

Annual Equality Report

1st April 2012 to 31 March 2013

GWASANAETH TÂN AC ACHUB
Canolbarth a Gorllewin Cymru
Mid and West Wales
FIRE AND RESCUE SERVICE



Equality Statement

Mid and West Wales Fire and Rescue has firmly positioned equality and diversity as a key component of its corporate strategy and business plan. When our communities begin to see evidence of organisations such as ours driving forward the equality and diversity agenda with demonstrable change, this undoubtedly enhances the attractiveness of those organisations both as an employer and service provider.

Mid and West Wales Fire and Rescue Service is committed to policies of Equal Opportunity for all Members, employees, and prospective employees, and will not tolerate processes, attitudes and behaviours that amount to discrimination, including harassment and bullying through prejudice, ignorance, thoughtlessness and stereotyping. We are working towards an environment that gives everyone an equal chance to work, learn and live, free from discrimination and prejudice.

We recognise and value the breadth and diversity of the traditions, beliefs and cultures of the communities whom we serve, and of our Elected Members and employees, and the Service's Plans provide an over-arching framework within which equality and diversity will be advanced within this Service.



Richard Smith
Chief Fire Officer



Paul Bates
Deputy Chief Fire Officer



Roy Llewellyn
Fire Authority Chair

To see how we are working towards making equalities 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

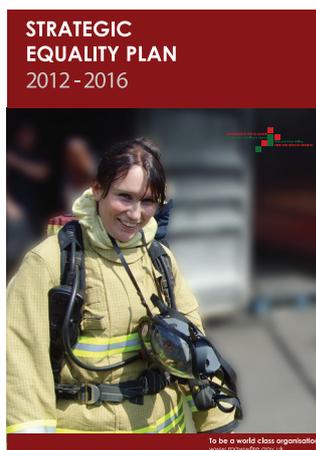
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Introduction

Equality has changed significantly over the last few years, most recently with the replacement of over 100 pieces of legislation with one new law (Equality Act 2010), and the Wales Specific Duties.

Details on how Mid and West Wales Fire and Rescue (MWWFRS) intends to achieve compliance under the new Act is set out in the Strategic Equality Plan (SEP), which can be found on the Service's website mawwfire.gov.uk



This Annual Report also aims to meet Regulation 14 of the Wales Specific Duties, and will focus on the period of 01 April 2012 to 31 March 2013, most of which encompasses the time between the ending of previous Race, Gender, and Disability Schemes, and the Strategic Equality Plan going live.

It will also act as the starting point for future reviews, and is focused primarily on data as well as what the Service has achieved during the time-frame. 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 individuals.



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 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.



MWWFRS Vision and Values

Our vision is to be a World Class Organisation, but more importantly, we strive to achieve this by engaging, connecting and inspiring people to deliver an excellent service to our communities in terms of Community Safety Awareness and Education, together with operational emergency response.

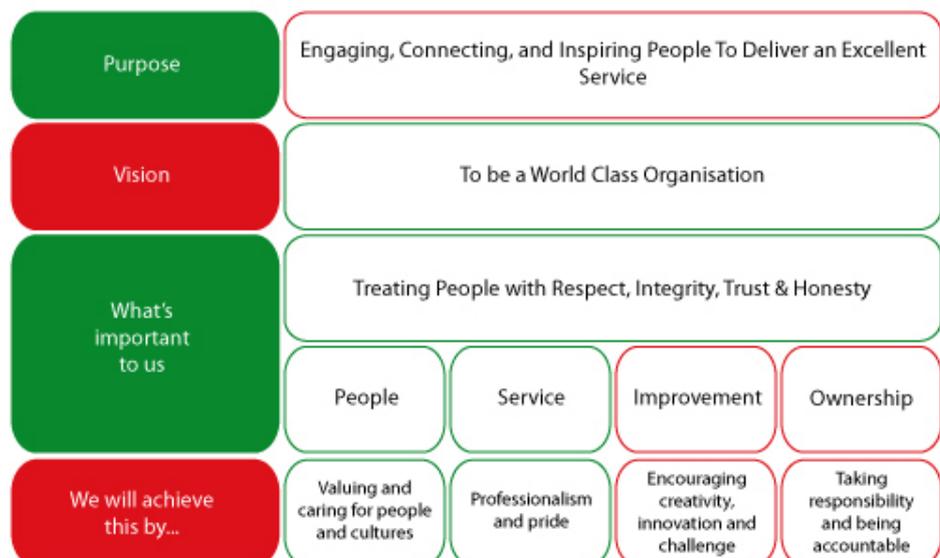
What's important to us?

Treating people with:

- Respect
- Integrity
- Trust
- Honesty

We will achieve this by:

- Valuing and caring for people and cultures
- Providing a service with professionalism and pride
- Encouraging creativity, innovation and challenge
- Taking responsibility and being accountable



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

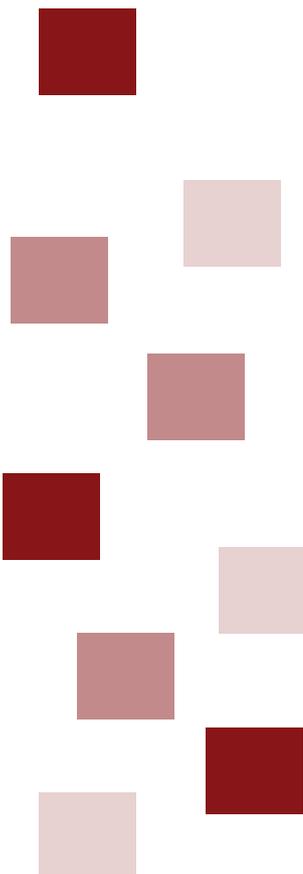
We value diversity in the service and the community by:

- 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

Like all public sector bodies, MWWFRS faces challenges in these austere times, however, we have identified this period as an opportune time to review what we currently do, and any ways we can make improvements in terms of not only performance, but also in terms of enhancing equality and diversity.

Doing so ensures that we focus on assessing if what we do actually adds value and exploring new ways of achieving real results.

Such an approach is key to making sure resources and actions truly support equality in the day-to-day business so that we can all reduce discrimination, foster good relations, and promote equality of opportunities both internally and externally.

MWWFRS always works closely with the other Fire Rescue Services in Wales, including work around the equality agenda, and believes that such real partnerships will further improve our service to all the diverse communities throughout Wales.

Our Strategic Plan, Improvement Plan and Strategic Equality Plan can be viewed on our website mawwfire.gov.uk for further information on what we are doing as a Service.

General Duty

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

Commenced work to investigate and identify ways that the Service can promote internal equality and diversity, in order that current employees identify wholly with the organisation and its employees, and feel comfortable within it, as a working environment. This work involves commissioning the assistance of the Welsh Local Government Association (WLGA) to undertake a Training Needs Analysis in order to shape future training provision.

Expanded the number of third sector working partnerships so even more people who are vulnerable in terms of home fire safety, can receive our preventative services through our Third Sector Co-ordinator who works closely with other agencies in providing a multi-tiered approach to those who need our assistance.

Altered the Home Fire Safety Check phone message so self-referrals can state any needs they may have (sensory impairment, etc)

The Service holds the Silver Level Corporate Health Award in recognition of its commitment to Health and Well-being within the organisation.

Introduced hearing loops within key meeting / conference rooms.
Amended policies to ensure all Protected Characteristics are included

Been awarded an Investors In People certification (Bronze Award) and is in the progress of re-application in 2014.

Developed a strategy on Awareness Days and Events and has participated on both the Cardiff Mardi-Gras and Swansea Pride events.

Following consultation, drafted and implemented a Dignity at Work Policy.

Research for a new Welfare Unit included consultation in order to ensure it met present and future needs at incidents.

Further expanded our engagement and now have key third sector partnerships in most of our Local Authority areas.

Been awarded the National Training Award (large employer category) in recognition of enhancements made to Crew Manager Development Programme.

Conducted a data collection exercise against all protected characteristics, for all current employees, and applicants to the Service in order to provide meaningful and current statistical information.

Amended all equality monitoring forms and processes to account for all protected characteristics under the Equality Act 2010.

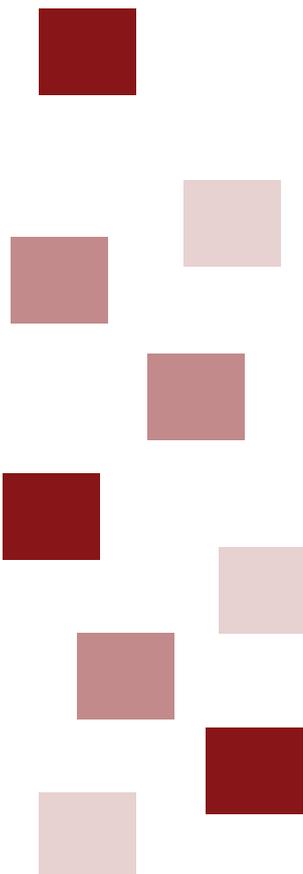
Introduced principles of Engagement Champions 'Our Message' to induction processes, Staff Handbooks and Management Awareness days.

Further improved and embedded use of the Equality Risk Assessment principles across key Service projects and Policy review.

The 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

Directorate Plans and Station Plans include equality objectives where appropriate.

Our Strategic Equality Plan (SEP) objectives were devised from community and staff engagement.

The Service's Strategic Plan has equality built into it, and was only finalised following comprehensive consultation processes with key stake-holders and groups.

A Critical Friends Group was formed and actively utilised for the SEP including a broad range of individuals from within the Protected Characteristics.

The new HR software system specification includes self-populating fields so staff can input/update their information based on Protected Characteristics, as well as a recruitment monitoring element also incorporating Equality data analysis.

What we still intend to do

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

Carry out a systematic review of all information collecting systems and, where possible, ensure all Protected Characteristics are included; and where not possible, explain why.

Investigate ways of acquiring equality information via pro-active services, such as Home Fire Safety Checks, and stake-holder engagement activities.

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

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

Evaluate the potential to devise systems whereby Equality data can be obtained and collated against all Service activities such as responses to Fires, RTC's, in terms of the protected characteristics of those assisted.

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

Comprehensive engagement/consultation took place when developing the SEP

Further enhanced Third Sector Partnerships

Attended community events including Mardi-Gras and Swansea Pride

Consulted on the Strategic Plan throughout the Service area

Commenced work on setting up appropriate information-sharing protocols with partner agencies

Established attendance on Equality Carmarthenshire Group



What we still intend to do

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

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

Enhance Service engagement with groups from within a broader spectrum, in terms of attending community events

Identify suitable and potentially fruitful partnerships with key groups representing individuals who fall within the Protected Characteristics, whilst building upon and enhancing current partnerships

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

Continue work on setting up appropriate information sharing protocols with partner agencies



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

Redesigned the website to a more user friendly format, and ensured colours met the needs of anyone who may be colour blind

Published the Service's agreed Strategic Equality Plan to the website for perusal by the general public

Re-designed the Service's internal intranet to a new format which is more user-friendly and available to employees – re-branding from Business Information Server (BIS) to @Work site.

What we still intend to do

Seek feedback from our community partners on how we can improve communications via the Equality Carmarthenshire Group and via Third Sector Co-ordinator

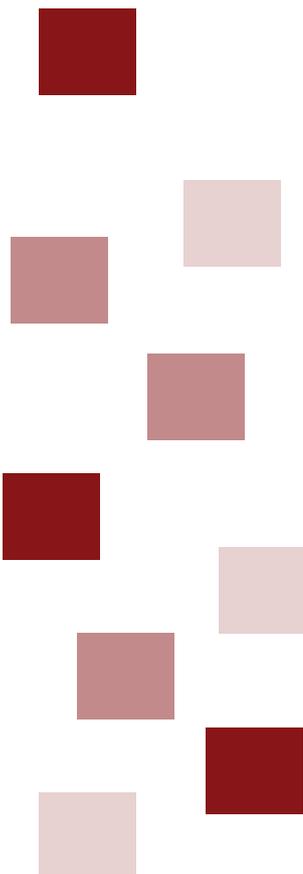
Review feedback from website users, and identify areas for improvement such as translation tools, alternative formats, use of colour etc in order to further enhance the Service's ability to communicate its intentions and services effectively to a wider audience

Further use of the Equality Risk Assessment principles within key Service projects such as web enhancement, material provision, and Community events in order to improve consideration of the implications to people who fall within the protected characteristics, and enhance communication / provision

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

Built equality requirements into tender for new HR Software system, including the ability for staff to self-populate information and monitor equality data for current employees, together with those applying for various roles within the Service such as Support Staff or Operational Staff

Amended recruitment monitoring form to incorporate all Protected Characteristics

What we still intend to do

Work with other FRSs in Wales initially via the All-Wales HR Managers Group and People and Organisational Development Group to identify what data is currently being gathered in regards to services, look at where improvements can be made, and adjust data holding software to enable improvements as appropriate

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

Implement changes to data collection procedures via the relevant Strategic Groups such as Service Delivery Forum, and Service Improvement Forum, improving on current practices where applicable and introducing new measures as necessary

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

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 Risk Assessments (Ownership – All managers and employees with the responsibility for policies, procedures and processes will conduct Initial ERA's)

What we did

Developed a new ERA form and guidance, so the process is aligned with new requirements, and made the documentation widely available via the Equalities section of the Service's intranet site (replaced by @Work Site during 2012/13)

Incorporated equality assessments in to Fire Authority reports Equality risk assessed all projects, policies, and processes, including Strategic Plan

Ensured key Equality Risk Assessments are published on our website

Provided comprehensive Equality Risk Assessment training for relevant staff as part of an all-Wales Fire service initiative

Made ERA's available to all individuals and Representative Bodies requesting sight of them, in connection with key Strategic projects

What we still intend to do

Extend the Equality Risk Assessment training for another two years (dependent on funding becoming available).

Review / amend forms based on user feedback

Consider implementation of ERA review monitoring procedures, in line with Policy review requirements, utilising the Service's @Work system

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)

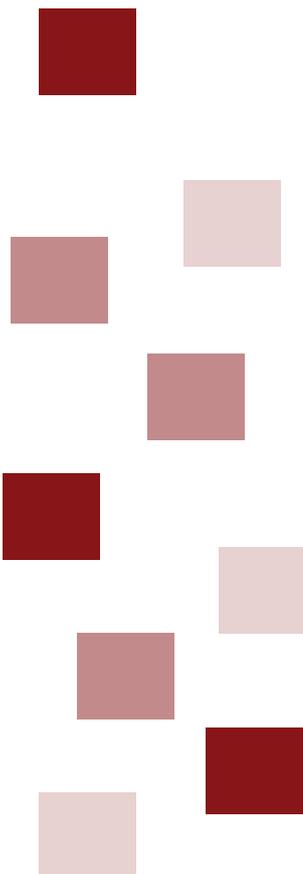
What we did

Included Protected Characteristic fields in tender for new HR/Payroll Software system, to enable self-populating by staff

Began monitoring grievances & complaints to identify if reason is related to a Protected Characteristic

Undertaken an exercise to collate current and meaningful Equalities data incorporating all Protected Characteristics for current employees, and external applicants, which will potentially allow for the Service to provide a break-down of data as follows:

- Job
- Grade
- Pay
- Contract Type
- Working pattern
- Number of applications
- Transfers and Promotions and applications for such
- Applications for training
- Completion of training
- Grievances



What we still intend to do

Implement robust processes which will allow for the provision of data broken down into the categories shown above

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

Equality input, based on Equality Act, built in to Staff Inductions

Equality / Dignity at Work training sessions delivered to teams, targeted to stations where issues have arisen, although not necessarily linked to the Protected Characteristics

Equality and Human Rights Commission delivered a session to Senior Management which incorporated Third Sector and key stake-holder groups in December 2012

Equalities principles were mainstreamed into Skills Pathways, our comprehensive tool for role competencies, and comparative development opportunities / requirements were identified for equivalent level roles within the different Conditions of Service e.g. Grey Book and Green Book staff employees

Enhanced communication with EHRC to identify areas of non-compliance or areas for improvement, through the identification of best-practice

Undertaken trial of Colour-works training within key Departments, which focuses on individual and team-building skills

What we still intend to do

Partake in a Wales wide Training Needs Analysis, with the other FRS', and facilitated by the WLGA

Explore training opportunities such as unconscious bias, and disability specific workshops

Extend Equality Risk Assessment Training (funding dependant)

Link new IDR process to Training/Development Logs

Build on current Dignity at Work input at Supervisory Managers Awareness sessions to incorporate wider-scoping Equality guidance and information

Roll-out Colour-works training programme to enhance self-awareness, and understanding of employees' differences, and therefore the need to adapt communication methods / practices, and ways of managing / interacting with individuals

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

Revised staff policies to ensure they do not indirectly discriminate against one or more Protected Characteristics

Considered imminent issues arising from any proposed changes of roles, salaries or allowances

Audited and reviewed permanent allowances reports to ensure appropriateness and accuracy, in line with Audit requirements also

Job Evaluation exercise for Support Staff undertaken some time prior to requirements of Equality Act and Rank to Role process also completed for uniformed staff

What we still intend to do

Identify a suitable means of conducting a review of current localised pay arrangements against National provisions, in order to ensure that these local arrangements are fair and equitable

Identify a suitable means of conducting a review of current localised pay arrangements for Green, Gold and Grey book personnel, to ensure arrangements are fair and equitable across Conditions of Service

Prepare an implementation plan for such reviews, with suitable time-scales and milestones to be achieved

Prepare an action plan identifying appropriate action for any differences which are identified as part of these reviews, in order to ensure fairness and parity

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.

We are working in collaboration with the other Fire Services in Wales on an All-Wales equality reporting template.

What we intend to do

The review of our equality objectives starts in 2013/14, and will form the basis for a new Strategic Equality Plan moving forward

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

Further improved our tendering process and tightened requirements for equality evidence from potential suppliers.

The Equality Questionnaire for all Tenders must be submitted and the score is weighted

Developed an All Wales Procurement Strategy which contains an explicit equality & diversity section

What we still intend to do

The Value Wales tendering process is up in 2013/14 for review, and we will work with other authorities to make sure SMEs and third sector are considered.

What Lies Ahead

The current climate of rising prices, reduced funding, and general uncertainty create large challenges for all; but Mid and West Wales Fire and Rescue is built on providing the very best emergency and preventative services we can to everyone in all of our communities.

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 Corporate Head of People and Organisational Development:

Email: k.jones@mawwfire.gov.uk

By post: Corporate Head of People and Organisational Development, Mid and West Wales Fire and Rescue Service Headquarters, Lime Grove Avenue, Carmarthen, SA31 1SP

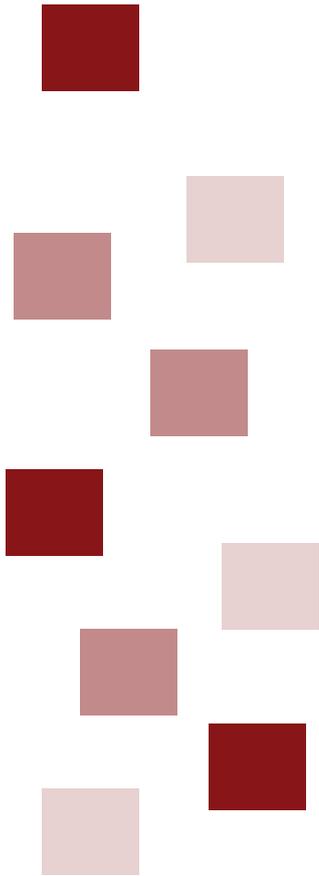


MWWFRS STAFF DATA by Role (as at 31 March 2013)

		Strategic Manager	Middle Manager	Supervisory Manager	Other
Total staff					
	Female	1	30	55	101
	Male	8	101	384	704
WDS	Female	0	2	4	15
	Male	7	77	138	173
Control	Female	0	5	8	11
	Male	0	0	1	11
Support	Female	1	23	41	48
	Male	1	24	51	6
RDS	Female	0	0	2	25
	Male	0	0	194	516

Transferred Role within the Authority

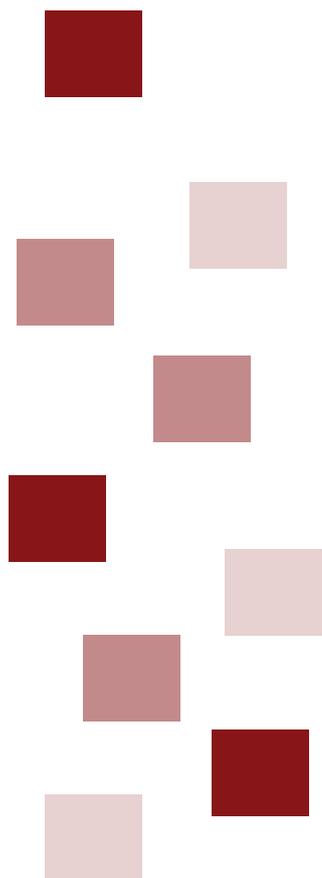
	Female	Male
Age		
17-24	0	0
25-35	0	1
36-45	0	9
46-55	0	5
56-65	0	0
66+	0	0
Disability (declared)		
Yes	0	1
No	0	14
Prefer Not To Say	0	0
Ethnicity		
White British	0	15
Religion or belief		
Christian	0	1
None	0	2
Prefer Not To Say	0	12
Marital Status		
Married	0	13
Single	0	2
Gender Identity Same As Birth		
Yes	0	0
No	0	0
Prefer Not To Say	0	12
Pregnancy & Maternity (female employees only)		
Yes	0	0
No	0	15
Prefer Not To Say	0	0
Sexual Orientation		
Hetrosexual	0	3
Prefer Not To Say	0	12



Welsh Language		
Understand Spoken		
Level 1	0	6
Level 2	0	1
Level 3	0	3
Level 4	0	1
Level 5	0	1
Prefer Not To Say	0	3
Speak		
Level 1	0	6
Level 2	0	1
Level 3	0	2
Level 4	0	1
Level 5	0	1
Prefer Not To Say	0	4
Read		
Level 1	0	6
Level 2	0	2
Level 3	0	0
Level 4	0	1
Level 5	0	1
Prefer Not To Say	0	5
Write		
Level 1	0	7
Level 2	0	0
Level 3	0	0
Level 4	0	2
Level 5	0	0
Prefer Not To Say	0	6

Promotions within the Authority

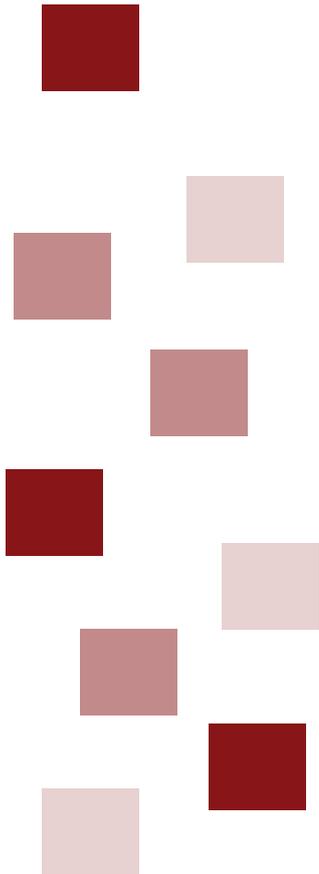
	Female	Male
Age		
17-24	0	0
25-35	2	6
36-45	3	13
46-55	1	3
56-65	0	1
66+	0	0
Disability (declared)		
Yes	0	0
No	6	22
Prefer Not To Say	0	1
Ethnicity		
White British	6	23
Religion or belief		
Christian	3	7
None	1	2
Prefer Not To Say	2	14
Marital Status		
Married	4	15
Single	2	8
Gender Identity Same As Birth		
Yes	4	5
No	0	0
Prefer Not To Say	2	14
Pregnancy & Maternity (female employees only)		
Yes	1	0
No	3	0
Prefer Not To Say	2	0
Sexual Orientation		
Hetrosexual	4	9
Prefer Not To Say	2	14



Welsh Language		
Understand Spoken		
Level 1	2	4
Level 2	0	1
Level 3	1	5
Level 4	0	2
Level 5	2	2
Prefer Not To Say	1	9
Speak		
Level 1	2	6
Level 2	1	2
Level 3	0	2
Level 4	1	3
Level 5	1	1
Prefer Not To Say	1	9
Read		
Level 1	3	7
Level 2	0	1
Level 3	0	2
Level 4	2	2
Level 5	0	2
Prefer Not To Say	1	9
Write		
Level 1	2	7
Level 2	0	1
Level 3	1	2
Level 4	1	1
Level 5	0	2
Prefer Not To Say	2	10

Current Employees as at 31 March 2013

	Female	Male
Gender		
	187	1197
Disability (declared)		
	9	32
Age Group		
17-24	13	75
25-35	58	304
36-45	52	408
46-55	45	334
56-65	18	73
66+	1	3
Race / Ethnicity		
Chinese	0	1
White & Asian	0	1
White & Black Caribbean	0	1
Bangladeshi	1	0
Pakistani	0	1
White British	182	1168
White Other	2	16
Asian White	0	1
PNTS	2	8
Religion or belief		
Christian	70	279
Muslim	1	1
Other	2	7
Buddhist	0	1
Sikh	0	1
None	36	141
PNTS	78	767



Marital Status		
Married	99	690
Single	56	387
Divorced	15	62
Widowed	2	3
Civil Partnership	3	10
Seperated	2	5
Other	7	15
PNTS	3	25
Gender Identity Same As Birth		
Yes	112	454
No	0	0
Prefer Not To Say	75	743
Pregnancy & Maternity (female employees only)		
Yes	3	XX
No	114	XX
Prefer Not To Say	70	XX
Sexual Orientation		
Bisexual	0	11
Gay / Lesbian	2	1
Hetrosexual	102	403
Trans-gender	0	0
PNTS	83	782

RDS Recruitment

	Applications	Total Applications
Gender		
Male	82	271
Female	4	29
Transgender	0	0
Age Group		
Under 18	0	3
18-24	37	141
25-35	44	114
41-59	5	42
60+	0	0
Prefer Not To Say	0	0
Disability (declared)		
Registered Disabled	0	0
Not Registered Disabled	86	159
Prefer Not To Say	0	0
Race / Ethnicity		
Ethnic Minority	4	4
White	82	82
Prefer Not To Say	0	0
Religion or belief		
Buddhist	0	0
Christian	50	50
Hindu	0	0
Jewish	0	0
Muslim	0	0
Sikh	0	0
None	20	165
Other	0	0
Prefer Not To Say	16	16

Sexual Orientation		
Bisexual	0	0
Gay	0	0
Hetrosexual	72	278
Lesbian	3	2
Prefer Not To Say	11	11
Welsh Language		
1	59	59
2	0	0
3	7	7
4	13	13
5	7	7
Prefer not to say	0	0
Marital Status		
Married	11	11
Single	71	71
Divorced	2	2
Widowed	0	0
Civil Partnership	0	0
Prefer not to say	2	2
Gender Identity Same As Birth		
Yes	77	110
No	0	0
Prefer Not To Say	9	190
Pregnancy & Maternity		
Yes	0	0
No	74	104
Prefer Not To Say	12	296

Support Staff Recruitment

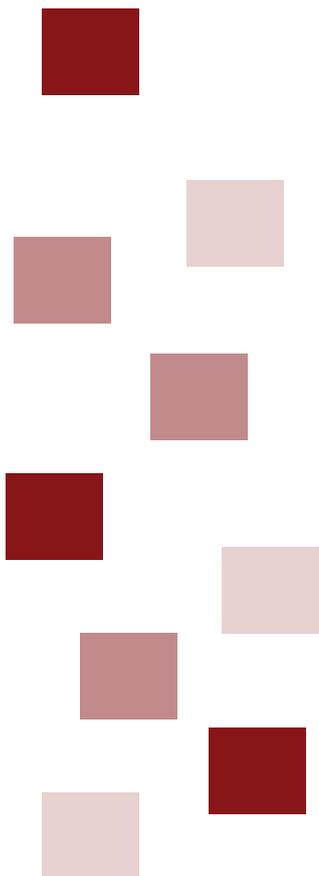
	Successful	Applications
Gender		
Male	7	99
Female	10	129
Transgender	0	0
Age Group		
Under 18	0	0
18-24	4	46
25-35	3	61
41-59	5	85
60+	0	1
Prefer Not To Say	5	35
Disability (declared)		
Registered Disabled	0	8
Not Registered Disabled	11	179
Prefer Not To Say	6	41
Race / Ethnicity		
Ethnic Minority	0	17
White	10	173
Prefer Not To Say	7	38
Religion or belief		
Catholic	0	8
Christian	3	59
Hindu	0	2
Agnostic	0	1
Muslim	0	1
None	2	47
Prefer Not To Say	12	110

Sexual Orientation		
Bisexual	0	3
Gay	0	3
Hetrosexual	7	153
Lesbian	0	1
Prefer Not To Say	10	68
Welsh Language		
1	6	91
2	2	39
3	1	4
4	0	19
5	2	20
Prefer not to say	6	55
Marital Status		
Married	5	55
Single	5	103
Divorced	1	15
Widowed	0	0
Other	0	10
Civil Partnership	0	2
Prefer not to say	6	43
Gender Identity Same As Birth		
Yes	0	0
No	0	0
Prefer Not To Say	17	228
Pregnancy & Maternity		
Yes	0	0
No	0	0
Prefer Not To Say	17	228

MWWFRS STAFF DATA (as at 31 March 2013)

Ceased Employment

	Female	Male
Age		
17-24	4	6
25-35	4	13
36-45	4	19
46-55	2	20
56-65	3	13
66+	0	1
Disability (declared)		
Yes	1	0
No	16	72
Prefer Not To Say	0	0
Ethnicity		
White British	17	71
White & Asian	0	1
Religion or belief		
Don't Know*	17	72
Marital Status		
Married	3	43
Single	11	24
Divorced	3	2
Widowed	0	3
Gender Identity Same As Birth		
Don't Know*	17	72
Pregnancy & Maternity (female employees only)		
Yes	2	xx
No	13	xx



Prefer Not To Say	0	xx
Sexual Orientation		
Don't Know*	17	72
Welsh Language		
Understand Spoken		
Don't Know*	17	72
Speak		
Don't Know*	17	72
Read		
Don't Know*	17	72
Write		
Don't Know*	17	72

* Individual left the Service before information were collected.

SERVICE DATA

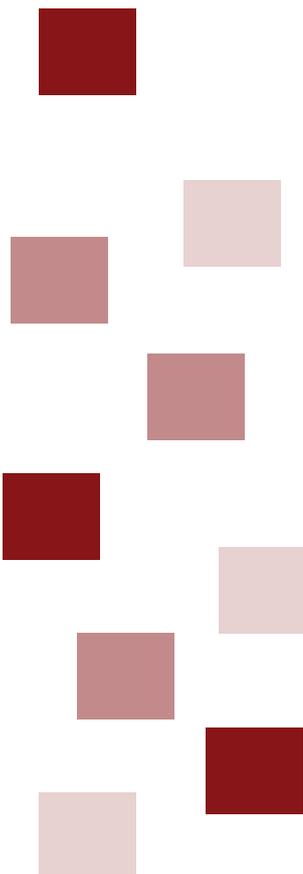
HFSC Data 01-04-12 to 31-01-13 (Total 12,674 HFSC's)

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

• Living Alone	6282
• Oxygen Users	604
• Need Assistance to Escape	2571
• Victim of Arson against the Property	159
• Drink Alcohol on a regular basis and/or take recreational substances	398
• Use prescribed drugs that affect levels of alertness on a regular basis	1528
• Does not live in adequate accommodation	897
• Experience mental health issues i.e. memory problems, anxiety	1273
• Experience sight, hearing or mobility problems	3802
• Have any other physical problems i.e. asthma, heart problems	2876
• Over Pensionable age	8029

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, plans to address this issue, are included in the 'What we still intend to do' sections of previous pages and we will work with the EHRC, together with the other Fire and Rescue Services in Wales and wider public and private sector agencies in this work.



Glossary

The Equality Act (2010)

This replaced more than 100 pieces of legislation with one legal document.

General Duty

The Equality Act 2010 established a General Duty which has three fundamental areas:

Eliminate discrimination

Advance equality of opportunity

Foster good relations

Protected Characteristics

These are the identified characteristics which are protected by Law against being discriminated against or otherwise treated less than anyone else and cover:

- Age
- Disability
- Gender Identity Same As Birth
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation
- Welsh Language (Wales)

Wales Specific Duties

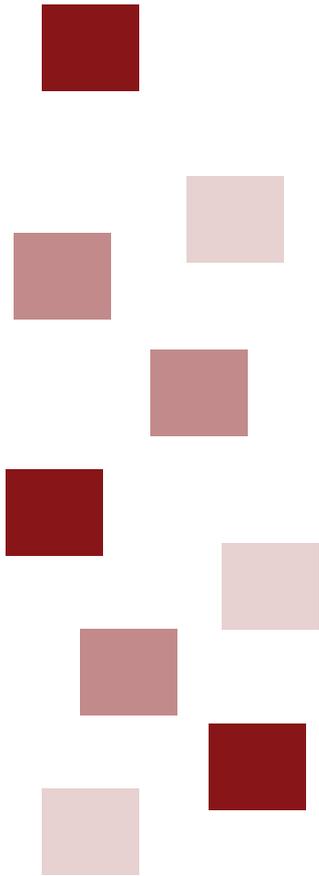
The Welsh Government set out specific areas that must be complied with here in Wales, and by doing so, public bodies such as the Fire Service will be able to show compliance with the General Duty above.

Strategic Equality Plan (SEP)

Our Strategic Equality Plan is developed with input from communities and staff, and outlines how we plan on meeting the requirements of both the Equality Act (2010) and the Wales Specific Duties.

Strategic Plan (SP)

This is published on our website (www.mawwfire.gov.uk) and shows how we are performing across our services, and what the priorities are for the future.



Annual Equality Report
