



Gwasanaeth Tân ac Achub  
Canolbarth a Gorllewin Cymru

Mid and West Wales  
Fire and Rescue Service

# ANNUAL EQUALITY REPORT

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01 April 2021 – 31 March 2022



# Foreword

I am pleased to present Mid and West Wales Fire and Rescue Service's Annual Equality Report covering the period April 2021 to March 2022. This is the second 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 another challenging year during which many of the Service's engagement activities were suspended or restricted due to the impact of the Coronavirus pandemic and the associated restrictions placed on 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 this will obviously be evident within the information and data represented in the appropriate section of the report for 2021/22.

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 once again feel that, as an organisation, we have continued to move forward positively in this area, and it is pleasing that much of this work has achieved positive outcomes for members of our local communities



**Chris Davies QFSM MBA**  
Chief Fire Officer

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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:

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# Contents

<b>Introduction</b>	<b>1</b>
<b>Who we are</b>	<b>2</b>
<b>Our Vision, Mission, Values &amp; Priorities</b>	<b>4</b>
<b>Where we are</b>	<b>5</b>
Objective 1	5
Objective 2	7
Objective 3	8
<b>Appendices:</b>	<b>10 - 31</b>
Staff Data – General	
Staff Data – by Management Level	
Wholetime Recruitment Data	
On-call Recruitment Data	
Support Staff Recruitment Data	
Promotion Data	
Transfer Data	
HFSC Data	
Incident Response Data	

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**This report is available in Welsh and can also be made available in alternative formats and languages. If you would like a copy of the report in an alternative language or format please contact: [humanresources@mawwfire.gov.uk](mailto:humanresources@mawwfire.gov.uk)**

**Our Strategic Equality Plans and associated Annual Equality Reports are available on our website or can be requested in hard copy in whichever format is required.**

# Introduction

This report covers the financial year April 2021 to March 2022 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, through to 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.



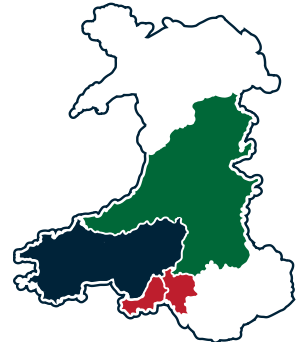


1 April 2021- 31 March 2022



# 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**

If we shrunk Mid and West Wales Fire and Rescue Service's workforce into a group of

approximately 100 people

with all the existing human ratios remaining the same, there would be:

**83**  **17**   
Males Females

**49**   
Single households

**14**   
people able to speak Welsh

**2**   
people would be Lesbian, Gay or Bisexual

**3**   
of the workforce with disability

**40**   
people who were Christian

**1**  
person would be of other religion

 **36**  
would have no religion

(**23** would prefer not to say)

**4**  
people aged

16-24

**57**  
people aged


25-44



**38**  
people aged

45-64

**1**  
person aged

65+

**99** people from a white background &  
 **1** from a non-white background

(Not including On Call FF's)  
**15** households would be earning less than  **22K** per year  
**1** household would be earning over  **55K** per year

# 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

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**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

- Developed a questionnaire for issue to those who withdrew from the recruitment process to seek feedback around the reasons for those withdrawals to inform future attraction activities.
- Promoted campaigns such as 'More than a Fire Service'; designed to highlight and promote activities which sit outside the perception of a traditional fire and rescue service.
- Engaged with the Service's Inclusion and Workforce Group to inform marketing and promotion materials to reflect the Service's commitment to inclusion and diversity.
- Promoted the use of coaches and mentors in the Service following the allocation of junior leaders for the new Wholtime Firefighter recruits to increase access to support.
- Implemented a questionnaire at entry into Service to assess an individual's needs and enable relevant support to be provided in the workplace, contributing towards the design and implementation of internal development and progression.
- Participated in a Zero Racism campaign involving Service members from diverse communities to reflect their own experiences.
- Collaborated with National Fire Chiefs Council to design a strategy that encourages more diversity through recruitment and development.

- Explored opportunities with Universities and Colleges to provide support where required in relation to employee learning needs.
- 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.
- 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.
- Commenced a talent management programme and identified potential individuals to partake enabling new recruits to broaden and develop in their roles.
- Promoted the passing out parade of the Service's intake to maximise opportunities to show that the Service is open to anyone who is able to meet the required standards.
- Utilised the Operational Learning Systems to allow feedback from the workforce in relation to potential improvements and learning outcomes.
- Engaged with third party organisations to provide opportunities for individuals to gain employment through Apprenticeships and work experience.

## **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.
- Continue to work towards reducing the Gender Pay Gap, as outlined within the action plan contained within the annual Gender Pay Gap Report.

## Objective 2

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**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

- Worked with Health partners to identify those at higher risk in the community to review the targeting strategy where necessary.
- Ensured the 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.
- The Crimes and Consequences Team have undertaken British Sign Language training and have provided awareness sessions for the team based on delivery of safety messages.
- Provided training on communicating with those with a hearing impairment.
- 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.
- Continued to run our school programmes through a blended approach of face to face and on-line delivery.
- Adopted the strategic lead for the Stay Wise Cymru web portal and working in partnership to deliver this project.
- 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.
- Considered how Business Fire Safety can support businesses to achieve satisfactory fire safety standards during Covid.
- Increased the volume of interventions since Covid following the return of Response resource delivery.
- Provided a development pathway for all personnel to follow including development activities designed to support existing roles and further development activities for those changing roles.

## What we still intend to do

- Prioritise our services at 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.
- Establish Community Risk Management Plan to ensure that our planning matches the needs of our communities.

## Objective 3

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**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

- All recommendations from the Accessibility Audit of the Service's website have been implemented to ensure both compliance with legislative requirements and the enhancement of inclusivity.
- Produced and published a range of proactive messaging allowing the Service to deliver its key messages and interventions to those most at risk.
- Continued to support campaigns through traditional media platforms by engaging with radio and print.
- Further explored the use of a texting facility for the deaf and hard of hearing as part of emergency call handling capabilities, which will also support vulnerable adults and domestic violence victims through the use of silent number calling.
- Developed the SMS Emergency service as an alternative option for contacting Emergency Authorities for those unable to use the voice services.
- Continued to produce Easy Read versions of 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.
- Continued to support the All-Wales Home Safety Group in its requirements to develop revised safety information in light of learning from the Coronavirus Pandemic and considered the best format for this information to be produced including Easy Read versions.

- Trained Service Volunteers to support the work of Digital Communities Wales in order to bring digital skills to those in the community who require support.

## What we still intend to do

- 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.



## All data to be finalised and included prior to publication April 2022

### STAFF DATA (01 April 2021 – 31 March 2022)

Gender (Current Staff)	
Female	211
Male	1061
<b>Total</b>	<b>1272</b>

Disability (Declared) (Current Staff)	
Female	6
Male	37
<b>Total</b>	<b>43</b>

Age (Current Staff)	Female	Male
16-24	8	48
25-34	64	271
35-44	58	337
45-54	51	312
55-64	27	90
65+	3	3
<b>Total</b>	<b>211</b>	<b>1061</b>

Race/Ethnicity (Current Staff)	Female	Male
Chinese	0	1
White & Asian	0	1
African	0	1
White & Black Caribbean	0	2
Bangladeshi	1	1
Indian	0	1
White British	208	1040
White Other	0	8
Black Other	0	1
Other Mixed	0	4
Prefer Not to Say	2	1
<b>Total</b>	<b>211</b>	<b>1061</b>

Religion or Belief (Current Staff)	Female	Male
Christian	77	429
Islam	0	2
Buddhist	0	2
Sikh	0	0
Other	2	5
None	77	374
Prefer Not to Say	55	249
<b>Total</b>	<b>211</b>	<b>1061</b>

Marital Status (Current Staff)	Female	Male
Single	95	461
Married	91	517
Partnered	7	20
Divorced	12	43
Widowed	2	1
Civil Partnership	0	5
Separated	0	7
Other	3	2
Prefer Not to Say	1	5
<b>Total</b>	<b>211</b>	<b>1061</b>

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	179	880
No	0	0
Prefer Not to Say	32	181
<b>Total</b>	<b>211</b>	<b>1061</b>

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	13	0
No	198	1061
<b>Total</b>	<b>211</b>	<b>1061</b>

Sexual Orientation (Current Staff)	Female	Male
Bisexual	5	11
Gay / Lesbian	3	2
Heterosexual	163	820
Transgender	0	0
Prefer Not to Say	40	228
<b>Total</b>	<b>211</b>	<b>1061</b>

## STAFF DATA by Management Level (01 April 2021 – 31 March 2022)

Gender		Area Manager [+]	Station Manager & Group Manager [07-15]	Crew Manager & Watch Manager [04-06]	Firefighter [01-03]
Female		1	41	78	91
Male		8	99	410	544
	<b>Total</b>	<b>9</b>	<b>140</b>	<b>488</b>	<b>635</b>

Duty System					
<b>Wholetime</b>	Female	1	6	12	20
	Male	6	62	147	139
	<b>Total</b>	<b>7</b>	<b>68</b>	<b>159</b>	<b>159</b>
<b>Control</b>	Female	0	1	6	6
	Male	0	1	3	3
	<b>Total</b>	<b>0</b>	<b>2</b>	<b>9</b>	<b>9</b>
<b>Support</b>	Female	0	34	56	25
	Male	2	36	43	7
	<b>Total</b>	<b>2</b>	<b>70</b>	<b>99</b>	<b>32</b>
<b>On Call</b>	Female	0	0	4	40
	Male	0	0	217	395
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>221</b>	<b>435</b>



**WHOLETIME RECRUITMENT** (01 April 2021 – 31 March 2022)

Gender	Completed Stage 1	Successful at Selection 19/20
Female	245	7
Male	1428	34
Prefer Not to Say	31	0
<b>Total</b>	<b>1704</b>	<b>41</b>

Disability (Declared)	Completed Stage 1	Successful at Selection 19/20
Yes	40	1
No	1615	38
Prefer Not to Say	49	2
<b>Total</b>	<b>1704</b>	<b>41</b>

Age	Completed Stage 1	Successful at Selection 19/20
Under 18	14	0
18-24	464	14
25-40	1102	24
41-59	119	3
Prefer Not to Say	5	0
<b>Total</b>	<b>1704</b>	<b>41</b>

Race / Ethnicity	Completed Stage 1	Successful at Selection 19/20
Black African	5	0
Black Caribbean	3	0
Black Other	0	0
Asian Bangladeshi	2	0
Asian Pakistani	0	0
Asian Indian	0	0
Asian Other	0	0
British	387	12
Chinese	1	0
European	7	0
Traveller	1	0
Mixed (Black/White)	16	0
Mixed (Asian/Black)	0	0
Mixed (Asian/White)	7	0
Mixed Other	10	1
White	1131	26
Prefer Not to Say	130	2
Other	4	0
<b>Total</b>	<b>1704</b>	<b>41</b>

Religion or Belief	Completed Stage 1	Successful at Selection 19/20
Christian	474	9
Islam	4	0
Buddhist	10	0
Hinduism	2	0
Judaism	2	0
Other	12	1
None	1063	23
Prefer Not to Say	137	8
<b>Total</b>	<b>1704</b>	<b>41</b>

Gender Identity Same as Birth	Completed Stage 1	Successful at Selection 19/20
Yes	1623	39
No	1	0
Prefer Not to Say	80	2
<b>Total</b>	<b>1704</b>	<b>41</b>

Sexual Orientation	Completed Stage 1	Successful at Selection 19/20
Bisexual	104	4
Gay / Lesbian	60	1
Heterosexual	1423	29
Transgender	0	0
Prefer Not to Say	117	7
<b>Total</b>	<b>1704</b>	<b>41</b>

Welsh Language Skills	Completed Stage 1	Successful at Selection 19/20
Learner	392	8
Intermediate	172	4
Fluent	292	6
None	827	21
Prefer Not to Say	21	2
<b>Total</b>	<b>1704</b>	<b>41</b>

**WHOLETIME LEAVERS** (01 April 2021 – 31 March 2022)

<b>Gender (Ceased Employment)</b>	
Female	2
Male	32

<b>Disability (Ceased Employment)</b>	
Female	0
Male	1

<b>Age (Ceased Employment)</b>	<b>Female</b>	<b>Male</b>
16-24	0	0
25-34	0	0
35-44	0	0
45-54	0	12
55-64	2	19
65+	0	1

<b>Race/Ethnicity (Ceased Employment)</b>	<b>Female</b>	<b>Male</b>
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	2	32
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0

<b>Religion or Belief (Ceased Employment)</b>	<b>Female</b>	<b>Male</b>
Christian	1	16
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	0	10
Prefer Not to Say	1	6

Marital Status (Ceased Employment)	Female	Male
Single	0	7
Married	1	23
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 (Ceased Employment)	Female	Male
Yes	2	27
No	0	0
Prefer not to say	0	5

Sexual Orientation (Ceased Employment)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	1	26
Transgender	0	0
Prefer Not to Say	1	6

Reason for Leaving (Ceased Employment)	Female	Male
Retirement	1	13
Deceased	0	0
Ill-Health	0	2
Resignation	1	0
Dismissed	0	0
Termination of Contract	0	0
Transfer to Other Fire Service	0	0
Prefer Not to Say	0	17

## ON CALL RECRUITMENT (01 April 2021 – 31 March 2022)

Gender (Current Staff)	
Female	14
Male	57
<b>Total</b>	<b>71</b>

Disability Declared (Current Staff)	
Female	1
Male	1
<b>Total</b>	<b>2</b>

Age (Current Staff)	Female	Male
16 - 24	3	16
25 - 34	9	22
35 - 44	1	15
45 - 54	1	4
55 - 64	0	0
65+	0	0
<b>Total</b>	<b>14</b>	<b>57</b>

Race/Ethnicity (Current Staff)	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	1
Bangladeshi	0	0
Indian	0	0
White British	14	56
White Other	0	0
Other Mixed	0	0
Prefer Not to Say	0	0
<b>Total</b>	<b>14</b>	<b>57</b>

Religion or Belief (Current Staff)	Female	Male
Christian	3	17
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	11	35
Prefer Not to Say	0	5
<b>Total</b>	<b>14</b>	<b>57</b>

Marital Status (Current Staff)	Female	Male
Single	11	34
Married	1	11
Partnered	1	5
Divorced	0	2
Widowed	0	0
Civil Partnership	0	1
Separated	0	0
Other	1	3
Prefer Not to Say	0	1
<b>Total</b>	<b>14</b>	<b>57</b>

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	13	56
No	0	0
Prefer not to say	1	1
<b>Total</b>	<b>14</b>	<b>57</b>

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	0	N/A
No	14	N/A
Prefer not to say	0	N/A
<b>Total</b>	<b>14</b>	<b>N/A</b>

Sexual Orientation (Current Staff)	Female	Male
Bisexual	0	1
Gay / Lesbian	1	0
Heterosexual	12	50
Transgender	0	0
Prefer Not to Say	1	6
<b>Total</b>	<b>14</b>	<b>57</b>

**ON CALL LEAVERS** (01 April 2021 – 31 March 2022)

<b>Gender (Ceased Employment)</b>	
Female	3
Male	64

<b>Disability (Declared) (Ceased Employment)</b>	
Female	0
Male	2

<b>Age (Ceased Employment)</b>	<b>Female</b>	<b>Male</b>
16-24	0	12
25-34	1	20
35-44	2	8
45-54	0	17
55-64	0	5
65+	0	2

<b>Race/Ethnicity (Ceased Employment)</b>	<b>Female</b>	<b>Male</b>
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	1
Bangladeshi	0	0
Indian	0	0
White British	3	63
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0

<b>Religion or Belief (Ceased Employment)</b>	<b>Female</b>	<b>Male</b>
Christian	1	24
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	2	30
Prefer Not to Say	0	10

Marital Status (Ceased Employment)	Female	Male
Single	2	30
Married	1	26
Divorced	0	4
Widowed	0	0
Civil Partnership	0	3
Separated	0	0
Other	0	1
Prefer Not to Say	0	0

Gender Identity Same as Birth	Female	Male
Yes	3	59
No	0	0
Prefer Not to Say	0	5

Sexual Orientation (Ceased Employment)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	3	54
Transgender	0	0
Prefer Not to Say	0	10

Ceased Employment	Female	Male
Retirement	0	3
Deceased	0	0
Ill-Health	0	0
Resignation	2	39
Dismissed	0	3
Termination of Contract	1	1
Transfer to Other Fire Service	0	1
Not Disclosed	0	17

## SUPPORT STAFF RECRUITMENT (01 April 2021 – 31 March 2022)

Gender	Total Applications	Successful
Female	24	7
Male	10	2
<b>Total</b>	<b>34</b>	<b>9</b>

Disability Declared	Total Applications	Successful
Registered Disability	0	0
Not Registered Disability	33	6
Prefer Not to Say	1	3
<b>Total</b>	<b>34</b>	<b>9</b>

Age	Total Applications	Successful
Under 18	0	0
18-24	2	0
25-40	19	4
41-59	5	2
60+	2	0
Prefer Not to Say	6	3
<b>Total</b>	<b>34</b>	<b>9</b>

Race / Ethnicity	Total Applications	Successful
Ethnic Minority	0	0
White	34	6
Prefer Not to Say	0	3
<b>Total</b>	<b>34</b>	<b>9</b>

Religion or Belief	Total Applications	Successful
Catholic	0	0
Christian	2	0
Hindu	0	0
Muslim	0	0
Agnostic	0	0
Pagan	0	0
Methodist	0	0
None	1	3
Prefer Not to Say	31	6
<b>Total</b>	<b>34</b>	<b>9</b>

Marital Status	Total Applications	Successful
Single	11	2
Married	13	4
Separated	0	0
Divorced	1	0
Civil Partnership	3	0
Other	3	0
Prefer not to say	3	3
<b>Total</b>	<b>34</b>	<b>9</b>

Sexual Orientation	Total Applications	Successful
Bisexual	2	0
Gay	2	0
Heterosexual	27	4
Lesbian	0	0
Prefer Not to Say	3	5
<b>Total</b>	<b>34</b>	<b>9</b>

Welsh Language	Total Applications	Successful
Level 1 Welsh	11	1
Level 2 Welsh	12	1
Level 3 Welsh	1	0
Level 4 Welsh	0	0
Level 5 Welsh	8	2
Prefer Not to Say	2	4
<b>Total</b>	<b>34</b>	<b>9</b>

## SUPPORT STAFF LEAVERS (01 April 2021 – 31 March 2022)

Gender (Ceased Employment)		
Female	11	
Male	12	
Disability (Declared) (Ceased Employment)		
Female	0	
Male	0	
Age (Ceased Employment	Female	Male
16-24	0	0
25-34	2	2
35-44	3	0
45-54	1	2
55-64	1	5
65+	4	1
Race/Ethnicity (Ceased Employment)	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	1
Bangladeshi	0	0
Indian	0	0
White British	11	11
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	2	2
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	4	3
Prefer Not to Say	5	7

Marital Status (Ceased Employment)	Female	Male
Single	2	3
Married	6	7
Divorced	2	1
Widowed	0	0
Civil Partnership	0	1
Separated	0	0
Other	0	0
Prefer Not to Say	1	0

Gender Identity Same as Birth	Female	Male
Yes	9	6
No	0	0
Prefer Not to Say	2	6

Sexual Orientation	Female	Male
Bisexual	0	0
Gay / Lesbian	0	1
Heterosexual	7	9
Transgender	0	0
Prefer Not to Say	4	2

Ceased Employment	Female	Male
Retirement	3	3
Deceased	0	0
Ill-Health	0	0
Resignation	5	4
Dismissed	0	1
Termination of Contract	0	0
Not Disclosed	3	4

## PROMOTION DATA (01 April 2021 – 31 March 2022)

Gender (Current Staff)		
Female	15	
Male	85	
Disability (Declared) (Current Staff)		
Female	0	
Male	3	
Age (Current Staff)	Female	Male
16-24	0	1
25-34	2	10
35-44	5	34
45-54	7	36
55-64	1	4
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	15	83
White Other	0	2
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0
Religion or Belief (Current Staff)	Female	Male
Christian	2	25
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	1	2
None	5	28
Prefer Not to Say	7	30

Marital Status (Current Staff)	Female	Male
Single	6	22
Married	6	59
Partnered	0	0
Divorced	1	0
Widowed	0	0
Civil Partnership	0	0
Separated	0	3
Other	1	0
Prefer Not to Say	1	1

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	11	56
No	0	0
Prefer Not to Say	4	29

Pregnancy & Maternity (Current Staff)	Female	Male
Yes	0	N/A
No	15	N/A
Prefer Not to Say	0	N/A

Sexual Orientation (Current Staff)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	13	62
Transgender	0	0
Prefer Not to Say	2	23

## EMPLOYEE TRANSFER DATA (01 April 2021 – 31 March 2022)

Gender (Current Staff)	
Female	7
Male	27

Disability Declared (Current Staff)	
Female	1
Male	0

Age (Current Staff)	Female	Male
16-24	0	0
25-34	1	1
35-44	2	9
45-54	5	17
55-64	0	0
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	7	26
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	3	9
Islam	0	0
Buddhist	0	1
Sikh	0	0
Other	0	0
None	3	7
Prefer Not to Say	1	10

Marital Status (Current Staff)	Female	Male
Single	3	4
Married	3	19
Divorced	1	2
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	1
Prefer Not to Say	0	1

Gender Identity Same as Birth (Current Staff)	Female	Male
Yes	6	18
No	0	0
Prefer Not to Say	1	9

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

Sexual Orientation (Current Staff)	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	5	19
Transgender	0	0
Prefer Not to Say	2	8

## HFSC Data

(01 April 2021 – 31 March 2022)

Collection will restart in April 2022

HFSC	TOTAL
65 or over?	
Adequate Accommodation? NO	
Alcohol or Drugs?	
Arson against Property?	
Assistance to Escape?	
Hearing Problem?	
Living Alone?	
Mental Health Issues?	
Mobility Problem?	
Other Risk Factors?	
Oxygen User?	
Prescribed Drugs?	
Previous Fires?	
Sight Problem?	
Single Parent?	
Smoking in Property?	
Advice Understood? NO	
Unsafe Cooking Practices?	
<b>Total HFSC's</b>	

## Data Captured via the Service's Incident Recording Systems

(01 April 2021 – 31 March 2022)

Gender	
Female	686
Male	828
Transgender	11
Prefer not to answer	1
<b>Total</b>	<b>1526</b>

Victim Age	
Under 16	129
17 - 25	139
26 - 40	157
41 - 55	130
56 - 70	179
70 +	344
Age unknown	448
<b>Total</b>	<b>1526</b>

Ethnicity	
Asian or Asian British - Bangladeshi	1
Asian or Asian British - Indian	5
Asian or Asian British - Other Asian	1
Asian or Asian British - Pakistani	3
Black or Black British - African	1
Black or Black British - Caribbean	3
Black or Black British - Other Black	7
Chinese	3
Mixed - Other Mixed	2
Mixed - White & Asian	1
Mixed - White & Black African	2
Mixed - White & Black Caribbean	2
Not known/stated	123
White - British	1357
White - Irish	3
White - Other White	14
<b>Total</b>	<b>1528</b>

# ANNUAL EQUALITY REPORT

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01 April 2021 – 31 March 2022

## 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](http://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](mailto: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](mailto:mail@mawwfire.gov.uk)

