Version – May 2021 (Inclusion of Socio-Economic Duty requirements)

For the purposes of this document, the word 'proposal' can refer to any policies, strategies, procedures, reviews, projects and plans. With regards to the requirements of the Socio-Economic Duty implemented by the Welsh Government from 31 March 2021, strategic decision-making processes should also be assessed in consideration of any potential socio-economic impacts.

A separate and specific Impact Assessment should be undertaken with regards to the requirements of Welsh Language.

Name of Policy / Procedure / Project / Piece of Equipment / Proposal

Community Risk Management Plan 2040

Directorate/Department/Team Community Risk Management Plan

Date of screening

February 2024

Who are the main beneficiaries/users?

i.e. staff, community, groups, businesses etc.

Our Community Risk Management Plan is for everyone who lives, works, and visits the six counties covered by Mid and West Wales Fire and Rescue Service.

Aims, objectives and outcomes

What will the proposal achieve? Attach any relevant links/documentation

Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.

Using data to identify any perceived risks and challenges in our communities will help us to tailor our services appropriately and reduce those risks through the services we deliver, by providing greater focus on how we deliver our prevention, protection, and response functions. This work will also enable us to target our resources to prevent incidents from





happening, whilst ensuring that our resources are in the right locations to best protect the communities we serve in the event of an emergency.

We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales.

Each Improvement and Well-being Objective has specific actions which have been developed, to assist in their delivery throughout the CRMP, for example within 1-2 years (short term), 3-7 years (medium term), or 7+years (long term).

The delivery of the actions and Improvement and Well-being Objectives will use an evidence-based approach, that will create a suite of options, and deliver action-led outcomes, which will ensure that the CRMP is well-founded, flexible, and effective. The structured 17-year CRMP ensures a phased approach to delivery, covering the immediate, medium, and long-term needs of the Service and the communities we serve, building the foundation for an effective Fire and Rescue Service.

We are confident that this approach will ensure the successful delivery of the CRMP and assist in the achievement of the Service's vision, to deliver the best possible Fire and Rescue Service for the communities of mid and west Wales.

An Equality Impact Assessment helps us promote equal opportunities and positive relations between people as well as prevent unlawful discrimination. It is a tool that will help with your research when you are making key decisions, developing a project, policy, procedure or initiative that affects our staff or communities. The assessment will also serve to act as an audit of the decisions you are proposing.

Assessing for impact/risk is a legal requirement. We must consider how the decisions we make impact on people and consider their protected characteristics namely; age, disability gender-reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex or sexual orientation. As part of Strategic decision-making processes, any potential impacts due to Socio-economic duty must also be considered.





Screening for Impact

Please consider each of the aspects specified below and note if your proposal has a positive or negative impact then choose if the risk of the impact is **low**, **medium** or **high**.

Level of Ris	sk
Low	Minimal or minor impact on a protected characteristic. Adverse impact unlikely.
Medium	Significant impact on a protected characteristic. It will impact on the community, staff or business process and needs to be explored further. Requires analysis consideration of both qualitative and quantitative information. Adverse impact fairly likely.
High	Major or critical impact on a protected characteristic, serious impact on the community, staff or business process which would have a big impact on service quality, staff confidence and reputation with the community. Requires analysis consideration of both qualitative and quantitative information.

Protected Characteristics	Positive or Negative Impact	Level of Risk high, medium, low	Please explain your assessment	Evidence of good practice
Age (younger, older or particular age group)	Positive	Low	Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve. We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and	services we deliver, by providing greater focus on how we deliver prevention, protection, and response functions. This work will also enable us to target our





Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales.

The information contained within the community risk management plan will be made available in multiple formats one being an easy read version which will target a variety of our audience.

It is intended that the 8 improvement and well-being objectives will have a positive impact on the communities we serve.

whilst ensuring that our resources are in the right locations to best protect the communities we serve in the event of an emergency.

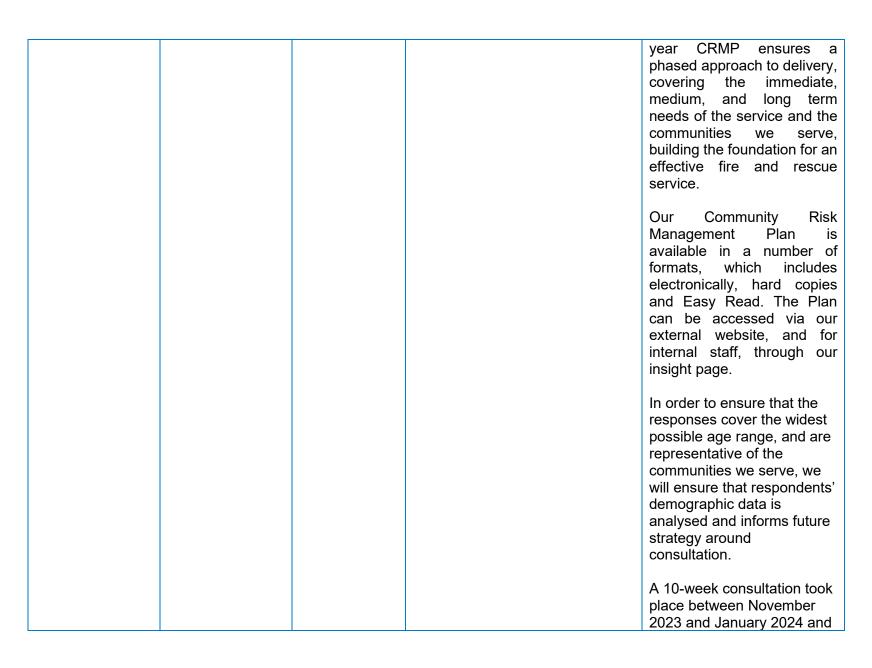
When producing our CRMP, we considered a wide range of data, intelligence, and information to ensure we are making the right decisions to guarantee the ongoing safety of the people, buildings and communities of mid and west Wales.

Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.

The delivery of the actions and improvement and well-being objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 17-

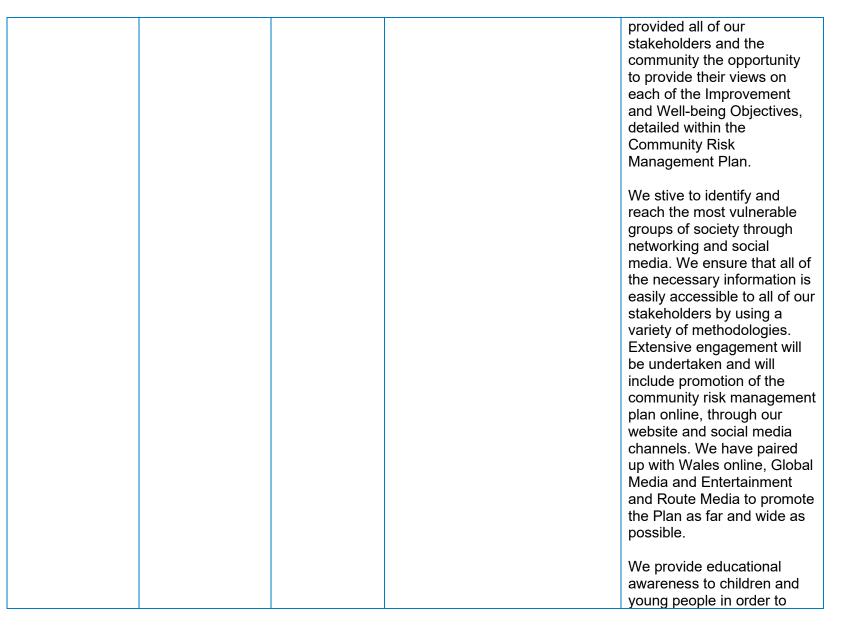














EQUALITY IMPACT ASSESSMENT



				educate them on the issues and risks of fire related behaviour and anti-social behaviour. We know that targeting young people with education and awareness is key to promoting community safety. Our business fire safety department also provide advice and guidance to businesses about safe emergency evacuation from premises for wheelchair
Disability (physical, sensory, mental health, long term illness, hidden)	Positive	Low	Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve. We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to	premises for wheelchair users. Using data to identify any perceived risk and challenges in our communities will help us to tailor our services appropriately and reduce those risks through the services we deliver, by providing greater focus on how we deliver prevention, protection, and response functions. This work will also enable us to target our recourses to prevent incidents from happening, whilst ensuring that our resources are in the right locations to best protect the





the communities of mid and west Wales.

It is intended that the 8 Improvement and Well-being objectives listed within the plan will have a positive impact on the communities we serve.

The information contained within the Community Risk Management Plan will be made available in multiple formats one being an easy read version which will target a variety of our audience.

communities we serve in the event of an emergency.

When producing our CRMP, we considered a wide range of data, intelligence, and information to ensure we are making the right decisions to guarantee the ongoing safety of the people, buildings and communities of mid and west Wales.

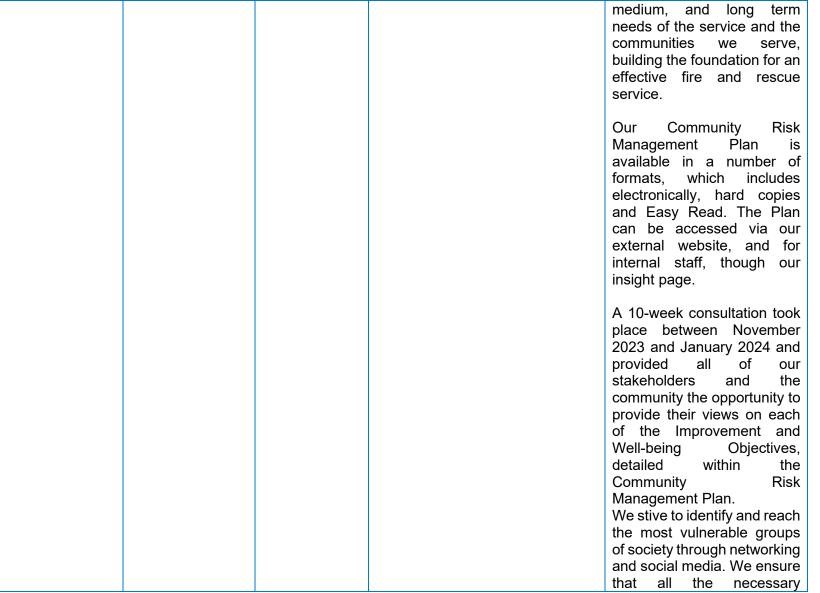
Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.

The delivery of the actions and Improvement and Wellbeing Objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 17-year CRMP ensures a phased approach to delivery, covering the immediate,



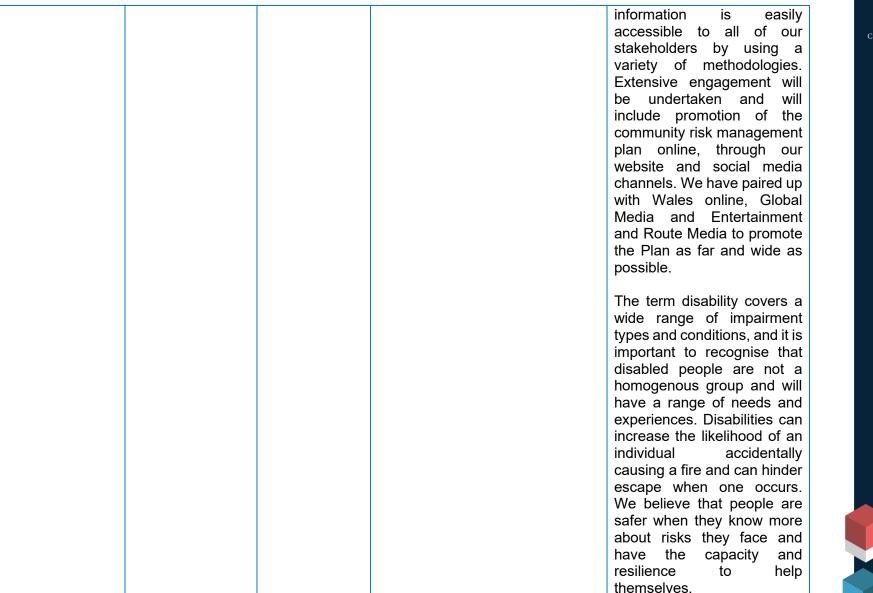
EQUALITY IMPACT ASSESSMENT















	I	I		
Gender Re- assignment (someone in transition from one gender to another)	Positive	N/A	Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve. We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more	functions. This work will also enable us to target our recourses to prevent incidents from happening, whilst ensuring that our resources are in the right





efficient and effective service to the communities of mid and west Wales.

It is intended that the improvement and well-being objectives will have a positive impact on the communities we serve. The service welcomes views from all during the production of the CRMP.

The CRMP will not have an adverse impact on this characteristic. It is intended to have an equitable positive impact on both men and women.

communities we serve in the event of an emergency.

When producing our CRMP, we considered a wide range of data, intelligence, and information to ensure we are making the right decisions to guarantee the ongoing safety of the people, buildings and communities of mid and west Wales.

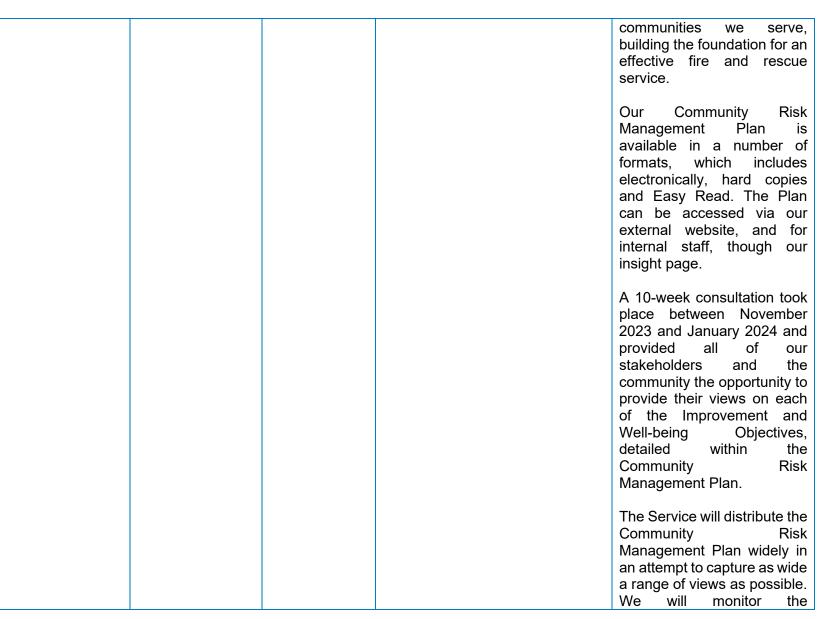
Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.

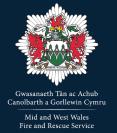
The delivery of the actions and Improvement and Wellbeing Objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well flexible founded. and effective. The structured 17year CRMP ensures a phased approach to delivery, covering the immediate, medium, and long term needs of the service and the



EQUALITY IMPACT ASSESSMENT









				effectiveness of our distribution methods in terms of the makeup of respondents, which will inform future work in this area. We will continue to seek out a wide range of views when developing our CRMP to ensure inclusion and diversity across the communities we serve.
Marriage/Civil Partnership (married as well as same-sex couples)	No impact	N/A	Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve. We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales.	Using data to identify any perceived risk and challenges in our communities will help us to tailor our services appropriately and reduce those risks through the services we deliver, by providing greater focus on how we deliver prevention, protection, and response functions. This work will also enable us to target our recourses to prevent incidents from happening, whilst ensuring that our resources are in the right locations to best protect the communities we serve in the event of an emergency.





It is intended that the 8 Improvement and Well-being Objectives listed within the CRMP will have a positive impact on the communities we serve.

The Community Risk Management Plan will not have an adverse impact on this characteristic.

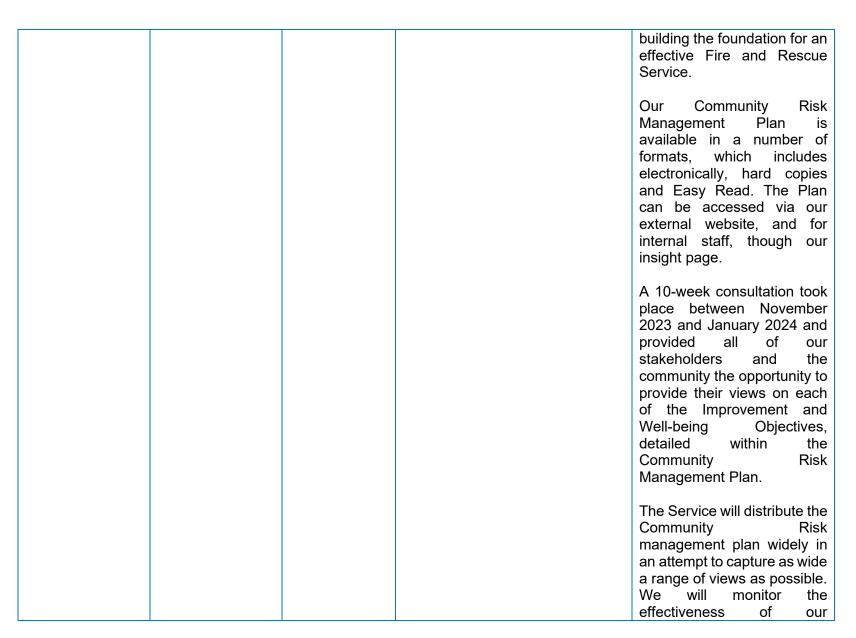
we considered a wide range of data, intelligence, and information to ensure we are making the right decisions to guarantee the ongoing safety of the people, buildings and communities of mid and west this Wales.

Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.

The delivery of the actions and Improvement and Wellbeing Objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well flexible founded. effective. The structured 17year CRMP ensures a phased approach to delivery, covering the immediate, medium, and long term needs of the service and the communities we serve.



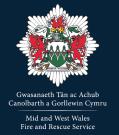








				distribution methods in terms of the makeup of respondents, which will inform future work in this area. We will continue to seek out a wide range of views when developing our CRMP to ensure inclusion and diversity across the communities we serve.
				As a Service, we aim to provide the best possible service to the communities we serve, to enable us to do this we need to know what the community want us to do, this means hearing the voices from a range of people and no one will be discriminated against for their marital status.
Pregnancy and Maternity (Pregnancy, maternity leave, breast-feeding)	No impact	N/A	Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.	Utilising all the data we gather, we will make informed decisions about the risks within our communities,





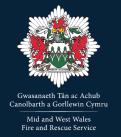
and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales.

It is intended that the 8 Improvement and Well-being Objectives listed within the plan will have a positive impact on the communities we serve.

We have identified 8 Improvement | being Objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well flexible founded. effective. The structured 17year CRMP ensures a phased approach to delivery, covering the immediate. medium, and long term needs of the service and the communities we serve. building the foundation for an effective fire and rescue service.

> Community Risk Our Management Plan available in a number of formats. which includes electronically, hard copies and Easy Read. The Plan can be accessed via our external website, and for internal staff, though our insight page.

> A 10-week consultation took place between November 2023 and January 2024 and provided all of our stakeholders and the community the opportunity to



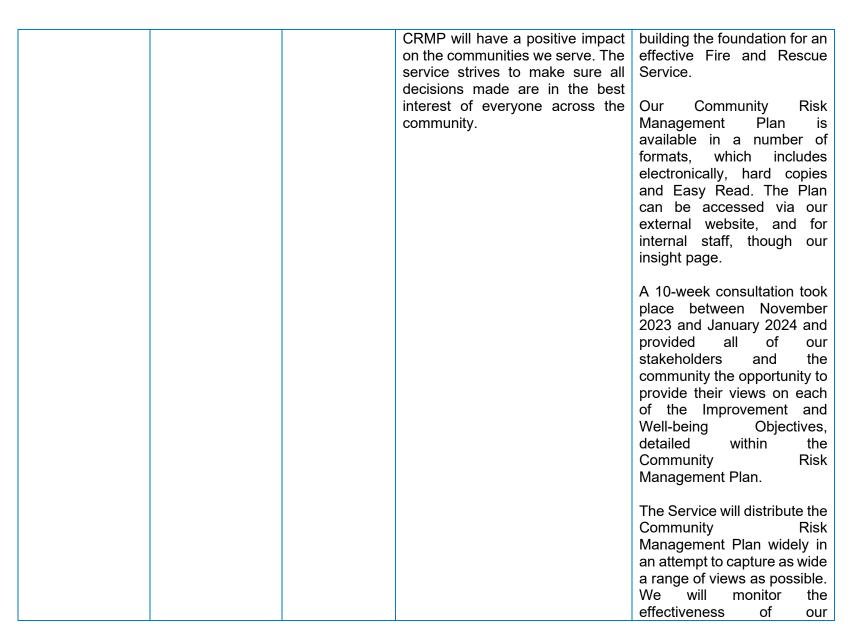


				provide their views on each of the Improvement and Well-being Objectives, detailed within the Community Risk Management Plan.
Race (Ethnic origin, nationality, colour, including gypsies and travellers)	Positive	Low	Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.	Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.
			We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales. It is intended that the 8 Improvement and Well-being Objectives listed within the draft	The delivery of the actions and Improvement and Wellbeing Objectives will use an evidence-based approach, that will create suit of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 17-year CRMP ensures a phased approach to delivery, covering the immediate, medium, and long term needs of the service and the communities we serve,



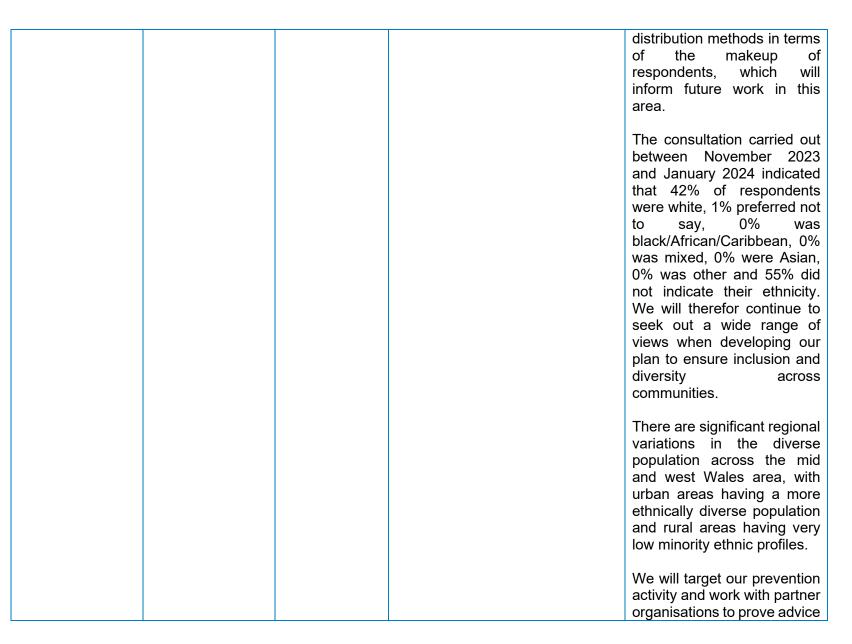
EQUALITY IMPACT ASSESSMENT















				and guidance to those most in need and most vulnerable and hard to reach members of the communities.
Religion/Belief (Christian, Muslim, Hindu, Jewish, Buddhist)	Positive	N/A	Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.	Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.
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			and Well-being Objectives listed within the CRMP will have a positive impact on the communities we serve, the service welcomes views from all during the production of the CRMP.	needs of the service and the communities we serve, building the foundation for an effective fire and rescue service. Our Community Risk Management Plan is





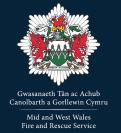
The Community Risk Management Plan will not have an adverse impact on this characteristic, it is intended that the CRMP will have a positive impact on the communities we serve.

The Service strives to make sure all decisions made are in the best interest of everyone across the community.

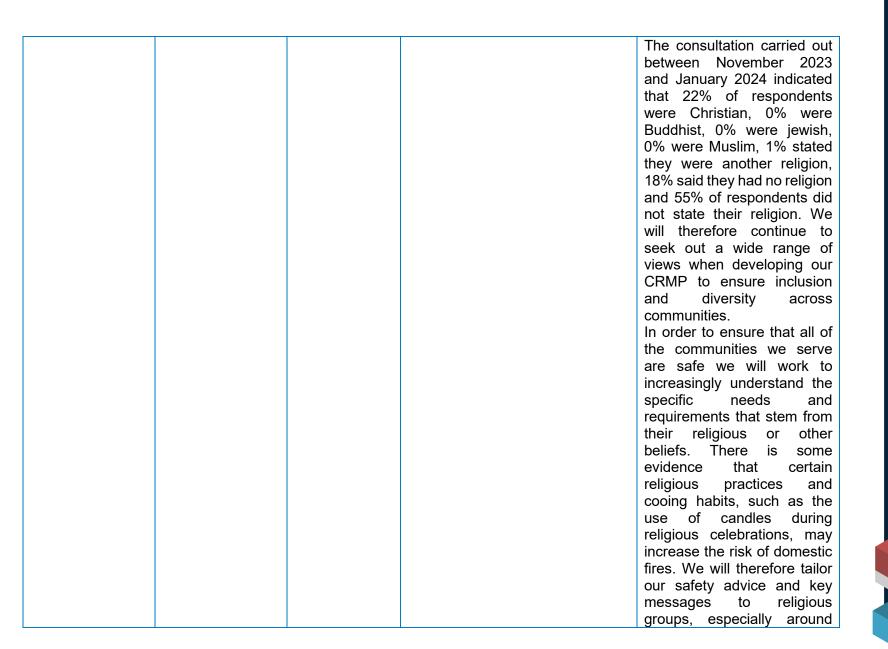
Risk available in a number of formats, which includes electronically, hard copies and Easy Read. The Plan can be accessed via our external website, and for internal staff, though our insight page.

A 10-week consultation took place between November 2023 and January 2024 and provided of all our stakeholders and the community the opportunity to provide their views on each of the Improvement and Well-being Objectives, detailed within the Community Risk Management Plan.

The Service will distribute the Community Risk draft management plan widely in an attempt to capture as wide a range of views as possible. We will monitor effectiveness of our distribution methods in terms the makeup of respondents, which will inform future work in this area.











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Mid and West Wales

the time of religious events and festivals.

We target our prevention activities and work with partner organisations to provide advice and guidance to those most in need and the most vulnerable and hard to reach members of our communities.

Gender (Men or women)	Positive	N/A	Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve. We have identified 8 Improvement and Well-being Objectives which
			have been developed through a

Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.

The delivery of the actions and Improvement and Well-being Objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 17-year CRMP ensures a phased approach to delivery, covering the immediate,

Wales.

Elected

Representative

series of workshops with staff,

believe these areas will enable

improvements to deliver a more efficient and effective service to

the communities of mid and west

Members

Bodies.

and

We

It is intended that the 8 Improvement and Well-being Objectives listed within the plan will have a positive impact on the communities we serve. The Service welcomes views from all during the production of the CRMP.

The CRMP will not have an adverse impact on this characteristic. It is intended to have an equitable positive impact on both men and women.

medium, and long term needs of the service and the communities we serve, building the foundation for an effective Fire and Rescue Service.

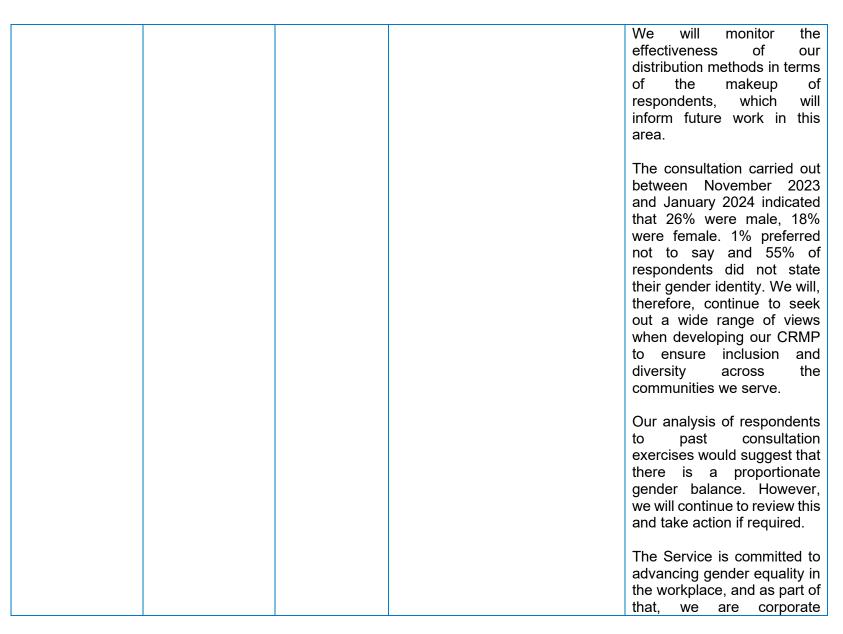
Our Community Risk Management Plan is available in a number of formats, which includes electronically, hard copies and Easy Read. The Plan can be accessed via our external website, and for internal staff, though our insight page.

A 10-week consultation took place between November 2023 and January 2024 and provided all our stakeholders and the community the opportunity to provide their views on each of the Improvement and Well-being Objectives, detailed within the Community Risk Management Plan.

The Service will distribute the Community Risk Management Plan widely in an attempt to capture as wide a range of views as possible.





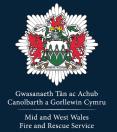




EQUALITY IMPACT ASSESSMENT



				members of women in the fire service (WFS). We hold events to support women working within the service, we hold events for international women's day, we have a springboard that Is held for women in the service to empower them and help them become stronger within themselves.
Sexual Orientation (Gay, Lesbian or Bisexual)	Positive	Low	Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.	Utilising all the data we gather, we will make informed decisions about the risks within our communities, the demand for our services and the resources we require to ensure we remain effective and efficient.
			We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and Representative Bodies. We believe these areas will enable improvements to deliver a more efficient and effective service to the communities of mid and west Wales.	The delivery of the actions and Improvement and Wellbeing Objectives will use an evidence-based approach, that will create a suit of options, and deliver action led outcomes, which will ensure that the CRMP is well founded, flexible and effective. The structured 17-year CRMP ensures a phased approach to delivery,



EQUALITY IMPACT ASSESSMENT



It is intended that the 8 Improvement and Well-being Objectives listed within the plan will have a positive impact on the communities we serve. The service welcomes views from all during the production of the CRMP.

The Community Risk Management Plan will not have an adverse impact on this characteristic, it is intended that the 8 Improvement and Well-being Objectives listed within the draft CRMP will have a positive impact on the communities we serve.

covering the immediate, medium, and long term needs of the service and the communities we serve, building the foundation for an effective fire and rescue service.

Our Community Risk Management Plan is available in a number of formats, which includes this electronically, hard copies and Easy Read. The Plan can be accessed via our draft external website, and for internal staff, though our insight page.

A 10-week consultation took place between November 2023 and January 2024 and provided of all our stakeholders and the community the opportunity to provide their views on each of the Improvement and Well-being Objectives, detailed within the Community Risk Management Plan.

The Service will distribute the draft Community Risk management plan widely in



between November 2023 and January 2024 indicated that 39% of respondents were heterosexual, 0% were gay, 1% were bisexual, 1% were lesbian, 1% stated other, 2% preferred not to say and 55% did not state their sexuality. We will therefore, continue to seek out a wide range of views when developing our CRMP to ensure inclusion and diversity across communities.

If negative and medium or negative and high risk is identified for any protected characteristic, a full assessment will be required.

Screening for Socio-Economic Impact as part of Strategic Decision-Making





Please consider socio-economic disadvantage and note if your proposal has a positive or negative impact then choose if the risk of the impact is **low, medium** or **high**.

	Positive or Negative Impact	Level of Risk high, medium, low	Please explain your assessment	Evidence of good practice
Socio-economic disadvantage (How might this impact on those who are socio economically deprived?)	Positive	Low	In previous years, the Service has produced two Plans, namely, a five-year Strategic Plan outlining the Service's long-term Commitments and an Annual Business Improvement Plan outlining the Service's Improvement and Well-being Objectives. The communities we serve are at the heart of everything we do and recognising the need to plan for the longer-term we decided to revise our planning arrangements, the outcome of which was the introduction of a Community Risk Management Plan (CRMP) 2040. Our CRMP highlights how we intend on addressing the risks, threats and challenges facing our communities and how we propose to meet and reduce them, whilst ensuring our assets and resources are used successfully, providing the best possible service to the communities we serve.	The Service will distribute the Community Risk Management Plan widely in an attempt to capture as wide a range of views as possible. Ways in which the plan will be distributed are, on our social media pages, our internal intranet, our website and we have also worked with external companies such as Wales online and route media to promote the plan as far and wide as possible. We will monitor the effectiveness of our distribution methods.





Using data to identify any perceived risks and challenges in our communities will help us to tailor our services appropriately and reduce those risks through the services we deliver, by providing greater focus on how we deliver our prevention, protection, and response functions. This work will also enable us to target our resources to prevent incidents from happening, whilst ensuring that our resources are in the right locations to best protect the communities we serve in the event of an emergency.

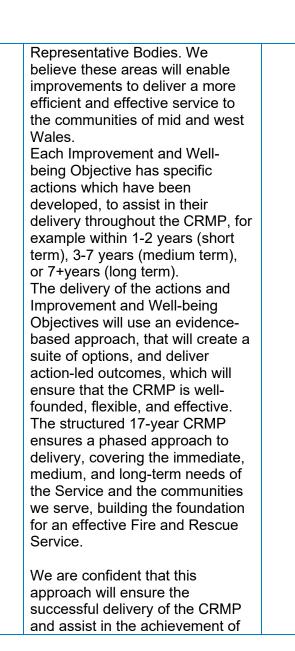
Furthermore, effective monitoring and evaluation arrangements will enable us to plan our future activity, improving public safety and reducing the severity of incidents we attend. We will also focus on our legitimate purpose, understanding the needs of our communities, and mitigating the impact of emergencies on the people who live, work and travel through mid and west Wales.

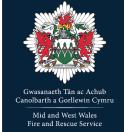
We have identified 8 Improvement and Well-being Objectives which have been developed through a series of workshops with staff, Elected Members and

10-week consultation took place between 2023 November and January 2024 and provided all of stakeholders our and community with an opportunity provide their views on each of Improvement the and Well-being Objectives detailed within the Plan.











	the Service's vision, to deliver the best possible Fire and Rescue Service for the communities of mid and west Wales.	
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If negative and medium or negative and high risk is identified for socio-economic disadvantage, a full assessment will be required.

Person or Group carrying out screening	Authorised by	
Name Amy Richmond-Jones	Name	
	Sean Lloyd	



