



Gwasanaeth Tân ac Achub
Canolbarth a Gorllewin Cymru

Mid and West Wales
Fire and Rescue Service

ANNUAL EQUALITY REPORT

01 April 2023 – 31 March 2024







Foreword

I am delighted to present Mid and West Wales Fire and Rescue Service's Annual Equality Report covering the period April 2023 to March 2024. This is our final 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 demonstrate the extent to which we are meeting both our legal and moral obligations to recognise diversity and promote equality and inclusion.

We have continued to provide our essential front-line emergency and high-risk preventative activities and reinstated the data collection for activities, such as our 'People We Serve' questionnaire - this will be evident within the information and data presented in the relevant section of the report for 2023/24.

The Annual Equality Report provides us with an opportunity to celebrate our continued progress in terms of the advancement of Equality, Diversity and Inclusion within our Service and the communities we are proud to serve. However, we are not complacent and acknowledge that there is a significant amount of work to do to ensure that we eliminate discrimination and ensure equality of opportunity for all. I believe 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.

Roger Thomas KFSM BA (Hons) MSc

Chief Fire Officer

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

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

Mydrian Harries

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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

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 2023 to March 2024 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 and 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.





ABOUT US

We are made up of the following 6 Unitary Authorities



Gwynedd Council
North Port Talbot Council



Powys



1300
Members of Staff



We cover
12,000
km²



43,568
non domestic premises



approximately
432,791
households



913,217
people

1 April 2023 - 31 March 2024



We handled
21,812
emergency calls



Were called to
418
accidental fires
in the home



Responded to
13,114
incidents



2,583
were fires



4,599
non fire emergencies



5,832
false alarms

Attended
81



deliberate road vehicle fires



Attended
786

road traffic collisions of which

86



involved extractions of persons

149
hoax calls



(149 attended, 157 not attended
control identified as false)



Engaged with

32,262
young people

Carried out

11,752
Home Safety Checks





The Role of the Fire Authority

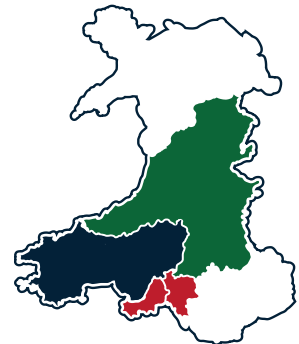
Mid and West Wales Fire Authority consists of 25 elected members who represent individual wards within 6 constituent Unitary Authorities, which make up the Mid and West Wales area. The Unitary Authorities are:



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council



Cyngor Sir Gâr
Carmarthenshire
County Council



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 (Combination Scheme) Order 19951 as amended (the Combination Order) which established the provision of a Combined Fire Authority covering the new County areas of Carmarthenshire, Ceredigion, Neath and Port Talbot, Pembrokeshire, Powys and Swansea.
- Fire and Rescue Services Act 2004.
- The Regulatory Reform (Fire Safety) Order 2005.
- Combined Fire and Rescue Services Schemes (variation) Wales Order 2009.
- Local Government (Wales) Measure 2009.
- The Equality Act 2010.
- Local Government (Wales) Measure 2011.
- Welsh Language (Wales) Measure 2011
- The Wellbeing of Future Generations (Wales) Act 2015.
- Welsh Government's Fire and Rescue National Framework 2016.
- Annual Equality Report



- The Local Government and Elections (Wales) Act 2021.
- The Socio-economic Inequalities (Wales) Regulations 2021.

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 a 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 principles 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.



EIN GWELEDIGAETH

I ddarparu'r gwasanaeth gorau posibl i gymunedau Canolbarth a Gorllewin Cymru.

OUR VISION

To deliver the best possible service for the communities of Mid and West Wales.



#EichGTACGC

#YourMAWWFRS

YMDDYGIADAU

- ✓ Bod yn Atebol
- ✓ Dangos Uniondeb
- ✓ Bod yn Foesegol
- ✓ Bod yn Barchus
- ✓ Bod yn Ddiduedd

BEHAVIOURS

- ✓ Be Accountable
- ✓ Demonstrate Integrity
- ✓ Be Ethical
- ✓ Be Respectful
- ✓ Be Impartial

GALLUOGI



Ein pobl



Arweinyddiaeth a Rheolaeth: Llywodraethu, gwneud penderfyniadau a gwelliant parhaus.



Cadernid Ariannol



Cyfrifoldeb Cymdeithasol Corfforaethol



Strategaeth Ddigidol a Technolegau Gwybodaeth a Chyfathrebu



Partneriaethau a Chydweithio



Our people



Leadership and Management: Governance, decision making and continuous improvement



Financial Resilience



Corporate Social Responsibility



Digital and Information Communications Technologies Strategy



Partnerships and Collaboration



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:


81
Males



19
Females

44  Single households


24 
people able to
speak Welsh

2 
people would be
Lesbian, Gay or Bisexual

4 
of the workforce
with disability

36 
people who
were Christian

1
person would be
of other religion

 **38**
would have
no religion

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

6
people aged

16-24

54
people aged


25-44

39
people aged

45-64

1
person aged

65+

98 people from a white background &
 **2** from a non-white background

(Not including On Call Ff's)

4 households would be earning less than
3 household would be earning over

27K
per year

58K
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

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

- Promoted campaigns such as 'More than a Fire Service' and launched the 'More than Just Fires' video, and reviewed how we portray the role of a Firefighter on our social media and via experience days.
- Promoted the ongoing use of coaching and mentoring in the Service following the allocation of junior leaders for the new Wholetime Firefighter recruits to increase access to support.
- Collaborated with other Welsh Fire and Rescue Services to strengthen the approach towards Equality, Diversity and Inclusion across Wales and encourage more diversity through Service procedures.
- Obtained Institute of Leadership and Management and Continual Professional Development accreditation and produced a 'Learning and Development Prospectus', identifying learning and development available to staff.
- Actively engaged with internal leadership to further develop knowledge and understanding of how to nurture an inclusive workforce via external training.
- Implemented support for staff via neurodiversity assessments and accessible training which pays cognisance to all learning styles. with neurodiversity champions being trialed in various parts of the Service.



- Utilised internal systems to allow feedback from staff concerning improvements and provided pathways for employees to give feedback on current provisions, present ideas and be involved in Service development.
- Developed a Recruitment and Retention Task and Finish Group; bringing together various departments across the Service to benchmark the Service and identify areas for future development,
- Commissioned new uniform for female firefighters which they can be proud to wear.
- The Service has maintained its certification with the Disability Confident Employer Scheme and will continue to develop through further stages.
- The Service has and will continue to work towards reducing the Gender Pay Gap.
- Various networks have been used to capture feedback on the current needs of the Service and how staff would like to see this structured.

Objective 2

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

Reason

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

What we did

- Worked with Health partners to identify those at higher risk in the community to review the targeting strategy where necessary.
- Ensured home safety interventions continued to be provided in a range of languages for at-risk individuals. Where specific advice was required in different languages or mediums, we accessed interpreters and translators, including British Sign Language.
- Quality assured school material through the National Fire Chiefs Council's Stay Wise platform, ensuring all materials are mapped against the Welsh Curriculum.
- Adopted the position of strategic lead for the Stay Wise Cymru web portal, designed to assist in delivering and providing educational resources for the Stay Wise website.
- Developed the Business Fire Safety Awareness tool on our external website, which is an interactive tool to support businesses with responsibilities, providing immediate access to safety



information.

- Continued to engage with external stakeholders to attract diverse applicants via careers and military fairs.
- Developed a secure online platform to collect data from the communities that we serve which can be used by all personnel at events, training, home visits, as well as internally.
- Evolved the Safe and Well model along with adapting the collection of Home Fire Safety Checks to provide a more inclusive product and ensure that we target messages to address the vulnerabilities that are identified.
- The Service has and will continue to progress any work to close gaps and ensure full compliance with the Welsh Language Standards.

Objective 3

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

Reason

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

What we did

- Implemented all recommendations from the Accessibility Audit undertaken on the Service's website 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.
- Implemented a text facility to support those who have impaired hearing or speech difficulties to contact the Service for Community Safety Interventions.
- Trained Service Volunteers to support the work of Digital Communities Wales to bring digital skills to those in the community who require support.
- Reviewed the Service's stakeholder list, incorporating the details of additional underrepresented groups.
- Appointed a multidisciplinary architect service to carry out specific Computer Aided Designs to provide detailed information for all our premises.
- Developed our awareness of the pockets of digital exclusion within our area to ensure our preventative work is accessible and that our messages are available in formats which will meet



the needs of those communities.

- The Service has and will continue to produce easy-to-read versions of key strategic documents. Recent Easy Read documents include the Service's Community Risk Management Plan 2040.
- Designed and developed a new Service website with a robust infrastructure and are entering the final stages in readiness to go live.





All data to be finalised and included prior to publication April 2024

STAFF DATA (01 April 2023 – 31 March 2024)

Gender



Female	219
Male	938
Total	1157

Disability (Declared)



Female	10
Male	40
Total	50

Age



16-24	12	54
25-34	57	204
35-44	66	305
45-54	52	268
55-64	29	99
65+	3	8
Total	219	938

Race/Ethnicity



	Female	Male
Chinese	0	1
White & Asian	0	2
African	0	1
White & Black Caribbean	0	2
Bangladeshi	1	1
Indian	0	1
White British	212	907
White Other	1	13
Black Other	0	0
Other Mixed	0	5
Prefer Not to Say	5	5
Total	219	938

Religion or Belief



	Female	Male
Christian	60	355
Islam	1	2
Buddhist	0	2
Sikh	0	0
Other	2	5
None	85	350
Prefer Not to Say	71	224
Total	219	938

Marital Status



	Female	Male
Single	94	406
Married	92	451
Partnered	10	24
Divorced	11	32
Widowed	3	1
Civil Partnership	0	6
Separated	2	6
Other	2	2
Prefer Not to Say	5	10
Total	219	938

Gender Identity Same as Birth



	Female	Male
Yes	176	782
No	0	0
Prefer Not to Say	43	156
Total	219	938



Pregnancy & Maternity

	Female	Male
Yes	14	0
No	205	938
Total	219	938

Sexual Orientation

	Female	Male
Bisexual	5	9
Gay / Lesbian	6	3
Heterosexual	172	744
Transgender	0	0
Prefer Not to Say	36	182
Total	219	938





Staff Data by Management Level



Gender		Area Manager [+]	Station Manager & Group Manager [07-15]	Crew Manager & Watch Manager [04-06]	Firefighter [01-03]
Female		2	47	77	93
Male		9	101	334	494
	Total	11	148	411	587

Duty System					
	Female	0	9	8	23
	Male	7	64	126	182
Wholetime	Total	7	73	134	205

	Female	0	2	4	9
	Male	0	0	6	6
Control	Total	0	2	10	15

	Female	2	36	63	29
	Male	2	37	40	7
Support	Total	4	73	103	36

	Female	0	0	2	32
	Male	0	0	162	299
On-Call	Total	0	0	164	331

*Following pay awards the grade brackets have been adjusted to accurately reflect previous reporting periods.

Wholetime Recruitment (01 April 2023 – 31 March 2024)

Gender



Female	2
Male	13
Total	15

Disability (Declared)



Female	0
Male	1
Total	1

Age



	Female	Male
Under 18	0	0
18-24	0	1
25-40	1	6
41-59	1	6
Prefer Not to Say	0	0
Total	2	13



Race/Ethnicity



	Female	Male
Black African	0	0
Black Caribbean	0	0
Black Other	0	0
Asian Bangladeshi	0	0
Asian Pakistani	0	0
Asian Indian	0	0
Asian Other	0	0
British	0	0
Chinese	0	0
European	0	0
Traveller	0	0
Mixed (Black/White)	0	0
Mixed (Asian/Black)	0	0
Mixed (Asian/White)	0	0
Mixed Other	0	0
White	2	13
Prefer Not to Say	0	0
Other	0	0
Total	2	13

Sexual Orientation



	Female	Male
Bisexual	0	1
Gay / Lesbian	2	0
Heterosexual	0	12
Transgender	0	0
Prefer Not to Say	0	0
Total	2	13

Marital Status



	Female	Male
Single	0	5
Married	2	7
Partnered	0	0
Divorced	0	1
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	0
Total	2	13

Religion or Belief



	Female	Male
Christian	0	3
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	2	4
Prefer Not to Say	0	6
Total	2	13

Gender Identity Same as Birth



	Female	Male
Yes	1	3
No	0	0
Prefer Not to Say	1	10
Total	2	13





Wholetime Leavers (01 April 2023 – 31 March 2024)

Gender



Female	1
Male	16
Total	17

Disability (Declared)



Female	0
Male	0
Total	0

Religion or Belief



	Female	Male
Christian	0	5
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	0	5
Prefer Not to Say	1	6
Total	1	16

Age



	Female	Male
16-24	0	0
25-34	0	4
35-44	0	1
45-54	1	7
55-64	0	4
65+	0	0
Total	1	16

Marital Status



	Female	Male
Single	0	8
Married	1	7
Partnered	0	0
Divorced	0	1
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	0
Total	1	16

Race/Ethnicity



	Female	Male
Chinese	0	0
White & Asian	0	1
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	1	15
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0
Total	1	16

Gender Identity Same as Birth



	Female	Male
Yes	0	11
No	0	0
Prefer Not to Say	1	5
Total	1	16



Sexual Orientation



	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	0	11
Transgender	0	0
Prefer Not to Say	1	5
Total	1	16

Ceased Employment



	Female	Male
Retirement	0	0
Deceased	0	0
Ill-Health	0	0
Resignation	0	1
Dismissed	0	0
Termination of Contract	0	0
Transfer of Other Fire Service	0	0
Not Disclosed	2	16
Total	2	17





On Call Recruitment (01 April 2023 – 31 March 2024)

Gender



Female	8
Male	67
Total	75

Disability (Declared)



Female	0
Male	4
Total	4

Age



	Female	Male
16-24	3	25
25-34	2	15
35-44	1	19
45-54	2	7
55-64	0	1
65+	0	0
Total	8	67

Race/Ethnicity



	Female	Male
Chinese	0	0
White & Asian	0	2
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	8	62
White Other	0	2
Other Mixed	0	0
Prefer Not to Say	0	1
Total	8	67

Religion or Belief



	Female	Male
Christian	1	21
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	7	36
Prefer Not to Say	0	10
Total	8	67

Sexual Orientation



	Female	Male
Bisexual	1	1
Gay / Lesbian	1	0
Heterosexual	6	64
Transgender	0	0
Prefer Not to Say	0	2
Total	8	67

Marital Status



	Female	Male
Single	5	42
Married	2	20
Partnered	0	1
Divorced	0	1
Widowed	0	0
Civil Partnership	0	0
Separated	1	0
Other	0	0
Prefer Not to Say	0	3
Total	8	67

Gender Identity Same as Birth



	Female	Male
Yes	7	61
No	0	0
Prefer Not to Say	1	6
Total	8	67

**On Call Leavers** (01 April 2023 – 31 March 2024)**Gender**

Female	0
Male	14
Total	14

Disability (Declared)

Female	0
Male	0
Total	0

Age

	Female	Male
16-24	0	0
25-34	0	4
35-44	0	3
45-54	0	4
55-64	0	2
65+	0	1
Total	0	14

Race/Ethnicity

	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	1
White British	0	13
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0
Total	0	14

Religion or Belief

	Female	Male
Christian	0	4
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	0	6
Prefer Not to Say	0	4
Total	0	14

Marital Status

	Female	Male
Single	0	6
Married	0	8
Divorced	0	0
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	0
Total	0	14

Gender Identity Same as Birth

	Female	Male
Yes	0	11
No	0	0
Prefer Not to Say	0	3
Total	0	14



Sexual Orientation



	Female	Male
Bisexual	0	1
Gay / Lesbian	0	0
Heterosexual	0	9
Transgender	0	0
Prefer Not to Say	0	4
Total	0	14

Ceased Employment



	Female	Male
Retirement	0	0
Deceased	0	0
Ill-Health	0	2
Resignation	0	1
Dismissed	0	1
Termination of Contract	1	3
Transfer of Other Fire Service	0	0
Incomplete Course	0	3
Not Disclosed	3	51
Total	4	61

Support Staff Recruitment (01 April 2023 – 31 March 2024)

Gender



Female	14
Male	4
Total	18

Race/Ethnicity



	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	14	0
White Other	0	0
Other Mixed	0	0
Prefer Not to Say	0	0
Total	14	4

Disability (Declared)



Female	2
Male	1
Total	3

Religion or Belief



	Female	Male
Christian	0	0
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	5	0
Prefer Not to Say	9	4
Total	14	4

Age



	Female	Male
16-24	0	1
25-34	3	1
35-44	9	2
45-54	2	0
55-64	0	0
65+	0	0
Total	14	4

**Marital Status**

	Female	Male
Single	4	3
Married	9	1
Divorced	0	0
Widowed	1	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	0
Total	14	4

Gender Identity Same as Birth

	Female	Male
Yes	6	2
No	0	0
Prefer Not to Say	8	2
Total	14	4

Sexual Orientation

	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	13	3
Transgender	0	0
Prefer Not to Say	1	1
Total	14	4

Support Staff Leavers (01 April 2023 – 31 March 2024)**Gender**

Female	12
Male	7
Total	19

Disability (Declared)

Female	1
Male	1
Total	2

Age

	Female	Male
16-24	0	1
25-34	2	3
35-44	3	2
45-54	4	0
55-64	0	1
65+	3	0
Total	12	7

Race/Ethnicity

	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	11	4
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	1	3
Total	12	7



Religion or Belief



	Female	Male
Christian	5	0
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	1	3
Prefer Not to Say	6	4
Total	12	7

Ceased Employment



	Female	Male
Retirement	0	0
Deceased	0	0
Ill-Health	0	0
Resignation	0	0
Dismissed	0	0
Termination of Contract	0	1
Not Disclosed	16	6
Total	16	7

Marital Status



	Female	Male
Single	4	4
Married	7	3
Divorced	1	0
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	0
Total	12	7

Gender Identity Same as Birth

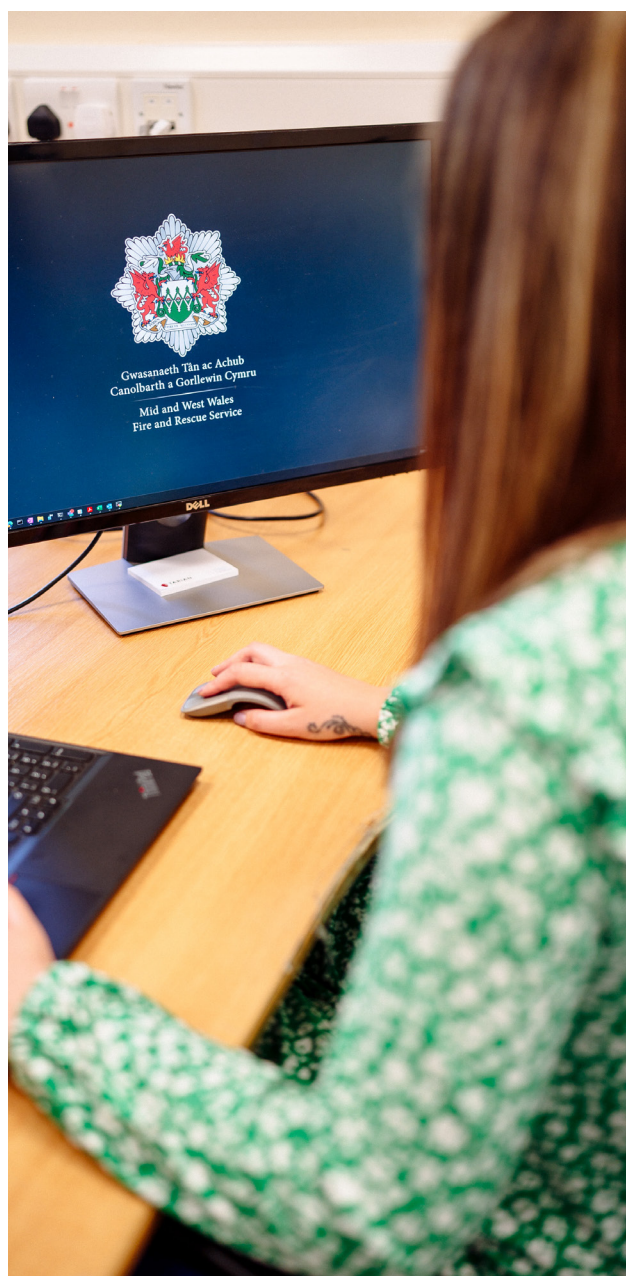


	Female	Male
Yes	8	3
No	0	0
Prefer Not to Say	4	4
Total	12	7

Sexual Orientation



	Female	Male
Bisexual	0	0
Gay / Lesbian	0	1
Heterosexual	10	3
Transgender	0	0
Prefer Not to Say	2	3
Total	14	7



**Promotion Data** (01 April 2023 – 31 March 2024)**Gender**

Female	14
Male	43
Total	57

Disability (Declared)

Female	0
Male	3
Total	3

Age

	Female	Male
16-24	0	0
25-34	3	6
35-44	5	10
45-54	4	27
55-64	2	0
65+	0	0
Total	14	43

Race/Ethnicity

	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	14	42
White Other	0	1
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0
Total	14	43

Religion or Belief

	Female	Male
Christian	6	11

Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	1	0
None	3	14
Prefer Not to Say	4	18
Total	14	43

Marital Status

	Female	Male
Single	5	12
Married	8	28
Partnered	0	1
Divorced	1	2
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	0
Total	14	43

Gender Identity Same as Birth

	Female	Male
Yes	11	30
No	0	0
Prefer Not to Say	3	13
Total	14	43

Sexual Orientation

	Female	Male
Bisexual	0	0
Gay / Lesbian	1	0
Heterosexual	13	32
Transgender	0	0
Prefer Not to Say	0	11
Total	14	43



Employee Transfer Data (01 April 2023 – 31 March 2024)

Gender



Female	5
Male	36
Total	41

Disability (Declared)



Female	0
Male	3
Total	3

Age



	Female	Male
16-24	1	0
25-34	3	8
35-44	1	12
45-54	0	15
55-64	0	1
65+	0	0
Total	5	36

Race/Ethnicity



	Female	Male
Chinese	0	1
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	5	35
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0
Total	5	36

Religion or Belief



	Female	Male
Christian	2	13

Islam	0	0
Buddhist	0	2
Sikh	0	0
Other	0	0
None	2	13
Prefer Not to Say	1	8
Total	5	36

Marital Status



	Female	Male
Single	4	12
Married	1	20
Partnered	0	1
Divorced	0	1
Widowed	0	0
Civil Partnership	0	0
Separated	0	2
Other	0	0
Prefer Not to Say	0	0
Total	5	36

Gender Identity Same as Birth



	Female	Male
Yes	4	32
No	0	0
Prefer Not to Say	1	4
Total	5	36

Sexual Orientation



	Female	Male
Bisexual	1	0
Gay / Lesbian	0	0
Heterosexual	3	30
Transgender	0	0
Prefer Not to Say	1	6
Total	5	36



Data Captured via the Service's Incident Recording Systems

(01 April 2023 – 31 March 2024)

Victim Age



<16	169
17-25	126
26-40	147
41-55	160
56-70	272
70+	527
Age unknown	595
Total	1996

Gender



Female	869
Male	1079
Not Known	44
Not Specific	4
Total	1996

Race/Ethnicity



Asian or Asian British - Bangladeshi	0
Asian or Asian British - Indian	12
Asian or Asian British - Other Asian	5
Asian or Asian British - Pakistani	5
Black or Black British - African	7
Black or Black British - Caribbean	0
Black or Black British - Other Black	3
Chinese	0
Mixed - Other Mixed	6
Mixed - White & Asian	1
Mixed - White & Black African	0
Mixed - White & Black Caribbean	0
Not Known/Stated	118
White - British	1809
White - Irish	5
White - Other White	25
Total	1996



ANNUAL EQUALITY REPORT

01 April 2023 – 31 March 2024

Find out more

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

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

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

We welcome your comments or suggestions for future planning improvements.

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

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

Alternative Versions

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