



Gwasanaeth Tân ac Achub
Canolbarth a Gorllewin Cymru

Mid and West Wales
Fire and Rescue Service

ANNUAL EQUALITY REPORT

01 April 2020 – 31 March 2021



Foreword

I am pleased to present Mid and West Wales Fire and Rescue Service's Annual Equality Report covering the period April 2020 to March 2021. This is the first Annual Equality Report relating to our Strategic Equality Plan for 2020 – 2024 and it highlights what we have done to engage with our communities, support the diverse needs of our staff, and further embed equality, diversity and inclusion into our organisation.

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 and inclusion.

This report is published following a challenging year during which many of the Service's engagement activities were suspended due to the impact of the Coronavirus pandemic and the associated restrictions placed on workplaces and society, both nationally and locally. Whilst essential front line emergency and high risk preventative activities have been able to continue, the pandemic has restricted the data collection for certain activities, such as our People We Serve Questionnaire, and where this is the case such reference has been removed from the appropriate section of the report for 2020/21.

Despite the challenges encountered, the Annual Equality Report again provides us with an opportunity to celebrate our continued progress in terms of the advancement of Equality, Diversity and Inclusion 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.



Chris Davies QFSM MBA
Chief Fire Officer

Mid and West Wales Fire and Rescue Service welcomes comments on all aspects of this report, both in what it contains and what it may not make clear enough about the work we have done.

If you have any comments or want to know more about the activities contained within this report, please contact:

Mr Kevin Jones
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Introduction

This report covers the financial year April 2020 to March 2021 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, Diversity and Inclusion mean to Mid and West Wales Fire and Rescue Service (MWWFRS)?

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

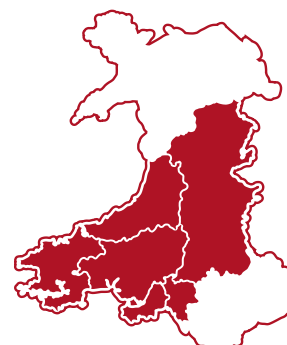
- Managing risk and reputation
- Enhancing individual and business performance
- Developing a creative, innovative culture
- Meeting the needs of our communities
- Attracting, retaining and developing employees
- Compliance with Legislation

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:



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

The role of Mid and West Wales Fire and Rescue Authority is to perform all the duties and responsibilities of a Fire Authority in accordance with appropriate legislation and regulations, in particular:

- The Local Government (Wales) Act 1994
- The Mid and West Wales Fire Services (Combination Scheme) Order 1995 as amended, which established the provision of a combined Fire Authority covering the new County areas of Carmarthenshire, Ceredigion, Neath Port Talbot, Pembrokeshire, Powys, and the City and County of Swansea
- The Fire and Rescue Services Act 2004
- The Civil Contingencies Act 2004
- The Regulatory Reform Order (Fire Safety) Order 2005
- Local Government (Wales) Measure 2011
- Welsh Government Fire and Rescue National Framework
- The Wellbeing of Future Generations (Wales) Act 2015

The Authority has a statutory obligation to maintain a Fire and Rescue Service capable of dealing effectively with calls for assistance in the case of fire and other emergencies.

Mid and West Wales Fire and Rescue Service is committed to protecting people, property and the environment from fire and other emergency events as well as providing other humanitarian services. This will be achieved by involving and informing the community and working in partnership with others to engender the safer communities' ethos, and to provide value for money service for those who live, work, or visit mid and west Wales.

The Authority's role is to deliver proactive preventative services, and reactive fire and rescue services to the people of mid and west Wales in an open, transparent and cost effective way, acting in the best interests of mid and west Wales and its citizens. In discharging its role, Mid and West Wales Fire and Rescue Authority seeks to act for the greater good of all its constituent authorities and their citizens, and in doing so places the collective wellbeing above individuals or particular group interests in accordance with the best principals of democratic local government. Additionally, the Authority is required to:

- Agree its Annual Improvement Plans, the revenue and capital budgets and the contribution from the constituent councils.
- 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 organisation, and is the Head of Paid Service.



our vision:

**To be a World
Leader in Emergency
Response and
Community Safety.**

our mission:

**To engage, connect,
develop and inspire
people to deliver an
excellent Service.**

our values:

**DO THE
RIGHT
THING**

**TREAT
PEOPLE
WITH
RESPECT**

**PERFORM
WITH
EXCELLENCE**

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 comprehensive Strategic Equality Plan (SEP).

Objective 1

To examine all aspects of the employee lifecycle, ensuring that the Service is able to attract, appoint, promote, and retain as diverse a workforce as possible.

Reason

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

What we did

- Explored opportunities for digital engagement with under-represented groups and hosted taster day webinars as part of our action to encourage more women to consider the role of firefighter as a career option.
- Worked closely with trade unions across a number of forums and continue to consult as appropriate to ensure that our policies and procedures, which are amended or introduced, meet the needs of our staff.
- Developed our supervisory and middle manager leadership programmes to ensure attendees are equipped to manage in a modern environment with a particular focus on the skills required to manage diverse teams.
- Provided Coaching awareness session for all Heads of Departments focussing on how to support staff through coaching whilst working remotely.
- Completed a People Impact Assessment as part of our response to the Coronavirus pandemic to consider the potential impact of Covid-19 on staff and how best to support their health, safety and well-being.
- Actively engaged with under-represented groups within the workforce when considering the human impact of identifying new equipment and Personal Protective Equipment.

- Reviewed the way in which we portray the role of a Firefighter externally on our social media platforms, and ensured that as far as possible we used a variety of images which reflect the realities of the modern day role as well as using images of current staff from across the organisation and from all sectors of society.
- Engaged with partner organisations to ensure that young people from diverse backgrounds were aware of work experience opportunities within the Service.
- Considered feedback on any perceived barriers to progression to inform future appraisal and progression activities and strategies.

What we still intend to do

- Ensure we reach out to groups that are currently under-represented within our wider workforce as part of future volunteer recruitment drives.
- Continue to broaden our programme of positive action events aimed at groups that are currently under-represented within our operational workforce.
- Continue to support, and progress through the levels of the Disability Confident Employer Scheme.
- Increase awareness of staff of the existing coaching and mentoring programmes and how to access support.
- Be mindful of the differing needs of our staff, in particular those who have specific learning needs, when designing and implementing processes relating to internal development and progression.

Objective 2

To design and deliver services which meet the needs of everyone within our communities.

Reason

The Service is committed to a holistic approach to community safety to improve the health and wellbeing of citizens. The target of our preventative work is based not only on a recognised set of assumptions on which groups within our communities are most at risk, but also by engaging with communities to ensure we capture new and evolving risks in order that we may target our resources and refine our services accordingly.

What we did

- Ensured our home safety interventions continued to be provided in a range of languages for at risk individuals. Where specific advice is required in different languages or mediums, we have access to interpreters and translators, including British Sign Language as required.
- Utilised staff with multiple language skills to complete home safety interventions for high risk individuals in specific communities where language barriers might otherwise exist.
- Commenced work to update our existing school engagements materials to ensure the content is interactive, appropriate and continues to be suitable for all sectors of society.
- Considered information provided as part of our Business Fire Safety activities and how this could be made more widely accessible to those that require such information.

What we still intend to do

- Prioritise our services for those most vulnerable in our communities and continue to gather information on the people we serve in order that we are able to review and amend our targeting strategy as necessary
- Continue to evolve the Safe and Well model of delivery to ensure that we target messages to address the vulnerabilities that are identified.
- Continue our work to ensure that our schools engagement materials are accessible to all children and that our schools programme is inclusive of all schools in our area.
- Continue our work to ensure that all materials used within the school setting are available in the appropriate format for use with children who have additional learning needs and that our staff are sufficiently trained to be able to deliver in these formats.
- Ensure our staff are equipped with the skills and knowledge to enable them to understand and respond to the needs of everyone within our communities.

Objective 3

To ensure that our information and services are fully accessible, both for our staff and the communities we serve.

Reason

As a responsible employer the Service is committed to ensuring its information and services are accessible to all who require them.

What we did

- Launched a new website ensuring that all text is responsive and resizable, without disturbing the core site structure and ensuring that the default foreground and background colour combinations provide effective and sufficient contrast for visual impairment.
- Included Browsealoud technology into website design enabling websites to be more inclusive and accessible for all.
- Worked with our surveyors to incorporate information on accessibility into condition surveys across our estate, with particular emphasis on Community Rooms to inform future actions and improve accessibility to our facilities across the Service area.
- Ensured that our information is available in a range of languages and in a variety of formats to meet the diverse needs of our communities.
- Established links with the Digital Communities Wales initiative and identified potential digital champions to provide support to those who are digitally excluded.
- Explored the use of a texting facility for the deaf and hard of hearing as part of our emergency call handling capabilities, which will also support vulnerable adults and domestic violence victims through the use of silent number calling.
- Produced Easy Read versions of our key documents including our Corporate Plans and considered the content of community safety leaflets through the All Wales Safe and Well Group to ensure that the content is Easy Read.
- Reviewed our stakeholder list to ensure the appropriate level of representation of groups across the Service, which includes groups from each of the protected characteristics.

What we still intend to do

- Further explore the accessibility of our digital communications channels to ensure that they are fully accessible by all groups including those with disabilities and those with English as a second language.
- Continue to develop our awareness of the pockets of digital exclusion within our area to ensure that we reach those areas in terms of preventative work and ensure our messages are available in formats which will meet the needs of those communities.



STAFF DATA (01 April 2020 – 31 March 2021)

Gender (Current Staff)	
Female	210
Male	1036
Total	1246

Disability (Declared) (Current Staff)	
Female	4
Male	32
Total	36

Age (Current Staff)	Female	Male
16-24	9	54
25-34	56	270
35-44	60	304
45-54	52	312
55-64	27	91
65+	6	5
Total	210	1036

Race/Ethnicity (Current Staff)	Female	Male
Chinese	0	1
White & Asian	0	1
Black African	0	1
Black Caribbean	0	2
Black Other	0	1
Bangladeshi	1	1
Indian	0	1
White British	189	980
White Other	1	9
Other Mixed	0	2
Prefer Not to Say	19	37
Total	210	1036

Religion or Belief (Current Staff)	Female	Male
Christian	74	413
Islam	0	2
Buddhist	0	2
Sikh	0	0
Other	1	4
None	68	343
Prefer Not to Say	67	272
Total	210	1036

Marital Status (Current Staff)	Female	Male
Single	88	442
Married	100	521
Partnered	3	16
Divorced	15	44
Widowed	2	2
Civil Partnership	0	3
Separated	0	5
Other	0	0
Prefer Not to Say	2	3
Total	210	1036

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	161	821
No	0	0
Prefer Not to Say	49	215
Total	210	1036

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	7	N/A
No	203	N/A
Prefer Not to Say	0	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	5	7
Gay / Lesbian	2	2
Heterosexual	142	776
Transgender	0	0
Prefer Not to Say	61	251
Total	210	1036

STAFF DATA by Management Level (01 April 2020 – 31 March 2021)

Gender		Area Manager [+]	Station Manager & Group Manager [07-15]	Crew Manager & Watch Manager [04-06]	Firefighter [01-03]
Female		0	43	78	92
Male		9	97	420	601
	Total	9	140	498	693

Duty System					
Wholetime	Female	0	7	10	17
	Male	7	64	150	142
	Total	7	71	160	159
Control	Female	0	3	4	10
	Male	0	0	4	3
	Total	0	3	8	13
Support	Female	0	33	60	32
	Male	2	33	48	10
	Total	2	66	108	42
On Call	Female	0	0	4	33
	Male	0	0	218	446
	Total	0	0	222	479

* Includes those on a dual contract



WHOLETIME RECRUITMENT (01 April 2020 – 31 March 2021)

Gender	Completed Stage 1	Successful at Selection 19/20
Female	176	6
Male	1059	53
Prefer Not to Say	7	0
Total	1242	59

Disability (Declared)	Completed Stage 1	Successful at Selection 19/20
Yes	24	0
No	1204	59
Prefer Not to Say	14	0
Total	1242	59

Age	Completed Stage 1	Successful at Selection 19/20
Under 18	7	0
18-24	321	18
25-40	819	39
41-59	92	2
Prefer Not to Say	3	0
Total	1242	59

Race / Ethnicity	Completed Stage 1	Successful at Selection 19/20
Black African	3	0
Black Caribbean	3	0
Black Other	3	0
Asian Bangladeshi	1	0
Asian Pakistani	1	0
Asian Indian	1	0
Asian Other	0	0
British	293	22
Chinese	0	0
European	9	1
Traveller	1	0
Mixed (Black/White)	5	0
Mixed (Asian/Black)	0	0
Mixed (Asian/White)	2	0
Mixed Other	3	0
White	839	34
Prefer Not to Say	78	2
Other	0	0
Total	1242	59

Religion or Belief	Completed Stage 1	Successful at Selection 19/20
Christian	334	18
Islam	7	0
Buddhist	5	0
Hinduism	0	0
Judaism	0	0
Other	11	0
None	808	34
Prefer Not to Say	77	7
Total	1242	59

Gender Identity Same as Birth	Completed Stage 1	Successful at Selection 19/20
Yes	1201	59
No	2	0
Prefer Not to Say	39	0
Total	1242	59

Sexual Orientation	Completed Stage 1	Successful at Selection 19/20
Bisexual	59	6
Gay / Lesbian	19	1
Heterosexual	1056	49
Transgender	27	0
Prefer Not to Say	81	3
Total	1242	59

Welsh Language Skills	Completed Stage 1	Successful at Selection 19/20
Learner	269	18
Intermediate	98	4
Fluent	206	13
None	663	24
Prefer Not to Say	6	0
Total	1242	59

* denotes numbers less than 5 in instances where individuals could potentially be identified.

WHOLETIME LEAVERS (01 April 2020 – 31 March 2021)

Gender (Ceased Employment)	
Female	2
Male	18

Disability (Ceased Employment)	
Female	1
Male	0

Age (Ceased Employment)	Female	Male
16-24	0	0
25-34	0	1
35-44	0	2
45-54	1	10
55-64	1	5
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	1	12
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	1	6

Religion or Belief (Ceased Employment)	Female	Male
Christian	1	5
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	1
None	1	5
Prefer Not to Say	0	7

Marital Status (Ceased Employment)	Female	Male
Single	1	3
Married	1	10
Divorced	0	4
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	1

Gender Identity Same as Birth (Ceased Employment)	Female	Male
Yes	2	15
No	0	0
Prefer not to say	0	3

Sexual Orientation (Ceased Employment)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	1	12
Transgender	0	0
Prefer Not to Say	1	6

Reason for Leaving (Ceased Employment)	Female	Male
Retirement	2	13
Deceased	0	1
Ill-Health	0	0
Resignation	0	0
Dismissed	0	4
Termination of Contract	0	0
Transfer to Other Fire Service	0	0

CONTROL DATA LEAVERS (01 April 2020 – 31 March 2021)

Gender (Ceased Employment)	
Female	1
Male	0

Disability (Ceased Employment)	
Female	0
Male	0

Age (Ceased Employment)	Female	Male
16-24	0	0
25-34	0	0
35-44	0	0
45-54	0	0
55-64	1	0
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	1	0
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	1	0
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	0	0
Prefer Not to Say	0	0

Marital Status (Ceased Employment)	Female	Male
Single	0	0
Married	0	0
Divorced	0	0
Widowed	1	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	1	0
No	0	0
Prefer not to say	0	0

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

Reason for Leaving (Ceased Employment)	Female	Male
Retirement	1	0
Deceased	0	0
Ill-Health	0	0
Resignation	0	0
Dismissed	0	0
Termination of Contract	0	0
Transfer to Other Fire Service	0	0

ON CALL RECRUITMENT NEW STARTERS (01 April 2020 – 31 March 2021)

Gender	
Female	9
Male	31
Total	40

Disability (Declared)	
Female	0
Male	2
Total	2

Age	Female	Male
16 - 24	5	10
25 - 34	2	16
35 - 44	2	4
45 - 54	0	1
55 - 64	0	0
65+	0	0
Total	9	31

Race/Ethnicity	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	9	30
White Other	0	1
Other Mixed	0	0
Prefer Not to Say	0	0
Total	9	31

Religion or Belief	Female	Male
Christian	2	10
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	7	20
Prefer Not to Say	0	1
Total	9	31

Marital Status	Female	Male
Single	6	22
Married	1	4
Partnered	1	3
Divorced	1	0
Widowed	0	0
Civil Partnership	0	1
Separated	0	0
Other	0	0
Prefer Not to Say	0	1
Total	9	31

Gender Identity Same as Birth	Female	Male
Yes	8	30
No	0	0
Prefer not to say	1	1
Total	9	31

Pregnancy & Maternity	Female	Male
Yes	0	N/A
No	9	N/A
Prefer not to say	0	N/A
Total	0	N/A

Sexual Orientation	Female	Male
Bisexual	2	0
Gay / Lesbian	2	0
Heterosexual	5	29
Transgender	0	0
Prefer Not to Say	0	2
Total	9	31

ON CALL LEAVERS (01 April 2020 – 31 March 2021)

Gender (Ceased Employment)	
Female	9
Male	79

Disability (Declared) (Ceased Employment)	
Female	1
Male	2

Age (Ceased Employment)	Female	Male
16-24	5	8
25-34	3	26
35-44	1	21
45-54	0	16
55-64	0	5
65+	0	3

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	5	76
White Other	0	1
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	4	2

Religion or Belief (Ceased Employment)	Female	Male
Christian	4	25
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	3
None	2	31
Prefer Not to Say	3	20

Marital Status (Ceased Employment)	Female	Male
Single	8	48
Married	1	24
Divorced	0	4
Widowed	0	1
Civil Partnership	0	0
Separated	0	0
Other	0	1
Prefer Not to Say	0	1

Gender Identity Same as Birth	Female	Male
Yes	7	69
No	0	0
Prefer Not to Say	2	10

Sexual Orientation (Ceased Employment)	Female	Male
Bisexual	0	0
Gay / Lesbian	2	0
Heterosexual	5	64
Transgender	0	0
Prefer Not to Say	2	15

Ceased Employment	Female	Male
Retirement	0	4
Deceased	0	1
Ill-Health	0	0
Resignation	9	64
Dismissed	0	5
Termination of Contract	0	5

SUPPORT STAFF RECRUITMENT (01 April 2020 – 31 March 2021)

Gender	Total Applications	Successful
Female	42	9
Male	209	4
Total	251	13

Disability Declared	Total Applications	Successful
Disability	7	1
No Disability	223	3
Prefer Not to Say	21	9
Total	251	13

Age	Total Applications	Successful
Under 18	13	0
18-24	37	0
25-40	115	3
41-59	52	6
60+	8	1
Prefer Not to Say	26	3
Total	251	13

Race / Ethnicity	Total Applications	Successful
Ethnic Minority	5	0
White	228	4
Prefer Not to Say	18	9
Total	251	13

Religion or Belief	Total Applications	Successful
Catholic	2	0
Christian	7	0
Hindu	0	0
Muslim	0	0
Agnostic	0	0
Jewish	0	0
Pagan	0	0
Methodist	0	0
Other	4	0
None	13	1
Prefer Not to Say	225	12
Total	251	13

Marital Status	Total Applications	Successful
Single	100	3
Married	87	5
Separated	4	0
Divorced	8	1
Civil Partnership	13	0
Other	12	0
Prefer not to say	27	4
Total	251	13
Total	162	16

Sexual Orientation	Total Applications	Successful
Bisexual	4	0
Gay	2	0
Heterosexual	212	2
Lesbian	1	0
Prefer Not to Say	32	11
Total	251	13

Welsh Language	Total Applications	Successful
Level 1 Welsh	81	5
Level 2 Welsh	64	1
Level 3 Welsh	8	0
Level 4 Welsh	0	0
Level 5 Welsh	31	5
Prefer Not to Say	67	2
Total	251	13

SUPPORT STAFF LEAVERS (01 April 2020 – 31 March 2021)

Gender (Ceased Employment)	
Female	7
Male	6

Disability (Declared) (Ceased Employment)	
Female	1
Male	0

Age (Ceased Employment)	Female	Male
16-24	0	1
25-34	1	1
35-44	2	1
45-54	0	0
55-64	4	2
65+	0	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	6	6
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	1	0

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

Marital Status (Ceased Employment)	Female	Male
Single	1	2
Married	5	3
Divorced	1	0
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	4	5
No	0	0
Prefer Not to Say	3	1

Sexual Orientation	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	5	3
Transgender	0	0
Prefer Not to Say	2	3

Ceased Employment	Female	Male
Retirement	2	1
Deceased	0	0
Ill-Health	0	0
Resignation	5	3
Dismissed	0	1
Termination of Contract / End of Temp Contract	0	1

PROMOTION DATA (01 April 2020 – 31 March 2021)

Gender (Current Staff)	
Female	9
Male	46

Disability (Declared) (Current Staff)	
Female	0
Male	3

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

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	45
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	1

Religion or Belief (Current Staff)	Female	Male
Christian	4	19
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	0	14
Prefer Not to Say	5	13

Marital Status (Current Staff)	Female	Male
Single	5	15
Married	4	28
Partnered	0	1
Divorced	0	0
Widowed	0	0
Civil Partnership	0	0
Separated	0	1
Other	0	1
Prefer Not to Say	0	0

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	9	37
No	0	0
Prefer Not to Say	0	9

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	0	N/A
No	9	N/A
Prefer Not to Say	0	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	8	0
Gay / Lesbian	1	0
Heterosexual	0	37
Transgender	0	0
Prefer Not to Say	0	9

EMPLOYEE TRANSFER DATA (01 April 2020 – 31 March 2021)

Gender (Current Staff)	
Female	1
Male	25

Disability Declared (Current Staff)	
Female	0
Male	1

Age (Current Staff)	Female	Male
16-24	0	3
25-34	1	5
35-44	0	9
45-54	0	7
55-64	0	1
65+	0	0

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	1	25
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0

Religion or Belief (Current Staff)	Female	Male
Christian	0	7
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	0	14
Prefer Not to Say	1	4

Marital Status (Current Staff)	Female	Male
Single	1	12
Married	0	11
Divorced	0	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 (Current Staff)	Female	Male
Yes	0	23
No	0	0
Prefer Not to Say	1	2

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	0	N/A
No	1	N/A
Prefer Not to Say	0	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	0	1
Gay / Lesbian	0	0
Heterosexual	0	19
Transgender	0	0
Prefer Not to Say	1	5

HFSC Data (01 April 2020 – 31 March 2021)

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

HFSC	TOTAL
Unsafe Cooking Practices?*	175
Smoking in Property?	741
Living Alone?	1493
Oxygen User?	301
Assistance to Escape?	696
Arson against Property?	129
Previous Fires?	156
Alcohol or Drugs?	147
Prescribed Drugs?	429
Inadequate Accommodation?	181
Mental Health Issues?	838
Sight Problem?*	314
Hearing Problem?*	700
Mobility Problem?*	1202
65 or over?	1834
Single Parent?	351
Not Understood?*	163
Other Risk Factors?*	775
No working smoke alarms in property prior to HFSC	712
Total HFSC's	3288

People We Serve Questionnaire (01 April 2020 – 31 March 2021)

Gender	
Female	447
Male	541
Transgender	12
Prefer not to answer	7
Total	1007

Age Range	
Under 16	70
17 - 25	101
26 - 40	145
41 - 55	112
56 - 70	139
70 +	211
Age unknown	229
Total	1007

Ethnicity	
Asian or Asian British - Bangladeshi	0
Asian or Asian British - Indian	5
Asian or Asian British - Other Asian	1
Asian or Asian British - Pakistani	1
Black or Black British - African	1
Black or Black British - Caribbean	0
Black or Black British - Other Black	4
Chinese	2
Mixed - Other Mixed	2
Mixed - White & Asian	2
Mixed - White & Black African	0
Mixed - White & Black Caribbean	3
Not known/stated	65
White - British	907
White - Irish	2
White - Other White	12
Total	1007

Data Captured via the Service's Incident Recording Systems

(01 April 2020 – 31 March 2021)

Gender	
Female	496
Male	593
Transgender	15
Prefer not to answer	9
Total	1113

Age Range	
Under 16	74
17 - 25	109
26 - 40	160
41 - 55	128
56 - 70	157
70 +	233
Age unknown	252
Total	1113

Ethnicity	
Asian or Asian British - Bangladeshi	0
Asian or Asian British - Indian	5
Asian or Asian British - Other Asian	1
Asian or Asian British - Pakistani	1
Black or Black British - African	2
Black or Black British - Caribbean	0
Black or Black British - Other Black	4
Chinese	2
Mixed - Other Mixed	2
Mixed - White & Asian	3
Mixed - White & Black African	0
Mixed - White & Black Caribbean	3
Not known/stated	72
White - British	1001
White - Irish	2
White - Other White	15
Total	1113

ANNUAL EQUALITY REPORT

01 April 2020 – 31 March 2021

Find out more

We welcome correspondence in Welsh and English – we will respond equally to both and will reply in your language of choice without delay. We welcome calls in Welsh and English.

Our website contains more detailed information on areas reported in this document. In the Our Plans and Performance section of our website you will find information on: -

- Corporate Plans
- Annual Improvement Plans
- Consultation Reports
- Wales Audit Office Reports
- Welsh Performance Indicators Reports
- All Wales Dwelling Fire Response Charter

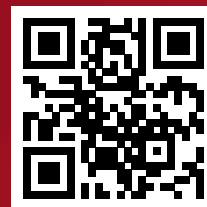
We welcome your comments or suggestions for future planning improvements.

To provide your feedback, you can contact us via our website www.mawwfire.gov.uk, telephone us on **0370 6060699** or write to us at Mid and West Wales Fire and Rescue Service HQ, Lime Grove Avenue, Carmarthen, SA31 1SP.

Alternatively, you can email us at mail@mawwfire.gov.uk

Alternative Versions

This document is also available in accessible formats. If you would like this information in an alternative language or format, including audio, please contact us on: **0370 6060699** or e-mail: mail@mawwfire.gov.uk



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Our Safety
Messages

Adnoddau Dynol
Human Resources