



Gwasanaeth Tân ac Achub  
Canolbarth a Gorllewin Cymru

Mid and West Wales  
Fire and Rescue Service

# EQUALITY IMPACT ASSESSMENT



## 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.

<b>Name of Policy / Procedure / Project / Piece of Equipment / Proposal</b> Annual Business Improvement Plan 2023/2024	
<b>Directorate/Department/Team</b> Corporate Communications and Business Development	
<b>Date of screening</b> March 2023	<b>Who are the main beneficiaries/users?</b> <i>i.e. staff, community, groups, businesses etc.</i>  Our Annual Business Improvement Plan is for everyone who lives, works, and visits the six counties covered by Mid and West Wales Fire and Rescue Service.
<b>Aims, objectives and outcomes</b> <i>What will the proposal achieve? Attach any relevant links/documentation</i>  Our Annual Business Improvement plan sets out our Improvement and Well-being Objectives it also identifies where we want to focus special attention over the next 12 months to support the people who live, work, and visit the areas we cover.  The Annual Business Improvement Plan 2023/2024 outlines seven Improvement and Well-being Objectives for 2023/2024. The annual Improvement and Wellbeing Objectives have been aligned to the Service’s longer-term Commitments, as set out within the Well-being of Future Generations (Wales) Act 2015 Wellbeing Goals.	



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The Improvement and Well-being Objectives have been developed through a series of workshops with staff, Elected Members, and Representative Bodies, and also through a 10-week consultation period with our stakeholders and members of the public.

The Annual Business Improvement Plan 2023/2024 reports on the strategic direction of the Authority for the 2023/2024 period, together with informing all stakeholders of the Authority's Improvement and Well-being Objectives for 2023/2024.

The primary goal of the Mid and West Wales Fire and Rescue Service is to make people safer. The Annual Business Improvement Plan will provide an overview of our Improvement and Well-being Objectives and how we intend to utilise our resources to improve the safety and wellbeing of the communities we serve.

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.





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## 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 Risk	
<b>Low</b>	Minimal or minor impact on a protected characteristic. Adverse impact unlikely.
<b>Medium</b>	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.
<b>High</b>	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
<b>Age</b> (younger, older or particular age group)	Positive	Low	<p>Our Annual Business Improvement Plan 2023/2024 sets out our vision for the future, and enables us to recognise the short, medium and longer term needs of the communities we serve.</p> <p>Throughout our Improvement and Well-being Objectives there is a clear direction which will ensure that our workforce is aware of the needs of its communities and to work towards reducing risk for the vulnerable members of society.</p>	<p>The Annual Business Improvement Plan is available in a number of formats, which includes electronically, hard copy and Easy Read. The Plan can be accessed via our external website, and hard copies are also available at request.</p> <p>In order to ensure that the responses cover the widest possible age range, and are representative of the</p>

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			<p>The Service will target children and young people to educate them against the dangers of fires and dangerous driving.</p> <p>The annual business improvement plan 2023/2024 is fully inclusive for all ages. It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve.</p>	<p>communities we serve, we will ensure that respondents' demographic data is analysed and informs future strategy around consultation.</p> <p>The 10-week consultation will provide additional key information that we used to ensure that the Improvement and Well-being Objectives have a positive impact on all ages.</p> <p>Our partnerships help us access all areas of our communities with particular emphasis on hard-to-reach minority groups.</p> <p>We strive to identify and reach the most vulnerable groups of society through networking and social media. We ensure that all of the necessary information is easily accessible to all of our Stakeholders by using a variety of methodologies. Extensive engagement will be undertaken and will include promotion of the Annual Business Improvement Plan both</p>
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				<p>online and where possible with members of the public, (whilst taking into consideration any Covid-19 restrictions that may be in place).</p> <p>A 10-week consultation will take place between October and December and will provide all our stakeholders with an opportunity to provide their views on each of the Improvement and Well-being Objectives within the Plan.</p> <p>The progress made on our Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny Committee, which enables for the necessary scrutiny processes to take place to ensure continuous improvement.</p> <p>We know that our population is an ageing one, and that older people are more at risk from fire incidents. As people get older, it can become more difficult to detect and respond to fires.</p>
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				<p>For example, it can become harder to hear smoke alarms, smell smoke, detect changes in heat and turn off appliances. To minimize these risks, we will look at adapting our services to meet the needs of our ageing population in collaboration with our partner agencies.</p> <p>Furthermore, we will work with our partners to understand the risks that people will face in their communities and undertake a collaborative approach with partner agencies to ensure the safety and wellbeing of our communities through our safe and well visits.</p> <p>We provide educational awareness to children and young people in order to 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.</p>
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<p><b>Disability</b> (physical, sensory, mental health, long term illness, hidden)</p>	<p>Positive</p>	<p>Low</p>	<p>Our Annual Business Improvement Plan 2023/2024 sets out our vision for the future, and enables us to recognise the short, medium, and longer term needs of the communities we serve.</p> <p>Throughout our Improvement and Well-being Objectives, there is a clear direction which will ensure that our workforce is aware of the needs of its communities and work towards reducing risk for the vulnerable members of society.</p> <p>The information contained within the Annual Business Improvement Plan may impact on individuals with a disability, in terms of the formats in which the Plan have been made available. Examples of this include a bilingual Easy Read version.</p> <p>It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve.</p>	<p>The Annual Business Improvement Plan 2023/2024 is available in a number of formats, which include electronically, Easy Read and hard copy. The Plan can be accessed on our external website, so is easily readable by the individual using their preferred settings. The Plan is also available in other formats such as Word and PDF.</p> <p>The Service is happy to offer the Annual Business Improvement Plan in alternative formats and currently do so, at the individuals request. We will also ensure that the information with regards to different available formats is clearly located at the top of each consultation.</p> <p>We strive to identify and reach the most vulnerable groups of society through networking and social media. We ensure that all of the necessary information is easily accessible to all of our stakeholders by using a</p>
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				<p>variety of methodologies. The Annual Business Improvement Plan is available both online and in the public.</p> <p>The term disability covers a wide range of impairment types and conditions and it is important to recognise that disabled people are not a homogenous group and will have a range of needs and experiences. Disabilities can increase the likelihood of an individual accidentally causing a fire and can hinder escape when one occurs. We believe that people are safer when they know more about the risks they face and have the capacity and resilience to help themselves. Commitment Two recognises this, and we continue to provide advice and guidance to the most vulnerable members of our communities in order to keep them safe. An example of this would include, having specialist smoke alarms, which have lights and vibrating pads to alert people</p>
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			<p>who are deaf to the occurrence of a fire.</p> <p>Our Business Fire Safety department also provide advice and guidance to businesses about safe emergency evacuation from premises for wheelchair users.</p> <p>Commitment Two involves working with a range of partners across the public sector to ensure that we achieve the best possible outcomes for our communities. Working collaboratively with our partner agencies who have links with vulnerable people enables us to reach households that we may not otherwise have access to</p> <p>Previous consultations have indicated that 75% of respondents have no disability, 11% did not state yes or no, 8% answered yes to having a disability and 6% preferred not to say. We will, therefore, continue to seek out a wide range of views</p>
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				<p>when developing our Annual Business Improvement Plan.</p> <p>The Service will distribute copies of the Plan via a number of local equalities forums and third sector organisations, in an attempt to capture as wide a range of views as possible. We will monitor the effectiveness of our distribution methods in terms of the makeup of respondents, which will inform future work in this area. Further work may need to be undertaken to seek involvement of underrepresented vulnerable groups.</p> <p>A 10-week consultation will take place between October and December and will provide all of our stakeholders with an opportunity to provide their views on each of the Improvement and Well-being Objectives, detailed within the Annual Business Improvement Plan.</p>
<b>Gender Re-assignment</b>	Positive	N/A	Our Annual Business Improvement Plan 2023/2024 sets	The Service will distribute the Strategic Annual Business



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<p>(someone in transition from one gender to another)</p>			<p>out our vision for the future, and enables us to recognise the short, medium and longer term needs of the communities we serve.</p> <p>Throughout our Improvement and Well-being Objectives, there is a clear direction which will ensure that our workforce is aware of the needs of its communities and to work towards reducing risk for the vulnerable members of society.</p> <p>It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve. The Service is committed to welcoming the views of all in the co-production of its Plan.</p> <p>The Annual Business Improvement Plan will have an equitable positive impact on both men and women.</p> <p>The Annual Business Improvement Plan will not have an adverse impact on this characteristic. It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve.</p>	<p>Improvement Plan 2023/2024 widely in an attempt to capture as wide a range of views as possible. We will monitor the effectiveness of our distribution methods in terms of the makeup of respondents, which will inform future work in this area.</p> <p>We will continue to seek out a wide range of views when developing our Annual Business Improvement Plan to ensure inclusion and diversity across the communities we serve.</p> <p>The Service provides Equality, Diversity and Dignity at Work training across the Service area to raise awareness and provide relevant information. This training is provided to remind employees of the Service's expectations in terms of actions, behaviour, and conduct, the principles behind key Service policies and current legislation, as well as to increase</p>
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			<p>The Service works with stakeholders and external partners to encourage closer working arrangements with underrepresented groups to underpin its outreach programme and internal equal opportunities processes are designed to considered equality of opportunity.</p>	<p>awareness and promote good practice at local level.</p> <p>A 10-week consultation will take place between October and December and will provide all of our stakeholders with an opportunity to provide their views on each of the Improvement and Well-being Objectives detailed within the Plan.</p> <p>The progress made on our Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny Committee, which allows for the necessary scrutiny processes to take place to ensure continuous improvement.</p>
<p><b>Marriage/Civil Partnership</b> (married as well as same-sex couples)</p>	No impact	N/A	<p>Our Annual Business Improvement Plan 2023/2024 sets out our vision for the future, and enables us to recognise the short, medium and longer term needs of the communities we serve.</p> <p>Throughout our Improvement and Well-being Objectives, there is a</p>	<p>The Service will distribute the Annual Business Improvement Plan 2023/2024 widely in an attempt to capture as wide a range of views as possible. We will monitor the effectiveness of our distribution methods in terms</p>



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			<p>clear direction which will ensure that our workforce is aware of the needs of its communities and to work towards reducing risk for the vulnerable members of society.</p> <p>It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve.</p> <p>The Annual Business Improvement Plan 2023/2024 will not have an adverse impact on this characteristic.</p>	<p>of the makeup of respondents, which will inform future work in this area.</p> <p>As a Service we aim to provide the best possible service to the communities we serve, as well as our staff. We will therefore ensure that all employees are treated fairly regardless of their marriage or civil partnership status.</p> <p>A 10-week consultation will take place between October and December and will provide all of our stakeholders with an opportunity to provide their views on each of the Improvement and Well-being Objectives detailed within the Plan.</p> <p>The progress made on our Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny Committee, which allows for the necessary scrutiny processes to take</p>
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<p><b>Pregnancy and Maternity</b> (Pregnancy, maternity leave, breast-feeding)</p>	<p>No impact</p>	<p>N/A</p>	<p>Our Annual Business Improvement Plan 2023/2024 sets out our vision for the future, and enables us to recognise the short, medium and longer term needs of the communities we serve.</p> <p>Throughout our Improvement and Well-being Objectives, there is a clear direction which will ensure that our workforce is aware of the needs of its communities and to work towards reducing risk for the vulnerable members of society.</p> <p>It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve.</p> <p>Internal flexible working arrangements are in place, which enables women who are pregnant to undertake alternative duties, where appropriate. Facilities can also be made available for breastfeeding mothers, where appropriate.</p> <p>The Annual Business Improvement Plan 2023/2024 will not have an adverse impact on this characteristic.</p>	<p>place to ensure continuous improvement.</p> <p>The Service will distribute the Annual Business Improvement Plan 2023/2024 widely in an attempt to capture as wide a range of views as possible. We will monitor the effectiveness of our distribution methods in terms of the makeup of respondents, which will inform future work in this area.</p> <p>As a Service, we aim to equip all staff with the necessary skills and environment needed to undertake their roles. The health and safety considerations of pregnant and breastfeeding personnel and those on maternity leave are considered with the appropriate terms and conditions of employment and operating procedures.</p> <p>A 10-week consultation will take place between October and December and will provide all of our stakeholders with an opportunity to provide their</p>
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				<p>views on each of the Improvement and Well-being Objectives detailed within the Plan.</p> <p>The progress made on our Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny Committee, which allows for the necessary scrutiny processes to take place to ensure continuous improvement.</p>
<p><b>Race</b> (Ethnic origin, nationality, colour, including gypsies and travellers)</p>	<p>Positive</p>	<p>Low</p>	<p>Our Annual Business Improvement Plan 2023/2024 sets out our vision for the future, and enables us to recognise the short, medium and longer term needs of the communities we serve.</p> <p>Throughout our Improvement and Well-being Objectives, there is a clear direction which will ensure that our workforce is aware of the needs of its communities and to work towards reducing risk for the vulnerable members of society.</p> <p>It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve. The Service works with stakeholders</p>	<p>The Service will distribute the Annual Business Improvement Plan 2023/2024 widely in an attempt to capture as wide a range of views as possible. We will monitor the effectiveness of our distribution methods in terms of the makeup of respondents, which will inform future work in this area.</p> <p>Previous consultations have indicated that 79% of respondents were White, 8% preferred not to say, 1% did not state their ethnicity, 1% was Black African, 1% was</p>



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			<p>and external partners to encourage closer working arrangements with underrepresented groups to underpin its outreach programme and internal equal opportunities processes are designed to considered equality of opportunity.</p>	<p>mixed and 1% was other. We will, therefore, continue to seek out a wide range of views when developing our Plan to ensure inclusion and diversity across communities.</p> <p>There are significant regional variations in the diverse populations across the mid and west Wales area, with urban areas having a more ethnically diverse population and rural areas having very low minority ethnic profiles.</p> <p>We will 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.</p> <p>The Service provides Equality, Diversity and Dignity at Work training across the Service area to raise awareness and provide relevant information. This training is provided to remind employees of the Service's expectations in terms of</p>
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				<p>actions, behaviour, and conduct, the principles behind key Service policies and current legislation, as well as to increase awareness and promote good practice at local level.</p> <p>We want to be an employer of choice that reflects the communities we serve. We recognise that the proportion of staff who belong to a minority ethnic group is lower than the national proportion. We continue to look for ways to address this through positive action initiatives, examples include awareness days and online promotion and awareness.</p> <p>A 10-week consultation will take place between October and December and will provide all of our stakeholders with an opportunity to provide their views on each of the Improvement and Well-being Objectives detailed within the Annual Business Improvement Plan.</p>
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				<p>The progress made on our Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny Committee, which allows for the necessary scrutiny processes to take place to ensure continuous improvement.</p>
<p><b>Religion/Belief</b> (Christian, Muslim, Hindu, Jewish, Buddhist)</p>	Positive	N/A	<p>Our Annual Business Improvement Plan 2023/2024 sets out our vision for the future, and enables us to recognise the short, medium and longer term needs of the communities we serve.</p> <p>Throughout our Improvement and Well-being Objectives, there is a clear direction which will ensure that our workforce is aware of the needs of its communities and to work towards reducing risk for the vulnerable members of society.</p> <p>It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve. The Service is committed to welcoming the views of all in the co-production of its Annual Business Improvement Plan.</p>	<p>The Service will distribute the Annual Business Improvement Plan 2023/2024 widely in an attempt to capture as wide a range of views as possible. We will monitor the effectiveness of our distribution methods in terms of the makeup of respondents, which will inform future work in this area.</p> <p>Previous consultations have indicated that 40% of respondents within the Service's area are Christian, 21% have no religion, 13% preferred not to say, 1% were Sikh, and 1% Buddhist. We will therefore continue to seek out a wide range of views when developing our Annual Business</p>



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			<p>In the delivery of the Improvement and Well-being Objectives, religious observances will be taken into account, including holidays and other religious customs.</p> <p>The Annual Business Improvement Plan will not have an adverse impact on this characteristic. It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve.</p> <p>The Service works with stakeholders and external partners to encourage closer working arrangements with underrepresented groups to underpin its outreach programme and internal equal opportunities processes are designed to considered equality of opportunity.</p>	<p>Improvement Plan to ensure inclusion and diversity across communities.</p> <p>In order to ensure that all of the communities we serve are safe, we will work to increasingly understand the specific needs and requirements that stem from their religious or other beliefs. There is some evidence that certain religious practices and cooking habits, such as the use of candles during religious celebrations, may increase the risk of domestic fires. We will therefore tailor our safety advice and key messages to religious groups, especially around the time of religious events and festivals.</p> <p>We will 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.</p>
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				<p>The Service provides Equality, Diversity and Dignity at Work training across the Service area to raise awareness and provide relevant information. This training is provided to remind employees of the Service's expectations in terms of actions, behaviour, and conduct, the principles behind key Service policies and current legislation, as well as to increase awareness and promote good practice at local level.</p> <p>A 10-week consultation will take place between October and December and will provide all of our stakeholders with an opportunity to provide their views on each of the Improvement and Well-being Objectives detailed within the Plan.</p> <p>The progress made on our Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny Committee, which allows for the necessary</p>
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				scrutiny processes to take place to ensure continuous improvement.
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<p><b>Gender</b> (Men or women)</p>	<p>Positive</p>	<p>N/A</p>	<p>Our Annual Business Improvement Plan 2023/2024 sets out our vision for the future, and enables us to recognise the short, medium and longer term needs of the communities we serve.</p> <p>Throughout our Improvement and Well-being Objectives, there is a clear direction which will ensure that our workforce is aware of the needs of its communities and to work towards reducing risk for the vulnerable members of society.</p> <p>It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve. The Service is committed to welcoming the views of all in the co-production of its Plan.</p> <p>The Annual Business Improvement Plan will have an equitable positive impact on both men and women.</p> <p>The Annual Business Improvement Plan will not have an adverse impact on this characteristic. It is intended that the Improvement and Well-being Objectives will have a positive</p>	<p>The Service will distribute the Annual Business Improvement Plan 2023/2024 widely in an attempt to capture as wide a range of views as possible. We will monitor the effectiveness of our distribution methods in terms of the makeup of respondents, which will inform future work in this area.</p> <p>Previous consultations have indicated that 48% were male, 36% were female. 12% did not state their sex and 4% preferred not to say. We will, therefore, continue to seek out a wide range of views when developing our Annual Business Improvement Plan to ensure inclusion</p>
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			<p>impact on the communities we serve.</p> <p>The Service works with stakeholders and external partners to encourage closer working arrangements with underrepresented groups to underpin its outreach programme and internal equal opportunities processes are designed to considered equality of opportunity.</p>	<p>and diversity across the communities we serve.</p> <p>Our analysis of respondents to past consultation exercises would suggest that there is a proportionate gender balance. However, we will continue to review this and take action if required.</p> <p>The Service provides Equality, Diversity and Dignity at Work training across the Service area to raise awareness and provide relevant information. This training is provided to remind employees of the Service's expectations in terms of actions, behaviour, and conduct, the</p>
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			<p>principles behind key Service policies and current legislation, as well as to increase awareness and promote good practice at local level.</p> <p>The Service is committed to advancing gender equality in the workplace, and as part of that, we are Corporate Members of Women in the Fire Service (WFS). Annual development weekends are held which allows female members of staff to attend and learn more about the different roles within the Fire Service. The aim of these events is to Enable and inspire confident and successful women to build a more</p>
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			<p>progressive Fire and Rescue Service.</p> <p>The Service also regularly holds female firefighter awareness events to promote the operational roles within the Service, provide awareness and encourage females to apply for a career in the Fire Service. These events are extremely popular, and the feedback we have received has been very positive.</p> <p>A 10-week consultation will take place between October and December and will provide all of our stakeholders with an opportunity to provide their views on each of the Improvement and Well-being</p>
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				<p>Objectives detailed within the Plan.</p> <p>The progress made on our Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny Committee, which allows for the necessary scrutiny processes to take place to ensure continuous improvement.</p>
<p><b>Sexual Orientation</b> (Gay, Lesbian or Bisexual)</p>	<p>Positive</p>	<p>Low</p>	<p>Our Annual Business Improvement Plan 2023/2024 sets out our vision for the future, and enables us to recognise the short, medium and longer term needs of the communities we serve.</p> <p>Throughout our Improvement and Well-being Objectives, there is a clear direction which will ensure that our workforce is aware of the needs of its communities and to work towards reducing risk for the vulnerable members of society.</p>	<p>The Service will distribute the Annual Business Improvement Plan 2023/2024 widely in an attempt to capture as wide a range of views as possible. We will monitor the effectiveness of our distribution methods in terms of the makeup of respondents, which</p>



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		<p>It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve. The Service is committed to welcoming the views of all in the co-production of its Plan.</p> <p>The Annual Business Improvement Plan 2023/2024 will not have an adverse impact on this characteristic. It is intended that the Improvement and Well-being Objectives will have a positive impact on the communities we serve.</p> <p>The Service works with stakeholders and external partners to encourage closer working arrangements with underrepresented groups to underpin its outreach programme and internal equal opportunities processes are designed to considered equality of opportunity.</p>	<p>will inform future work in this area.</p> <p>The Service provides Equality, Diversity and Dignity at Work training across the Service area to raise awareness and provide relevant information. This training is provided to remind employees of the Service's expectations in terms of actions, behaviour, and conduct, the principles behind key Service policies and current legislation, as well as to increase awareness and promote good practice at local level.</p> <p>A 10-week consultation will take place between October and</p>
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Fire and Rescue Service

# EQUALITY IMPACT ASSESSMENT



			<p>December and will provide all of our stakeholders with an opportunity to provide their views on each of the Improvement and Well-being Objectives detailed within the Plan.</p> <p>Previous consultations have indicated that 78% were heterosexual, 1% were gay, 1% were bisexual, 11% did not state their sexual orientation and 9% preferred not to say. We will, therefore, continue to seek out a wide range of views when developing our Annual Business Improvement Plan, to ensure inclusion and diversity across communities.</p> <p>The progress made on our</p>
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				Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny Committee, which allows for the necessary scrutiny processes to take place to ensure continuous improvement.
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**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**.

	<b>Positive or Negative Impact</b>	<b>Level of Risk</b> high, medium, low	<b>Please explain your assessment</b>	<b>Evidence of good practice</b>
<b>Socio-economic disadvantage</b> (How might this impact on those who are socio economically deprived?)	Positive	Low	Making a positive difference to the diverse communities we serve is extremely important to us. Every fire we attend has a cost to people, places, and our environment, so prevention,	The Service will distribute the Annual Business Improvement Plan 2023/2024 widely in an attempt to capture as wide a



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		<p>wherever possible, is a priority for us.</p> <p>As part of the commitment in our Annual Business Improvement Plan, we want to continue working with our partners to identify opportunities to deliver agreed mutually beneficial objectives, as we know that working closely with our partners not only helps to avoid the duplication of services, it is also a better use of public funds and provides multiple benefits to our communities. Furthermore, we will be looking to achieve the following: Explore opportunities to widen the delivery of social benefits to our communities, consider the impact and benefits of our community-based initiatives and partnership working, and incorporate Social Value criteria into our Procurement processes, where appropriate.</p> <p>We recognise that as a large organisation we can have a considerable impact on the economy and environment and are committed to ensuring that we do our moral duty to maximise these benefits to the communities we serve, whilst enhancing our</p>	<p>range of views as possible. We will monitor the effectiveness of our distribution methods in terms of the makeup of respondents, which will inform future work in this area.</p> <p>A 10-week consultation will take place between October and December and will provide all of our stakeholders with an opportunity to provide their views on each of the Improvement and Well-being Objectives detailed within the Plan.</p> <p>The progress made on our Improvement and Well-being Objectives are reported on a quarterly basis to the Performance, Audit and Scrutiny</p>
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			<p>contribution to the local economy and reducing costs to society. Adapting and diversifying our activities to better meet the needs of our communities and improving the way we meet the needs of the people that work, live and visit our communities, will help to make them as safe and as successful as possible.</p> <p>The Service aim to support this by ensuring all those responsible for strategic decisions: Take account of evidence and potential impact through consultation and engagement. Understand the views and needs of those who suffer socio-economic disadvantage. Welcome challenge and scrutiny. Drive a change in the way that decisions are made and the way that decision makers operate.</p>	<p>Committee, which allows for the necessary scrutiny processes to take place to ensure continuous improvement.</p>
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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	Date March 2023	Name Aled Lewis	Date March 2023



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