

GWASANAETH TÂN AC ACHUB
Canolbarth a Gorllewin Cymru



Mid and West Wales
FIRE AND RESCUE SERVICE

ANNUAL EQUALITY REPORT

01 April 2017 - 31 March 2018



www.mawwfire.gov.uk



Foreword



I am pleased to present Mid and West Wales Fire and Rescue Service's Annual Equality Report covering the period April 2017 to March 2018. 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.

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

This report provides us with an opportunity to celebrate some of our successes in terms of the advancement of Equality and Diversity, both within our organisation and the communities we are proud to serve. I personally feel that, as an organisation, we have moved forward positively in this area over recent years, and I find it even more pleasing that much of this work has achieved positive outcomes for many members of our local communities. That said, we have identified a number of ways in which we believe we can improve the way we engage with both our communities and our employees, areas which we will focus on during the next reporting period.

A handwritten signature in black ink, appearing to read 'Chris Davies'.

Chris Davies QFSM MBA

Chief Fire Officer

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Introduction

This report covers the financial year April 2017 to March 2018 and is presented under our statutory reporting requirements, as set out by regulation 16 of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

What does Equality and Diversity mean to Mid and West Wales Fire and Rescue Service [MWWFRS]?

The Service sees Equality and Diversity as key business issues, and the main 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 impact assessed, to provide for an organisation which strives towards the elimination of discrimination against any group(s) or individual.



The Authority and Service

Mid and West Wales Fire Authority consists of 25 elected members 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
- City and County of 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 approximately 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 from 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.

Our Vision, Mission, Values & Priorities





Where We Are

The Equality Act (2010) Wales Specific Duties

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 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.

Objective 1

To ensure that we have the necessary mechanisms in place to capture and process the data we require.

Reason

The target of our preventative work is based on a well recognised set of assumptions on which groups within our communities are most at risk. As both the communities we serve and the nature of these risks evolves, it is important that we collect and analyse the appropriate data which will allow us to test these long standing assumptions and ensure that we continuously evaluate who is most at risk, in order that we may target our resources and refine our services in order to make them as efficient and effective as possible.

What we did

- Referral arrangements from partner agencies who work with vulnerable individuals are supported by a Memorandum of Understanding or Service Level Agreement dependant on the referral arrangements. Where the Service identifies vulnerabilities as part of their work in the Community these are referred to the relevant agency through our Safeguarding arrangements.
- The Service has developed an online Community Engagement module as part of the Community Fire Risk Management Information System (CFRMIS) to record the contact the Service has with each individual as well as any data around potential risks or vulnerabilities.
- Information on risk is captured through our home safety visits, which is cross referenced with incident information where vulnerabilities have been identified, to ensure that our targeting and campaign materials continue to be directed at those considered most at risk within our communities. Information on incident activity and campaigns are monitored through All Wales Groups established to focus on community and safeguarding arrangements.
- The Service has adopted a Making Every Contact Count (MECC) approach by working with partners to also provide their health and wellbeing messages as part of our home safety visits. The Service also provides training to our Third Sector Partners to deliver Home Fire Safety Checks (HFSC's) to the high risk members of our communities that the Service find difficulties reaching.



- Our data sharing arrangements are an important factor in our ability to target the most in need within our Communities. Working closely with our partners enables us to broaden channels of communication and data sharing to bring about sustained improvements across our Service.

What we still intend to do

- Complete the Service wide rollout of the People We Serve Questionnaire, ensuring that all personnel undertaking Home Safety Checks are aware of the appropriate form / procedure.
- Continue to work closely with our Third Sector partners to make our communities as safe as possible by sharing information and data around groups and individuals who are classified as at risk.
- Evaluate the effectiveness of our existing partnerships agreements to identify any areas for enhancement and improvement.

Objective 2

Continue to enhance understanding of Equality and Diversity issues across the workforce.

Reason

The Service currently provides Induction Training for all personnel in order to provide an initial awareness in terms of Equality and Diversity issues. In addition to this, all personnel are provided with three yearly refresher training. However, as a public sector service provider it's important that our personnel are provided with more in-depth training which will allow them to fully appreciate the wide variety of issues they may face when managing workplace relationships, as well as those facing them as they respond to incidents and undertake preventative work within their communities.

What we did

- The Service continues to develop its annual Campaign Calendar, highlighting notable dates within the Diversity Calendar, for which the Service's support will be shown via its Social Media Pages. This calendar will continue to be developed year on year to ensure that the Service also communicates key health, safety and wellbeing messages relating to these events as appropriate.
- The Authority's Elected Members were provided with Equality and Inclusion refresher training during the Summer of 2017, and will continue to receive such training on a 3 yearly cycle.
- The Service has continued to work to raise employees' awareness around issues such as dementia, dyslexia, how best to communicate with people who are hard of hearing, as well as around the home safety issues associated with celebrating occasions such as Chinese New Year, Diwali and Ramadan to include but a few.



- Re-drafted the Dignity at Work and Equality Procedures to ensure that they reflect current best practice and the Service's ongoing commitment towards its staff.
- Created and published additional materials and reference guides for managers and staff, to include procedures relating to Gender Identity / Transitioning in the Workplace, to ensure that personnel are aware of what assistance is available both inside and outside of the Service, and that Line Managers are aware of any relevant considerations such as workplace adjustments / occupational health support or time away from work which may be required.
- Worked closely with Mind Cymru to roll out their Mind Blue Light Programme across the organisation. This training supports the Service's commitment to enable employees to gain an understanding of mental health issues within themselves and others.



What we still intend to do

- Create and publish additional materials and reference guides for managers and staff, to include a Maternity / Paternity / Adoption Toolkit which will ensure that all staff and line managers are aware of their responsibilities and entitlements in this regard.
- Explore the possibility of entering into a formal arrangement with one of our partner organisations for the provision of British Sign Language (BSL) interpreters to assist with Home Safety Checks.
- Raise the awareness of employees around matters such as Autism, Asperger's and other conditions which will assist staff in understanding and meeting their specific requirements.
- Design and roll out a programme of Line Manager briefings which will include practical equality and inclusion issues in the workplace.
- Review the way we deliver Equality and Inclusion and Dignity at Work Training to ensure maximum understanding and participation across the workforce.



Objective 3

Ensure that all external communications produced by the organisation are easily accessible by all.

Reason

Feedback obtained as part of the Service's recent consultation around its Strategic Equality Plan objectives established that the information published by the organisation was not accessible to all interested parties.

As such further consideration is required in order to ensure that we tailor our publications in order to ensure that they are accessible to as wide an audience as possible.

What we did

- Commenced development of a new external website. As part of the re-development of the website, we will ensure that we abide by the internationally recognised W3C website accessibility standards. Furthermore, we will liaise with key stakeholders and equality forums to enhance the website's accessibility.
- We are currently reviewing our safety literature to ensure that our key safety information is available in the languages and formats required by our communities.
- A further programme of Easy Read conversion training took place during March 2018 in order to ensure that key Service Departments are able to meet their obligations to publish key documents and safety information in an Easy Read format.

What we still intend to do

- We will review our corporate communications strategy to ensure we communicate in the most appropriate language, style and format for the intended audience.
- We will review our communications, consultation and engagement strategy for our corporate planning process, to ensure we consult on our Corporate Plan in the most appropriate format for the intended audience.



Objective 4

Work to secure the very best workforce by ensuring that all sectors of the community consider MAWWFRS as an employer of choice.

Reason

Having a more diverse workforce profile will enable the Service to further enhance service provision and be more reflective of local communities.



disability confident



What we did

- Scheduled a programme of targeted awareness Days for 2018/19 which will allow a more regular and better structured approach to the Service's engagement with prospective employees from under-represented groups.
- Undertaken a review of the facilities available at both operational fire stations and training centers in order to ensure that all personnel are appropriately catered for. This review resulted in the issue of female welfare packs onto each operational appliance.
- Re-branded the materials we use to advertise our awareness days in order to ensure that we reach the widest possible audience.
- Used our established community networks as a means of ensuring that career opportunities within the Service are advertised more widely and to a more diverse audience.
- Completed Level 1 of the UK Government's Disability Confident Employer Scheme and commenced work on attaining Level 2 accreditation within that Scheme. The Service's overall aim is to achieve Level 3 by the end of 2019.
- Established an Inclusive Workforce Group, in conjunction with representative bodies, which will enable us to share and discuss and workplace issues which require the Service's attention.
- Surveyed both existing female operational personnel and unsuccessful female candidates from operational selection processes to inform future positive action strategies.
- Signed up to the EHRC's Working Forward Pledge displaying the Service's commitment to doing the best it possibly can for expectant mothers and those returning from maternity leave.



- Allocated a designated room within the HQ campus as a 'Quiet Room' where employees are able to observe their chosen religion. This room is also made available to new mothers returning to the workplace who wish to express breast milk during the working day.



We're a proud
Member of
Working Forward



What we still intend to do

- Complete Level 2 of the Government's Disability Confident Employer Scheme, and commence work towards Level 3.
- Evaluate the success of the re-branded awareness day materials to inform future direction.
- Continue working closely with the Service's LGBT+ and Disability forums to make positive changes for both our staff and our communities.
- Commence a programme of workplace refurbishment which will better support agile working as well as the other requirements of the modern workforce.
- Develop future positive action strategies based on the feedback captured in surveys of under-represented groups.

Objective 5

Integrate the Service into the heart of our local communities, and take that opportunity to promote tolerance and respect within those communities.

Reason

The Fire and Rescue Service is well respected within local communities, and as such, is well positioned to influence those who live within its area in a positive way. As such, it is important that we take every opportunity to promote the message of tolerance and respect during our interactions with various groups.



What we did

- Continued to engage with groups within each of our Command areas by attending fora such as Pembrokeshire Voices for Equality, Cerdigion Voices for Equality, Equalities Carmarthenshire and Swansea LGBT Forum.
- Encouraged wider use of our community rooms, and worked with partner organisations in order to ensure that our communities are aware of these facilities.
- Maintained close working relationships with organisations such as Age Concern, the Ethnic Youth Support Team, Hafal, Gofal and many more.
- Supported a range of community events whilst also providing important safety information. These events include Swansea Sparkle, Llanelli LGBT Day, White Ribbon Day, and International Women's Day.
- Refurbishing the Community Room at Llanfair Caereinion Fire Station, ensuring that the facility caters for all members of the local community.
- The opening of a community café at Aberystwyth Fire Station, which seeks to integrate the station into the local community.
- Opened the doors of Llanelli Fire Station's Community Room on Christmas Day for local residents who would otherwise be alone over the festive period.
- Community Safety staff have undertaken Level 1 training in Violence Against Women and Domestic Abuse (VAWDA) for the Welsh Government (WG) Training Framework and some staff will be receiving higher levels of training appropriate to their roles.
- Worked with young people from disadvantaged backgrounds, who were identified by their schools as suffering from low self-esteem, and delivering a 1 week Phoenix Course to boost their self-confidence and ability to work as a team. This will hopefully help them become more engaged at school and develop social skills and appropriate friendships with their peers.
- Work with disadvantaged young people who are cared for, by running a "Firefighter for a Day" course during the school holidays in winter half term.
- Worked closely with our partner organisations in the re-settlement of Syrian refugees within the Service area, supplying safety information in the required language as well as providing practical safety advice as required.

What we still intend to do

- Community Safety staff have successfully completed Level 1 training in Violence Against Women and Domestic Abuse (VAWDA) for the Welsh Government (WG) Training Framework and some staff will be receiving higher levels of training appropriate to their roles during 2018.
- Broaden the range of community events we attend and partners we engage with in order to ensure that we are reaching all parts of the community but at the same time evaluating their effectiveness against our 2018-23 Strategic Corporate Objectives.
- Deliver grass fire and arson reduction talks to children and youth people as part of our arson reduction and youth engagement work.



Objective 6

To make vulnerable people safer through targeted home safety visits.

Reason

The Service is committed to a holistic approach of community safety to improve the Health and Wellbeing of citizens. Safe and healthy communities improve the socio-economic fabric of local areas as part of the Welsh Governments' aspirations within the Wellbeing and Future Generations (Wales) Act 2015.

What we did

- A robust HFSC training package is delivered to our Third Sector Partners to enable them to conduct HFSC's for their Clients as part of the service. Joint visits are carried out in conjunction with our partner agencies to ensure they are able in delivering the checks to the required standard. Where partners do not have the capacity to deliver checks a referral system is in place.
- The holistic approach that the Service trialed in the Neath Port Talbot area has been successful and this approach is now being expanded throughout the Service with the support of local partners.
- Worked with partner agencies (Local Health Board, Police and Welsh Ambulance Service Trust) to deliver a Safe, Well and Independent Living programme, predominantly to those living on their own and in need of support and advice around home safety.
- The holistic approach that the Service trialed in the Neath Port Talbot Command area has been successful and this approach will now be expanded throughout the Service with the support of local partners such as Public Health and Trading Standards for example.
- A multi-agency partnership project that involves working with partner agencies (Local Health Board, Police and Welsh Ambulance Service Trust) to deliver a Safe, Well and Independent Living programme, predominantly to those living on their own and in need of support and advice around home safety comes to a close in March 2018. However, it has been agreed that the Service along with the Police will continue with the project for an additional 12 months to further their information gathering from the project deliverables.
- Shortlisted for Action on Hearing Loss Cymru's Excellence Wales Awards 2017.

What we still intend to do

- Continue to roll out Co-responder schemes at local Fire Stations to support the Welsh Ambulance Service in the delivery of emergency medical response.
- Support further roll out of the holistic Home Safety Check Scheme across the Service, ensuring that all staff receive the appropriate training and information required to carry out this function, enabling the Service to capture as much information as possible and provide comprehensive advice around home safety and personal wellbeing
- To develop holistic home safety initiatives through Draft Wellbeing Plans within local Public Service Boards as part of the Future Generations and Wellbeing Act.



Objective 7

Develop engagement opportunities with our workforce in order to ensure that they continue to feel valued and involved, and ensure equality of opportunity across all areas is promoted.

Reason

The Service is committed to fostering a culture which allows all personnel to be themselves in the workplace. Employees who feel valued and involved can only enhance the Service's reputation as an employer of choice among all sectors of society, and enhance our service provision.

What we did

- Continued to support employee attendance at a range of events such as Stonewall's Annual Conference and LGBT Allies Programmes, as well as Networking Women in the Fire Service events.
- Ensured that the necessary mechanisms are in place for both the LGBT and Disability Fora to feedback directly to the Service's Executive Leadership Team.
- Worked closely with a number of operational personnel and their line managers in implementing reasonable adjustments to assist with dyslexia.
- Appointed an Elected Member Equality Champion.
- Conducted a survey of our female operational personnel to consider areas in which they feel the Service could improve.
- Revised the Exit Interview form to capture more detailed information around individuals' reasons for leaving the organisation.

What we still intend to do

- Hold the first meeting of the Service's Inclusive Workforce Group and establish its terms of reference.
- Analyse exit interview data from across the Service to establish any common themes or trends that may assist with future retention.
- Continue to look for opportunities to engage with all sectors of our workforce and use any feedback gained to advise future strategies / policies / processes.

Objective 8

To embed the principles of Equality and Diversity across key decision making and policy to mainstream into day to day work.

Reason

In order to fulfil its ongoing commitment to Equality and Diversity, the Service must ensure that all internal policy formulation and decision making is aligned with its strategic decision making.

What we did

- Commenced a comprehensive review of our Equality Impact Assessment Forms in order to ensure that they meet the requirements and objectives of the Service moving forward.
- Taken steps to ensure that all Service procedures are Trans Inclusive, and that all employment related documentation is updated as required.

What we still intend to do

- Complete the review of our Equality Impact Assessment with a view to implementing an online system for the completion and submission of Equality Impact Assessments.
- Provide additional training for middle managers around the Equality Impact Assessment process.

What Lays Ahead

Whilst we have started to capture some meaningful demographic data as part of our Home Safety Check process, the amount of data captured in comparison to the number of Safety Checks undertaken remains comparatively low. With this in mind, one of the Service's focus areas during the next reporting period will be to increase the amount of data captured in this way, in order that we are able to make better informed decisions about how to help those who are most at risk within our communities as we move forward.

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:

Mr Kevin Jones, Director of Resources

Email: k.jones@mawwfire.gov.uk

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

MWWFRS STAFF DATA

(as at 31 January 2018)

Gender (Current Staff)	
Female	195
Male	1093
Total	1288

Disability (Declared) (Current Staff)	
Female	3
Male	35
Total	38

Age (Current Staff)	Female	Male
16-24	14	97
25-34	45	256
35-44	70	293
45-54	38	349
55-64	24	92
65+	4	6
Total	195	1093

Race/Ethnicity (Current Staff)	Female	Male
Chinese	0	1
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	1	1
Indian	0	1
White British	179	1020
White Other	0	10
Other Mixed	0	2
Prefer Not to Say	15	58
Total	195	1093

Religion or Belief (Current Staff)	Female	Male
Christian	64	404
Islam	0	1
Buddhist	0	5
Sikh	0	0
Other	1	7
None	61	293
Prefer Not to Say	69	383
Total	195	1093

Marital Status (Current Staff)	Female	Male
Single	75	447
Married	97	568
Partnered	4	8
Divorced	14	61
Widowed	3	2
Civil Partnership	0	2
Separated	0	2
Other	0	0
Prefer Not to Say	2	3
Total	195	1093

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	144	835
No	0	0
Prefer Not to Say	51	258
Total	195	1093

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	7	N/A
No	188	N/A
Prefer Not to Say	0	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	1	7
Gay / Lesbian	2	2
Heterosexual	127	718
Transgender	0	0
Prefer Not to Say	65	366
Total	195	1093

MWWFRS STAFF DATA

by Management Level (as at 31 January 2018)

Gender		Area Manager [+]	Station Manager & Group Manager [07-15]	Crew Manager & Watch Manager [04-06]	Firefighter [01-03]
Female		0	37	77	85
Male		8	91	398	658
	Total	8	128	475	743

Duty System					
Wholetime	Female	0	5	10	15
	Male	6	59	140	142
	Total	6	64	150	157
Control	Female	0	1	4	13
	Male	0	0	5	4
	Total	0	1	9	17
Support	Female	0	31	61	32
	Male	2	32	48	11
	Total	2	63	109	43
On Call	Female	0	0	2	25
	Male	0	0	205	501
	Total	0	0	207	526

MWWFRS WHOLETIME RECRUITMENT DATA

(as at 31 January 2018)

Gender	Completed Stage 1	Successful Selection 16/17	Successful Selection 17/18
Female	141	1	1
Male	929	28	12
Prefer Not to Say	4	0	0
Total	1074	29	13

Disability Declared	Completed Stage 1	Successful Selection 16/17	Successful Selection 17/18
Yes	6	0	0
No	1054	28	11
Prefer Not to Say	14	1	2
Total	1074	29	13

Age	Completed Stage 1	Successful Selection 16/17	Successful Selection 17/18
Under 18	7	1	0
18-24	278	4	2
25-40	712	20	8
41-59	77	4	3
Total	1074	29	13

Race / Ethnicity	Completed Stage 1	Successful Selection 16/17	Successful Selection 17/18
Black African	0	0	0
Black Caribbean	1	0	0
Black Other	0	0	0
Asian Bangladeshi	1	0	0
Asian Pakistani	2	0	0
Asian Indian	1	0	0
Asian Other	2	0	0
British	287	9	11
Chinese	0	0	0
European	5	1	1
Traveller	0	0	0
Mixed (Black/White)	7	0	0
Mixed (Asian/Black)	1	0	0
Mixed (Asian/White)	8	0	0
Mixed Other	3	0	0
White	704	18	0
Prefer Not to Say	50	1	1
Other	2	0	0
Total	1074	29	13

Religion or Belief	Completed Stage 1	Successful Selection 16/17	Successful Selection 17/18
Christian	406	13	4
Islam	6	0	0
Buddhist	3	0	0
Hinduism	1	0	0
Judaism	0	0	0
Other	10	1	1
None	598	13	4
Prefer Not to Say	50	2	4
Total	1074	29	13

Gender Same as Birth	Completed Stage 1	Successful Selection 16/17	Successful Selection 17/18
Yes	1052	29	8
No	0	0	0
Prefer Not to Say	22	0	5
Total	1074	29	0

Sexual Orientation	Completed Stage 1	Successful Selection 16/17	Successful Selection 17/18
Bisexual	36	2	0
Gay / Lesbian	29	1	0
Heterosexual	947	26	8
Transgender	0	0	0
Prefer Not to Say	62	0	5
Total	1074	29	13

Welsh Language Skills	Completed Stage 1	Successful Selection 16/17	Successful Selection 17/18
Learner	215	7	5
Intermediate	105	4	5
Fluent	195	7	2
None	550	11	1
Prefer Not to Say	9	0	0
Total	1074	29	13

MWWFRS WHOLETIME LEAVER DATA

(as at 31 January 2018)

Gender	
Female	2
Male	17

Disability (Declared)	
Female	1
Male	0

Age	Female	Male
16-24	0	0
25-34	0	0
35-44	2	1
45-54	0	11
55-64	0	5
65+	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	17
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	3
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	0	4
Prefer Not to Say	0	10

Marital Status	Female	Male
Single	1	2
Married	1	15
Divorced	0	0
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	2	10
No	0	0
Prefer not to say	0	7

Sexual Orientation	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	2	7
Transgender	0	0
Prefer Not to Say	0	10

Reason for Leaving	Female	Male
Retirement	0	16
Deceased	0	0
Ill-Health	1	0
Resignation	1	0
Dismissed	0	0
Termination of Contract	0	1

MWWFRS ON CALL RECRUITMENT DATA

(as at 31 January 2018)

Gender	
Female	9
Male	118

Disability (Declared)	
Female	0
Male	1

Age	Female	Male
18 - 25	4	54
26 - 35	4	39
36 - 45	1	19
46 - 55	0	6

Race/Ethnicity	Female	Male
Chinese	0	0
White & Asian	0	1
White & Black Caribbean	0	1
Bangladeshi	0	0
Indian	0	1
White British	9	107
White Other	0	6
Asian & White	0	0
Other Mixed	0	2
Prefer Not to Say	0	0

Religion or Belief	Female	Male
Christian	2	43
Islam	0	0
Buddhist	0	1
Sikh	0	0
Other	0	3
None	6	62
Prefer Not to Say	1	9

Marital Status	Female	Male
Single	7	68
Married	0	28
Divorced	0	3
Widowed	0	0
Civil Partnership	0	4
Separated	0	0
Other	1	10
Prefer Not to Say	1	5

Gender Identity Same as Birth	Female	Male
Yes	9	113
No	0	1
Prefer not to say	0	4

Sexual Orientation	Female	Male
Bisexual	0	0
Gay / Lesbian	1	1
Heterosexual	7	108
Transgender	0	0
Prefer Not to Say	1	9

MWWFRS ON-CALL LEAVER DATA

(as at 31 January 2018)

Gender (Ceased Employment)	
Female	6
Male	64

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

Age (Ceased Employment)	Female	Male
16-24	1	6
25-34	1	22
35-44	2	15
45-54	2	15
55-64	0	6
65+	0	0

Race/Ethnicity (Ceased Employment)	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	6	64
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
Buddhist	0	0
Sikh	0	0
Other	0	0
None	0	0
Prefer Not to Say	6	64

Marital Status (Ceased Employment)	Female	Male
Single	3	31
Married	2	31
Divorced	1	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	Female	Male
Yes	0	0
No	0	0
Prefer not to say	6	64

Sexual Orientation (Ceased Employment)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	6	64
Transgender	0	0
Prefer Not to Say	0	0

Ceased Employment	Female	Male
Retirement	0	2
Deceased	0	0
Ill-Health	0	2
Resignation	6	57
Dismissed	0	1
Termination of Contract	0	2

MWWFRS SUPPORT STAFF RECRUITMENT DATA (2016/17)

Characteristic	Total Applications	Successful
Male	147	12
Female	130	13
Transgender	0	0
Total	277	25
UNDER 18	0	0
18-24	39	3
25-40	110	11
41-59	60	5
60+	5	1
Prefer Not To Say	63	5
Total	277	25

Characteristic	Total Applications	Successful
Registered Disabled	3	0
Not Registered Disabled	202	19
Prefer Not To Say	72	6
Total	277	25
Ethnic Minority	3	1
White	214	20
Prefer Not To Say	60	4
Total	277	25
Catholic	2	0
Christian	49	5
Hindu	0	0
Muslim	0	0
None	0	0
Agnostic	72	6
Prefer Not To Say	154	14
Total	277	25
Bisexual	4	2
Gay	1	0
Heterosexual	192	15
Lesbian	1	0
Prefer Not To Say	79	8
Total	277	25

Single	90	8
Married	94	10
Separated	1	0
Divorced	4	0
Civil Partnership	6	0
Other	9	0
Prefer not to say	73	7
Total	277	25
Level 1 Welsh	72	8
Level 2 Welsh	61	5
Level 3 Welsh	10	0
Level 4 Welsh	21	1
Level 5 Welsh	44	0
Prefer Not To Say	69	11
Total	277	25

MWWFRS SUPPORT STAFF LEAVER DATA

(as at 31 January 2018)

Gender (Ceased Employment)	
Female	21
Male	11

Disability (Declared) (Ceased Employment)	
Female	1
Male	1

Age (Ceased Employment)	Female	Male
16-24	4	2
25-34	4	1
35-44	5	3
45-54	3	1
55-64	4	3
65+	1	1

Race/Ethnicity (Ceased Employment)	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	18	11
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	3	0

Religion or Belief (Ceased Employment)	Female	Male
Christian	12	4
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	1
None	3	4
Prefer Not to Say	6	2

Marital Status (Ceased Employment)	Female	Male
Single	7	6
Married	4	3
Divorced	7	2
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	3	0

Gender Identity Same as Birth	Female	Male
Yes	15	10
No	0	0
Prefer not to say	6	1

Sexual Orientation (Ceased Employment)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	17	10
Transgender	0	0
Prefer Not to Say	4	1

Ceased Employment	Female	Male
Retirement	1	4
Deceased	0	0
Ill-Health	0	0
Resignation	15	5
Dismissed	1	1
Termination of Contract	4	1

MWWFRS PROMOTION DATA

(as at 31 January 2018)

Gender (Current Staff)	
Female	9
Male	20
Total	29

Disability (Declared) (Current Staff)	
Female	0
Male	0
Total	0

Age (Current Staff)	Female	Male
16-24	1	0
25-34	5	3
35-44	1	8
45-54	2	8
55-64	0	1
65+	0	0
Total	9	20

Race/Ethnicity (Current Staff)	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	9	20
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0
Total	9	20

Religion or Belief (Current Staff)	Female	Male
Christian	4	5
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	3	6
Prefer Not to Say	2	9
Total	9	20

Marital Status (Current Staff)	Female	Male
Single	6	10
Married	1	9
Partnered	1	1
Divorced	1	0
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	0
Total	9	20

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	8	12
No	0	0
Prefer Not to Say	1	8
Total	9	20

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	0	N/A
No	0	N/A
Prefer Not to Say	0	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	9	11
Transgender	0	0
Prefer Not to Say	0	9
Total	9	20

MWWRFS EMPLOYEE TRANSFER DATA

(as at 31 January 2018)

Gender (Current Staff)	
Female	0
Male	9
Total	9

Disability (Declared) (Current Staff)	
Female	0
Male	0
Total	0

Age (Current Staff)	Female	Male
16-24	0	0
25-34	0	4
35-44	0	1
45-54	0	4
55-64	0	0
65+	0	0
Total	0	9

Race/Ethnicity (Current Staff)	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	0	8
White Other	0	1
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0
Total	0	9

Religion or Belief (Current Staff)	Female	Male
Christian	0	5
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	1
None	0	1
Prefer Not to Say	0	2
Total	0	9

Marital Status (Current Staff)	Female	Male
Single	0	5
Married	0	4
Partnered	0	0
Divorced	0	0
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	0
Total	0	9

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	0	9
No	0	0
Prefer Not to Say	0	0
Total	0	9

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	0	N/A
No	0	N/A
Prefer Not to Say	0	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	0	7
Transgender	0	0
Prefer Not to Say	0	2
Total	0	9

HFSC Data 01-04-17 to 31-01-18 (Total 15,629 HFSC's)

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

HFSC	TOTAL
Unsafe Cooking Practices?*	553
Smoking in Property?	2443
Living Alone?	4838
Oxygen User?	238
Assistance to Escape?	2028
Arson against Property?	175
Previous Fires?	470
Alcohol or Drugs?	396
Prescribed Drugs?	1157
Adequate Accommodation?	502
Mental Health Issues?	1646
Sight Problem?*	816
Hearing Problem?*	1871
Mobility Problem?*	2803
65 or over?	6527
Single Parent?	866
Advice not understood*	408
Other Risk Factors?*	2004
Total HFSC's	12392

*Denotes a category which was only added to the Home Safety Check Form part way through the recording period.

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 introduced an Equal Opportunities Questionnaire, which we 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; the information gathered from those returns is also captured within this document. A breakdown of this data is provided on the next page.



People We Serve Questionnaire

855 Individuals have provided data for the period 01/04/2017 to 31/12/2017.

Gender

Gender	
Female	549
Male	298
Transgender	2
Prefer not to answer	6

First Language

The options available are Welsh, English and Other for this standard question. A total of 855 respondents answered the question about First Language:-

First Language	
English	619
Welsh	229
Other	7
Prefer not to answer	0

Religion/Belief

A total of 855 respondents answered the question about Religion/Belief:-

Religion / Belief / Non Belief	
Buddhist	9
Christian	513
Hindu	3
Islam	2
No Religion/Atheism	231
Other	20
Prefer not to Answer	77

Age Range

Age Range	
Under 16	19
17-24	46
25-34	133
35-44	108
45-59	143
55-64	60
60-64	140
65-74	137
75-84	66
Prefer not to answer	3

Disability

A total of 855 respondents answered the question about Disability:-

Disability	
Yes	675
No	149
Prefer not to Answer	31

Sexual Orientation

A total of 1656 respondents answered the question about Sexual Orientation:-

Sexual Orientation	
Bisexual	35
Gay	8
Heterosexual	710
Lesbian	6
Non-Binary	3
Other	10
Prefer not to Answer	83

Ethnicity

A total of 855 respondents answered the question about Ethnicity:-

Ethnicity	
British	321
Chinese	2
English	89
Traveller	1
Indian	2
Irish	5
Other Asian	1
Other Black/African/Caribbean	1
Other Mixed	1
Other White	8
Polish	2
Scottish	8
Welsh	406
White & Asian & Welsh	1
Prefer not to Answer	7

Data Captured via the Service's Incident Recording System

Date range from 01 April 2017 – 31 March 2018

AGE2	Co Responder	PrimaryFire	RTCs	Special Service Calls	Grand Total
<16	64	9	42	118	233
17 - 25	44	5	125	44	218
26 - 40	65	29	136	46	276
41 - 55	102	17	81	50	250
56 - 70	203	26	70	80	379
70 +	513	20	53	114	700
Age unknown	112	38	169	113	432
Grand Total	1103	144	676	565	2488

Incident Type	Female	Male	Not known	Not specified	Grand Total
Co Responder	519	574	7	3	1103
PrimaryFire	52	91	1		144
RTCs	294	374	8		676
Special Service Calls	264	296	3	2	565
Grand Total	1129	1335	19	5	2488

Ethnicity	Co Responder	PrimaryFire	RTCs	Special Service Calls	Grand Totals
Asian or Asian British - Bangladeshi	1				1
Asian or Asian British - Indian	5		1	3	9
Asian or Asian British - Other Asian	1			13	14
Black or Black British - African				3	3
Black or Black British - Caribbean				1	1
Chinese	2			1	3
Mixed - Other Mixed		1		1	2
Not known/stated	23	5	48	22	98
White - British	1058	137	614	506	2315
White - Irish	2		2	3	7
White - Other White	9	1	7	7	24
Mixed - White & Asian	1		1		2
Black or Black British - Other Black				2	2
Mixed - White & Black African			1	1	2
Mixed - White & Black Caribbean				2	2
Asian or Asian British - Pakistani	1		2		3
Grand Total	1103	144	676	565	2488

Engagement and Consultation Data 2017/2018

Gender

A total of 866 respondents answered the question about Gender:-

Gender	
Female	500
Male	357
Prefer not to say	9
Transgender	0

Age Range

The age range used at interventions is not always standard. This had been addressed for the current year and for the future years. A total of 866 respondents answered the question about Age Range:-

Age Range	
Under 16	4
17-24	45
25-34	166
35-44	226
45-54	291
55-64	63
65-74	46
75-84	19
85 +	6
Prefer not to answer	0

Disability

A total of 866 respondents answered the question about Disability:-

Disability	
Yes	51
No	790
Prefer not to say	25

First Language

The options available are 'Welsh', 'English' and 'Other' for this standard question. A total of 866 respondent answered the question about First Language: -

Ethnicity	Female	Male
Asian	Bangladeshi	2
	Indian	1
	Chinese	0
	Pakistani	0
	Other Asian	1
White	British	810
	English	0
	Gypsy / Irish Traveller	0
	Scottish	0
	Irish	0
	Northern Irish	0
	Welsh	0
	Other White Back-ground	0
Black	Caribbean	1
	African	0
	Other Black / African / Caribbean	0
Mixed	Other Mixed / Multiple	5
	White & Black African	4
	White & Black Caribbean	0
	Prefer not to say	29
Other	Other	13

Religion / Belief

A total of 866 respondent answered the question about Religion / Belief :-

Religion / Belief	
Atheist	75
Buddhist	2
Christian	462
Hindu	3
Islamic	3
Jewish	2
Muslim	0
No religion	182
Other religion	35
Prefer not to answer	102

Sexual Orientation

A total of 866 respondents answered the question about Sexual Orientation :-

Sexual Orientation	
Bi-Sexual	32
Gay	9
Heterosexual	657
Lesbian	10
Prefer not to say	116
Transgender	0
Other	42



How to contact

If you wish to give feedback or make a suggestion or if you wish to obtain a copy in an alternative format please contact:

Human Resources Department
Mid and West Wales Fire and Rescue Service
Headquarters
Lime Grove Avenue Carmarthen
Carmarthenshire
SA31 1SP

Telephone: 0370 6060699

Email: personnel@mawwfire.gov.uk

Social Media

We encourage you to keep an eye on our social media channels for updates

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ANNUAL EQUALITY REPORT

17 April 2017 - 18 March 2018