual	165	637
Transgender	0	0
Prefer not to say	0	546

MWWFRS STAFF DATA by Management Level (as at 31 March 2015)

Total Staff		Strategic Manager	Middle Manager	Supervisory Manager	Other
	Female	1	30	58	90
	Male	7	90	404	681
Duty System					
WDS	Female	0	2	7	14
	Male	6	63	137	144
Control	Female	0	4	4	13
	Male	0	0	6	6
Support	Female	1	24	45	41
	Male	1	27	45	8
On Call	Female	0	0	2	22
	Male	0	0	216	523

MWWFRS SUPPORT STAFF RECRUITMENT DATA (2014/15)

CHARACTERISTIC	TOTAL APPLICATIONS	SUCCESSFUL
MALE	154	11
FEMALE	243	30
TRANSGENDER	0	0
UNDER 18	0	0
18-24	79	10
25-40	153	19
41-59	146	12
60+	8	0
PREFER NOT TO SAY	11	0
REGISTERED DISABLED	24	3
NOT REGISTERED DISABLED	360	38
PREFER NOT TO SAY	13	0
ETHNIC MINORITY	13	2
WHITE	374	39
PREFER NOT TO SAY	10	0
CATHOLIC	5	1
CHRISTIAN	126	11
HINDU	2	0
MUSLIM	0	17
NONE	105	0
AGNOSTIC	0	12
PREFER NOT TO SAY	159	
BISEXUAL	3	0
GAY	1	0
HETEROSEXUAL	354	39
LESBIAN	2	0
PREFER NOT TO SAY	37	2
LEVEL 1 WELSH	136	18
LEVEL 2 WELSH	137	11
LEVEL 3 WELSH	13	0
LEVEL 4 WELSH	44	3
LEVEL 5 WELSH	45	7
PREFER NOT TO SAY	22	2

MWWFRS ON-CALL RECRUITMENT DATA (2014/15)

CHARACTERISTIC	TOTAL APPLICATIONS	SUCCESSFUL
MALE	276	55
FEMALE	19	0
TRANSGENDER	0	0
18-24	135	26
25-35	125	26
36-45	22	2
46-55	9	1
56-65	4	0
66+	0	0
REGISTERED DISABLED	0	0
NOT REGISTERED DISABLED	294	55
PREFER NOT TO SAY	1	0
ETHNIC MINORITY	11	0
WHITE	283	55
PREFER NOT TO SAY	1	0
BUDHIST	0	0
CHRISTIAN	121	24
HINDU	0	0
MUSLIM	1	0
NONE	149	26
PREFER NOT TO SAY	22	5
OTHER	2	0
BISEXUAL	1	0
GAY / LESBIAN	4	0
HETEROSEXUAL	279	52
PREFER NOT TO SAY	4	2
Level 0 WELSH	139	9
LEVEL 1 WELSH	68	31
LEVEL 2 WELSH	21	3
LEVEL 3 WELSH	20	4
LEVEL 4 WELSH	10	1
LEVEL 5 WELSH	36	7
PREFER NOT TO SAY	1	0

MWWFRS PROMOTION DATA (2014/15)

Gender	
Female	8
Male	23

Disability (Declared)	
Female	0
Male	0

Age	Female	Male
16-24	0	0
25-35	3	3
36-45	3	11
46-55	2	8
56-65	0	1
66+	0	0

Race/Ethnicity	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	8	23
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer not to say	0	0

Religion or Belief	Female	Male
Christian	4	9
Islam	0	0
Other	0	0
Buddhist	0	0
Sikh	0	0
None	2	7
Prefer not to say	2	7

Marital Status	Female	Male
Married	1	19
Single	1	0
Divorced	2	4
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer not to say	0	

Gender Identity Same as Birth	Female	Male
Yes	8	20
No	0	0
Prefer not to say	0	3

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	0	N/A
No	8	N/A
Prefer not to say	0	N/A

Sexual Orientation	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	8	23
Transgender	0	0
Prefer not to say	0	0

MWWFRS TRANSFER OF ROLE DATA (2014/15)

Gender	
Female	2
Male	27

Disability (Declared)	
Female	0
Male	1

Age	Female	Male
16-24	0	0
25-35	0	1
36-45	1	11
46-55	1	13
56-65	0	2
66+	0	0

Race/Ethnicity	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	2	27
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer not to say	0	0

Religion or Belief	Female	Male
Christian	2	12
Islam	0	0
Other	0	0
Buddhist	0	0
Sikh	0	0
None	0	5
Prefer not to say	0	10

Marital Status	Female	Male
Married	2	17
Single	0	5
Divorced	0	3
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	2
Prefer not to say	0	0

Gender Identity Same as Birth	Female	Male
Yes	2	19
No	0	0
Prefer not to say	0	8

Pregnancy & Maternity	Female	Male
Yes	0	N/A
No	2	N/A
Prefer not to say	0	N/A

Sexual Orientation	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	2	19
Transgender	0	0
Prefer not to say	0	8

MWWFRS Leaver Data (as at 31 March 2015)

Gender (Ceased Employment)	
Female	14
Male	37

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

Age (Ceased Employment)	Female	Male
16-24	2	1
25-35	3	4
36-45	1	3
46-55	6	24
56-65	2	5
66+	0	0

Race/Ethnicity (Ceased Employment)	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	1
Bangladeshi	0	0
Indian	0	0
White British	14	36
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer not to say	0	0

Religion or Belief (Ceased Employment)	Female	Male
Christian	0	0
Islam	0	0
Other	0	0
Buddhist	0	0
Sikh	0	0
None	0	0
Prefer not to say	14	37

Marital Status (Ceased Employment)	Female	Male
Married	7	28
Single	7	8
Divorced	0	1
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer not to say	0	0

Gender Identity Same as Birth (Ceased Employment)	Female	Male
Yes	0	0
No	0	0
Prefer not to say	14	37

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	0	N/A
No	14	N/A
Prefer not to say	0	N/A

Sexual Orientation (Ceased Employment)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	14	37
Transgender	0	0
Prefer not to say	0	0

Ceased Employment	Female	Male
Retirement	3	30
Deceased	0	0
Ill-health	0	1
Resignation	9	6
Dismissed	0	0
Termination of Contract	2	0

HFSC Data 01-04-14 to 31-03-15 (Total 20,932 HFSC's)

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

The Service has, in the past, along with many other Fire and Rescue Services based its Community Safety activities around those who are considered as most vulnerable within our communities, irrespective of any protected characteristics. The main driver has been in identifying those considered most at risk. The focus for Fire and Rescue Services has been to work with other agencies in identifying vulnerability as a key factor in delivering services to those in need, or at risk, and more work needs to be done in identifying any protected characteristics within the overall category of those at risk.

Whilst this data relates to Age and Disability in some cases, it does not currently reflect analysis on the basis of Protected Characteristic, and neither is other service related data available in that format, however, as noted in the main body of the report, the Service has recently introduced an Equal Opportunities Questionnaire, which we will ask householders to complete following the completion of the HFSC, and return to the Service by post. This questionnaire is designed to capture data on the protected characteristics, which we hope will inform future reports.

Engagement Data 2014/2015

The data below was collated from various community engagement events during 2014/15. On many occasions, despite our best efforts, individuals preferred not to provide information for one or more of the questions.

However, a mechanism for standard data capture of the protected characteristics has been introduced for 2015/16 to address this in the future.

Gender

A total of 402 respondents answered the question about Gender:-

Gender	
Female	152
Male	236
Prefer not to say	14

Age Range

The age range used at interventions is not always standard. This has been addressed for future years.

A total of 402 respondents answered the question about Age Range:-

Age Range	
Under 16	248
17 – 25	82
18 – 24	1
25 – 44	24
45 – 60	21
61 – 75	4
76 Plus	0
Prefer not to say	22

First Language

The options available are Welsh, English and Other for this standard question.

A total of 283 respondents answered the question about First Language:-

First Language	
English	251
Other	4
Prefer not to say	25
Welsh	27

Ethnicity

A total of 298 respondents answered the question about Ethnicity:-

Ethnicity	
Asian – Other	1
Asian – Pakistani	0
Black – British	0
Chinese	0
Mixed – Other	0
Mixed - White Black African	0
Mixed White and Black Caribbean	0
Prefer not to say	53
White – British	238
White – Irish	1
White – Other	5

Disability

A total of 291 respondents answered the question about Disability:-

Disability	
Hearing impairment	0
Learning difficulties (e.g. dyslexia)	17
Mental Ill Health	0
Mobility Problem	0
More than one of these	0
None	212
Other	1
Prefer not to say	61
Visual Impairment	0

Religion/Belief

A total of 255 respondents answered the question about Religion/Belief:-

Religion/Belief	
Atheist	3
Christian	10
Hindu	0
Islamic	1
None	166
Prefer not to say	75

Sexual Orientation

A total of 37 respondents answered the question about Sexual Orientation:-

Sexual Orientation	
Bi-Sexual	3
Gay	8
Heterosexual	10
Lesbian	1
Prefer not to say	15
Transgender	0
Transexual	0

Data Captured via the Service's Incident Recording System

Victim Age	Total
<16	236
17 – 25	358
26 – 40	408
41 – 55	372
56 – 70	478
70 +	748
Age unknown	363
Grand Total	2943

Gender	Total
Female	1358
Male	1556
Not known	24
Not specified	5
Grand Total	2943

Ethnicity	Total
Asian or Asian British – Indian	11
Asian or Asian British - Other Asian	7
Asian or Asian British – Pakistani	9
Black or Black British – African	2
Black or Black British – Caribbean	1
Black or Black British - Other Black	1
Chinese	6
Mixed – White & Asian	1
Mixed – White & Black African	1
Mixed – White & Black Caribbean	2
Not known/stated	84
White – British	2755
White – Irish	17
White - Other White	46
Grand Total	2943