

# Annual Equality Report

01 April 2013 to 31 March 2014



## 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 overarching framework within which equality and diversity will be advanced within this Service.



**Richard Smith**  
Chief Fire Officer



**Paul Bates**  
Deputy Chief Fire Officer



**Cllr 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](http://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](http://mawwfire.gov.uk)



It will also act as a reference 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:

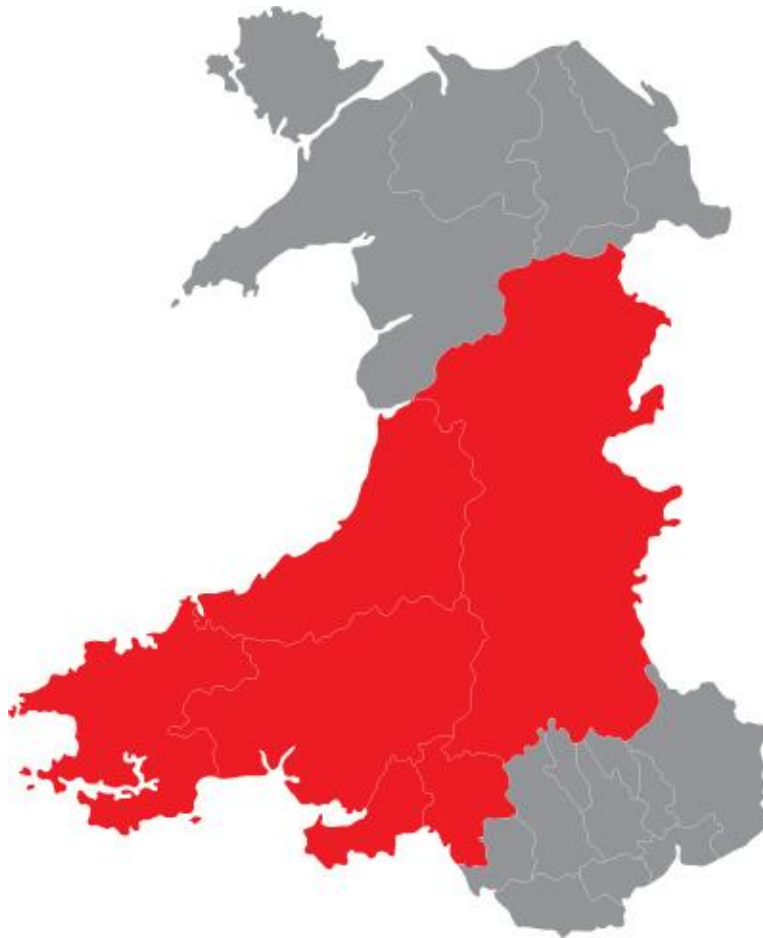
- Managing risk and reputation
- Enhancing individual and business performance
- Developing a creative, innovative culture
- Meeting the needs of our communities
- Attracting, retaining and developing employees
- Compliance with Legislation

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 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 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.



Richard Smith OStJ, MA, FIFireE  
Chief Fire Officer

## 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.

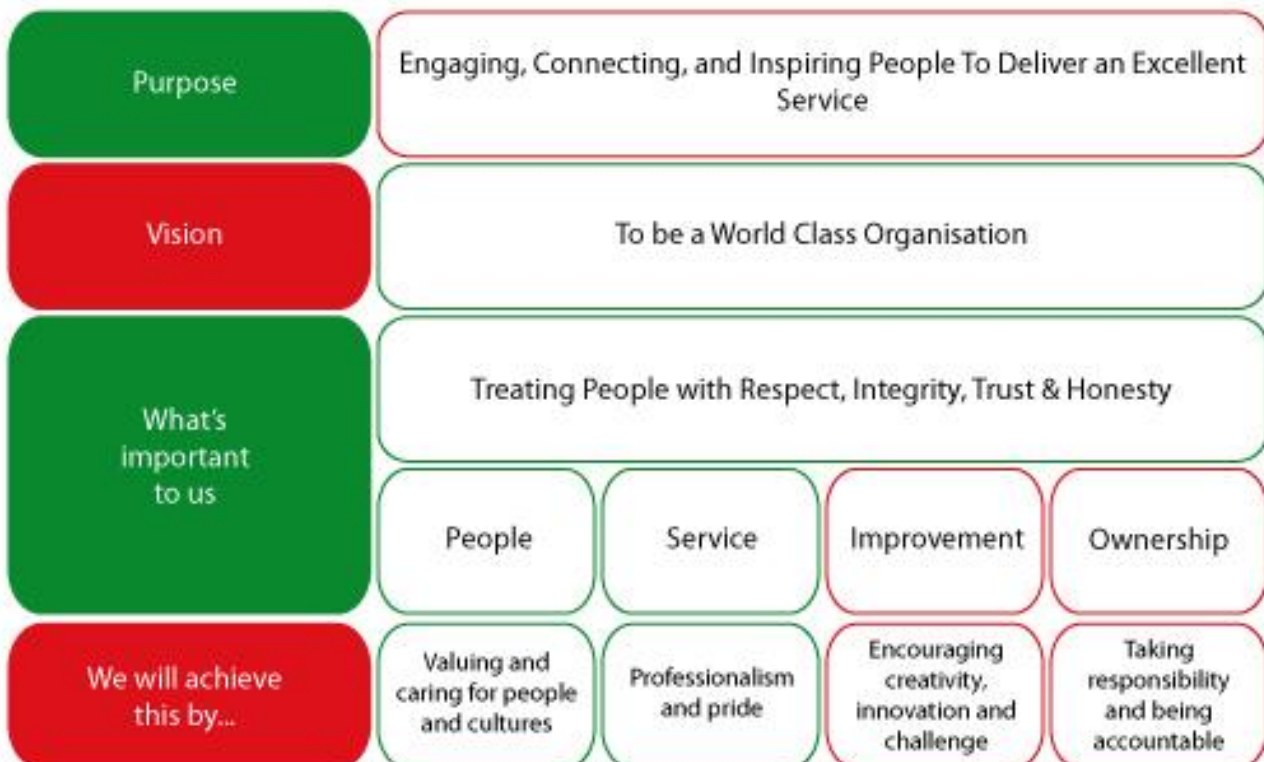
### What's important to us?

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](http://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:

- 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 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 (TNA) in order to shape future training provision.
- Hosted specialist training on domestic abuse for a cross-section of our personnel.

- Further 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.
- The Service recently attained the Gold Level Corporate Health Award in recognition of its commitment to Health and Well-being within the organisation.
- The Service has also been awarded an Investors in People certification (Silver Award). The People and Organisational Development Department has also been awarded Investors in People (Gold Award).
- Worked in conjunction with Stonewall Cymru to promote LGBT History Month and supported their campaign to combat homophobic bullying.
- Implemented the Welsh Government's Supplier Qualification Information Database (SQuID) tender qualification questionnaire as part of its procurement process in order to reduce the administrative burden on Small and Medium Enterprises (SME's). The Service also implemented a strategy which allows SME's to tender for smaller packages of work, rather than advertising on a Service-wide basis where only National companies would be able to bid due to the logistics involved.
- Initiated a full policy review to ensure that all Service policies fully consider the differing needs of each protected characteristic.
- Commenced a programme of Dignity at Work Training, outlining what is expected from our employees in terms of their behaviours within the workplace, which will be cascaded throughout the organisation.
- Completed a further series of Equality Impact Assessment Training sessions for managers involved in Policy formulation.
- Explored the use of the Service's Social Networking pages to publicise the Service's commitment to the Equality agenda and specific events within the Diversity Calendar.

## **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](http://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**

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 group

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.

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## **Regulation 5: Engagement provisions**

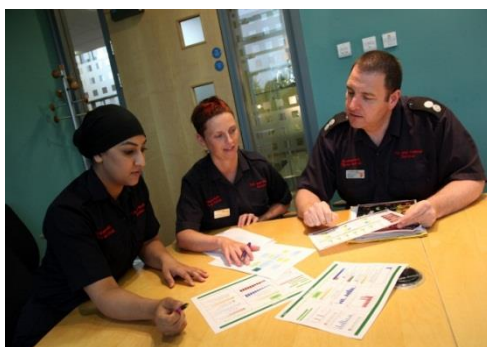
*As part of gathering relevant information, an Authority will need to engage appropriate people in assessing its work in relation to meeting the three aims of the general duty*

**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**

Attended events including Mela, Mardi-Gras, Swansea Pride and Swansea Sparkle

Consulted on the Strategic Plan throughout the Service area

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

Established attendance on the Equalities Carmarthenshire Group, the Swansea Bay Regional Equality Council Executive Committee, the Swansea Bay LGBT and BME Forums, Ceredigion Disabled Together and the working group for Neath Port Talbot Tigers, whose Multi-Cultural Marquee we also supported at the Aberavon Beach Festival

Worked in partnership with the Chinese Community Centre and the Ethnic Youth Support Team in Swansea to deliver Home Fire Safety Talks and to carry out a number of HFSC's for the most vulnerable

Arranged and delivered Phoenix courses for members of the Travelling Community within Pembrokeshire, and Firefighter for the Day courses for those within Neath / Port Talbot

Commenced a programme of installing smoke alarms in caravans at Traveller sites within Swansea Command

Delivered Fire Safety talks to foreign students at Swansea University.

Encouraged 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 include local Child and Family Teams, Disabled Children's Teams, Child Protection Teams, Victim Support, Girl Guides, the Probation Service and Local Health Boards.

Worked in conjunction with Total Communications to ensure that Home Fire Safety advice was especially tailored to meet the needs of those with learning disabilities within the Carmarthenshire, Pembrokeshire and Ceredigion areas.

## **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

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 Third Sector Co-ordinator. This has resulted in additional Community Safety Work with under-represented groups in the Carmarthenshire area.

Reviewed feedback from website users, and identified 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.

### **What we still intend to do**

Develop the Equality and Diversity section of the Service's external website to advertise the Service's attendance at events such as Mid-Wales Pride and Swansea Sparkle, and to show our commitment to furthering inclusivity across the Service area.

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

Explore the possibility of setting up Staff Network Groups such as an LGBT Group, Disability Network and Multi-Faith Staff Network in order that we may better engage with our staff and make suitable provision for their specific requirements.

## **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 HR Managers Group and People and Organisational Development Group to identify what data was currently being gathered in regards to services, looked at where improvements could be made, and adjusted data holding software to enable improvements as appropriate

## **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

Seek to implement changes to data collection procedures via the Policy Advisory Group in order to enhance current practices where appropriate.

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

## **What we still intend to do**

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

Implement a robust process for monitoring the completion, and internal publication, of Equality Impact Assessments, and 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**

Reviewed our Induction Training Programme for operational personnel and lengthened the amount of time available for initial Equality and Diversity and Dignity at Work input

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

Delivered interview refresher training (which covered issues such as discrimination, cognitive and unconscious bias and data protection) to all Station Managers.



Further extended the initial programme of Equality Impact Assessment Training, which was delivered by external experts.

Rolled-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.

## **What we still intend to do**

Review the way that Induction Training is provided to Control Room and Support Staff.

Complete the Service-wide roll out of the Dignity at Work Training package

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

## **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**

Identified 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

Prepared an implementation plan for the above, with suitable time-scales and milestones to be achieved

## **What we still intend to do**

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 in 2014/15, 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**

Implemented the Welsh Government's Supplier Qualification Information Database (SQiD) tender qualification questionnaire as part of its procurement process in order to reduce the administrative burden on Small and Medium Enterprises (SME's). The Service also implemented a strategy which allows SME's to tender for smaller packages of work, rather than advertising on a Service-wide basis where only National companies would be able to bid due to the logistics involved.

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

Signed up to the National Public Service Procurement Framework which has a built in equality framework.

#### **What we still intend to do**

Alignment of policies and procedures across the three Welsh Services following the formation of the shared Procurement Service which will result in the sharing of best practice

The production of a revised All-Wales Procurement Strategy which will make specific reference to Equality and Diversity issues

## 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](mailto: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 (as at 31 March 2014)

Gender (Current Staff)	
Female	191
Male	1,242

Disability (Declared) (Current Staff)	
Female	3
Male	27

Age (Current Staff)	Female	Male
16-24	18	107
25-35	53	321
36-45	54	397
46-55	47	341
56-65	18	74
66+	1	2

Race/Ethnicity (Current Staff)	Female	Male
Chinese	0	1
White & Asian	0	1
White & Black Caribbean	0	1
Bangladeshi	1	1
Indian	0	2
White British	190	1215
White Other	0	19
Asian & White	0	1
Other Mixed	0	1
Prefer not to say	0	0

Religion or Belief (Current Staff)	Female	Male
Christian	68	298
Islam	1	1
Other	2	6
Buddhist	0	0
Sikh	0	0
None	36	202
Prefer not to say	84	735

Marital Status (Current Staff)	Female	Male
Married	99	677
Single	70	493
Divorced	17	60
Widowed	2	1
Civil Partnership	0	0
Separated	2	0
Other	0	8
Prefer not to say	1	3

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	113	554
No	0	0
Prefer not to say	78	688

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	3	N/A
No	126	N/A
Prefer not to say	62	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	0	12
Gay / Lesbian	1	0
Heterosexual	104	487
Transgender	0	0
Prefer not to say	86	743

## MWWFRS STAFF DATA by Management Level (as at 31 March 2014)

Total Staff		Strategic Manager	Middle Manager	Supervisory Manager	Other
	Female	1	34	62	94
	Male	8	99	409	726
Duty System					
WDS	Female	0	4	7	14
	Male	9	72	137	164
Control	Female	0	4	7	13
	Male	0	0	4	9
Support	Female	1	26	45	40
	Male	2	27	52	9
On Call	Female	0	0	3	27
	Male	0	0	216	544

## MWWFRS SUPPORT STAFF RECRUITMENT DATA (2013/14)

CHARACTERISTIC	TOTAL APPLICATIONS	SUCCESSFUL
MALE	115	8
FEMALE	116	16
TRANSGENDER	0	0
UNDER 18	0	0
18-24	49	6
25-40	91	10
41-59	58	7
60+	3	0
PREFER NOT TO SAY	30	1
REGISTERED DISABLED	5	0
NOT REGISTERED DISABLED	194	23
PREFER NOT TO SAY	32	1
ETHNIC MINORITY	3	0
WHITE	197	24
PREFER NOT TO SAY	31	0
CATHOLIC	8	0
CHRISTIAN	61	5
HINDU	0	0
MUSLIM	0	0
NONE	35	0
AGNOSTIC	1	0
PREFER NOT TO SAY	126	11
BISEXUAL	6	0
GAY	0	0
HETEROSEXUAL	145	17
LESBIAN	2	0
PREFER NOT TO SAY	78	7
LEVEL 1 WELSH	55	8
LEVEL 2 WELSH	57	4
LEVEL 3 WELSH	8	0
LEVEL 4 WELSH	12	2
LEVEL 5 WELSH	23	2
PREFER NOT TO SAY	76	9

## MWWFRS ON-CALL RECRUITMENT DATA (2013/14)

CHARACTERISTIC	TOTAL APPLICATIONS	SUCCESSFUL
MALE	284	114
FEMALE	20	4
TRANSGENDER	1	0
18-24	135	56
25-35	132	41
36-45	33	17
46-55	3	3
56-65	1	1
66+	0	0
REGISTERED DISABLED	7	1
NOT REGISTERED DISABLED	297	117
PREFER NOT TO SAY	0	0
ETHNIC MINORITY	4	1
WHITE	293	116
PREFER NOT TO SAY	0	0
BUDHIST	1	1
CHRISTIAN	122	49
HINDU	0	0
MUSLIM	1	1
NONE	176	63
PREFER NOT TO SAY	4	4
BISEXUAL	2	2
GAY	0	0
HETEROSEXUAL	288	111
LESBIAN	1	0
PREFER NOT TO SAY	12	5
LEVEL 1 WELSH	221	78
LEVEL 2 WELSH	30	15
LEVEL 3 WELSH	22	10
LEVEL 4 WELSH	11	3
LEVEL 5 WELSH	20	12
PREFER NOT TO SAY	0	0



## MWWFRS PROMOTION DATA (2013/14)

Gender	
Female	6
Male	41

Disability (Declared)	
Female	0
Male	1

Age	Female	Male
16-24	0	0
25-35	2	12
36-45	3	16
46-55	1	12
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	6	41
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer not to say	0	0

Religion or Belief	Female	Male
Christian	1	16
Islam	0	0
Other	0	0
Buddhist	0	0
Sikh	0	0
None	1	1
Prefer not to say	4	24

Marital Status	Female	Male
Married	3	28
Single	3	10
Divorced	0	2
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer not to say	0	1

Gender Identity Same as Birth	Female	Male
Yes	2	19
No	0	0
Prefer not to say	4	22

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	1	N/A
No	5	N/A
Prefer not to say	0	N/A

Sexual Orientation	Female	Male
Bisexual	0	1
Gay / Lesbian	0	0
Heterosexual	2	16
Transgender	0	0
Prefer not to say	4	24

## MWWFRS TRANSFER OF ROLE DATA (2013/14)

Gender	
Female	4
Male	53

Disability (Declared)	
Female	0
Male	1

Age	Female	Male
16-24	0	1
25-35	2	8
36-45	1	24
46-55	1	20
56-65	0	0
66+	0	0

Race/Ethnicity	Female	Male
Chinese	0	1
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	4	51
White Other	0	1
Asian & White	0	0
Other Mixed	0	0
Prefer not to say	0	0

Religion or Belief	Female	Male
Christian	2	6
Islam	0	0
Other	0	0
Buddhist	0	0
Sikh	0	0
None	1	5
Prefer not to say	1	42

Marital Status	Female	Male
Married	3	34
Single	1	15
Divorced	0	4
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer not to say	0	0

Gender Identity Same as Birth	Female	Male
Yes	3	14
No	0	0
Prefer not to say	1	39

Pregnancy & Maternity	Female	Male
Yes	0	N/A
No	4	N/A
Prefer not to say	0	N/A

Sexual Orientation	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	3	10
Transgender	0	0
Prefer not to say	1	43

## MWWFRS Leaver Data (as at 31 March 2014)

Gender (Ceased Employment)	
Female	16
Male	94

Disability (Declared) (Ceased Employment)	
Female	0
Male	4

Age (Ceased Employment)	Female	Male
16-24	2	10
25-35	8	20
36-45	2	21
46-55	2	28
56-65	2	15
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	16	94
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	6	23
Islam	0	0
Other	0	0
Buddhist	0	0
Sikh	0	0
None	4	9
Prefer not to say	6	62

Marital Status (Ceased Employment)	Female	Male
Married	4	60
Single	10	32
Divorced	2	2
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	26	14
No	0	0
Prefer not to say	7	63



Pregnancy & Maternity (Current Staff)	Female	Male
Yes	1	N/A
No	15	N/A
Prefer not to say	0	N/A

Sexual Orientation (Ceased Employment)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	10	34
Transgender	0	0
Prefer not to say	6	60

Ceased Employment	Female	Male
Retirement	3	14
Deceased	0	1
Ill-health	1	2
Resignation	8	16
Dismissed	0	2
Termination of Contract	0	1

## HFSC Data 01-04-13 to 28-02-14 (Total 21,680 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, 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.



## Engagement Data 2013/2014

The data below was collated from various community engagement events during 2013/14. On many occasions, despite our best efforts, individuals preferred not to provide information for one or more of the questions.

### Gender

A total of 688 respondents answered the question about Gender:-

Gender	
Female	298
Male	355
Prefer not to say	35

### Age Range

A total of 687 respondents answered the question about Age Range:-

Age Range	
Under 16	215
17 – 25	85
18 – 24	4
25 – 44	106
45 – 60	116
61 – 75	53
76 Plus	46
Prefer not to say	62

### First Language

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

A total of 655 respondents answered the question about First Language:-

First Language	
English	551
Other	13
Prefer not to say	37
Welsh	54

## Ethnicity

A total of 683 respondents answered the question about First Language:-

Ethnicity	
Asian – Other	2
Asian – Pakistani	2
Black – British	1
Chinese	1
Mixed – Other	1
Mixed - White Black African	1
Mixed White and Black Caribbean	1
Prefer not to say	91
White – British	571
White – Irish	3
White – Other	9

## Disability

A total of 652 respondents answered the question about Disability:-

Disability	
Hearing impairment	5
Learning difficulties (e.g. dyslexia)	10
Mental Ill Health	15
Mobility Problem	20
More than one of these	5
None	432
Other	28
Prefer not to say	136
Visual Impairment	1

## Religion/Belief

A total of 300 respondents answered the question about Religion/Belief:-

Religion/Belief	
Atheist	3
Christian	31
Hindu	1
Islamic	1
None	152
Prefer not to say	112

## Sexual Orientation

A total of 107 respondents answered the question about Sexual Orientation:-

Sexual Orientation	
Bi-Sexual	5
Gay	21
Heterosexual	31
Lesbian	5
Prefer not to say	43
Transgender	1
Transexual	1

## Data Captured via the Service's Incident Response System

Victim Age	Total
<16	196
17 - 25	314
26 - 40	332
41 - 55	289
56 - 70	359
70 +	600
Age unknown	454
<b>Grand Total</b>	<b>2544</b>

Gender	Total
Female	1174
Male	1331
Not known	28
Not specified	11
<b>Grand Total</b>	<b>2544</b>

Ethnicity	Total
Asian or Asian British - Bangladeshi	3
Asian or Asian British - Indian	6
Asian or Asian British - Other Asian	4
Asian or Asian British - Pakistani	2
Black or Black British - African	1
Black or Black British - Caribbean	2
Black or Black British - Other Black	1
Chinese	1
Mixed - Other Mixed	2
Not known/stated	97
White - British	2376
White - Irish	15
White - Other White	34
<b>Grand Total</b>	<b>2544</b>