

AWDURDOD TÂN AC ACHUB GOGLEDD CYMRU



NORTH WALES FIRE AND RESCUE AUTHORITY

Cynhelir cyfarfod arbennig o **AWDURDOD TÂN AC ACHUB GOGLEDD CYMRU DDYDD LLUN 18 RHAGFYR 2023**, yn rhithiol drwy Zoom, gan ddechrau am 13:00.

Yr eiddoch yn gywir,
Gareth Owens
Clerc

AGENDA

1. Ymddiheuriadau

2. Datganiadau o Fuddiant

3. Hysbysiad o Faterion Brys


Hysbysiad o'r eitemau y dylid, yn ôl y Cadeirydd, eu hystyried yn y cyfarfod fel mater o frys yn unol ag Adran 100B (4) o Ddeddf Llywodraeth Leol 1972.

4. I gallu penderfynu pa opsiwn i'w weithredu o'r Adolygiad Gofal Brys

RHAN II

Yn unol ag Adran 100A (4) o Ddeddf Llywodraeth Leol 1972, argymhellir bod y Wasg a'r Cyhoedd yn cael eu heithrio o'r cyfarfod wrth ystyried yr eitem(au) busnes canlynol oherwydd ei bod yn debygol y byddai gwybodaeth wedi'i heithrio yn cael ei datgelu iddynt fel sydd wedi'i diffinio ym Mharagraff(au) 12 i 18 yn Rhan 4 o Atodlen 12A o Ddeddf Llywodraeth Leol 1972.

5. Dim

Adroddiad i'r	Awdurdod Tân	
Dyddiad	18 Rhagfyr 2023	
Swyddog Arweiniol	Stewart Forshaw, Dirprwy Brif Swyddog Tân (Polisi a Chynllunio Corfforaethol)	
Swyddog Cyswllt	Anthony Jones, Pennaeth Cynllunio, Perfformiad a Thrawsnewid	
Pwnc	Adolygiad Darpariaeth Brys	

PWRPAS YR ADRODDIAD

1. I roi diweddariad i'r aelodau yn dilyn y nawfed Gweithgor Adolygiad Darpariaeth Brys (ECR) o dan arweiniad aelodau'r Awdurdod Tân ac Aclub Gogledd Cymru (yr Awdurdod).
2. I alluogi penderfyniad ynghylch model ymateb gweithredol diwygiedig ar gyfer Gogledd Cymru.

CRYNODEB GWEITHREDOL

3. Prif amcan yr ECR oedd ystyried y trefniadau presennol ac argymell opsiynau i ddarparu ymateb brys teg, cynaliadwy a chyfiawn ar draws Gogledd Cymru gyfan, gan gydbwyso'r galw a risgiau cymunedol presennol a dyfodol.
4. Er mwyn datblygu opsiynau i'r Awdurdod Tân eu mireinio ac ymgynghori â'r cyhoedd arnynt, ymgysylltwyd â ORH a darparodd fodelu annibynnol yn seiliedig ar dystiolaeth nifer o wahanol senarios ymateb gweithredol.
5. Mae ORH yn sefydliad sy'n arwain y sector i helpu gwasanaethau brys ledled y DU a ledled y byd i wneud y gorau o'u hadnoddau ac ymateb yn y ffordd fwyaf effeithlon ac effeithiol. Mae ganddynt enw da fel arbenigwyr mewn datblygu modelau ymateb brys effeithiol.
6. Gan ystyried cyngor ORH, cynigiwyd tri opsiwn o ran sut y gellid darparu gwasanaethau brys yng Ngogledd Cymru ar gyfer ymgynghoriad cyhoeddus.
7. Ar ôl derbyn adborth mewn perthynas â'r ymgynghoriad ECR, gofynnodd yr Awdurdod Tân i'r Swyddogion beidio â gwneud unrhyw waith pellach ar ddau o'r tri opsiwn yr ymgynghorwyd arnynt, sef Opsiynauau 2 a 3, ond eu bod yn parhau i fireinio Opsiwn 1.

8. Yn y gweithgor ar 27 Tachwedd 2023, cyflwynodd y Gwasanaeth opsiwn wedi ei fireinio , y cyfeirir ato fel Opsiwn 1a.
9. Yn yr un gweithgor, cyflwynodd Undeb y Frigâd Dân (FBU) opsiwn yr oeddent yn cyfeirio ato fel Opsiwn 4, wedi'i ddiweddarau o fersiwn flaenorol o'r opsiwn hwn a gyflwynwyd i'r Aelodau ar 7 Tachwedd a nododd mai dyma oedd eu hopsiwn ddewisol ar gyfer ystyriaeth.
10. Yn dilyn y gweithgor hwn, paratôdd yr FBU set o ddogfennau cryno a'u rhannu â'r Aelodau.
11. Cyflwynodd y Gwasanaeth adroddiad adolygu yn seiliedig ar y trafodaethau a gynhaliwyd ar 27 Tachwedd.
12. Cyflwynodd y Gwasanaeth hefyd Ddadansoddiad Effaith Cydraddoldeb ac Asesiad o Effaith ar Gydraddoldeb o ECR yr Awdurdod Tân ac Achub Gogledd Cymru. Mae'r adroddiadau hyn yn disgrifio'r effaith a'r camau lliniaru yn erbyn pob un o'r pryderon a godwyd ynghylch y tri opsiwn a gyflwynwyd yn ystod yr ymgynghoriad, gan gynorthwyo Aelodau'r Awdurdod Tân i fodloni eu Dyletswydd Cydraddoldeb Sector Cyhoeddus fel y'i diffinnir gan Reoliadau Deddf Cydraddoldeb 2010 (Dyletswyddau Statudol) (Cymru) 2011.
13. Daeth gofynion y broses sicrhau ansawdd ffurfiol a oruchwyliwyd gan y Sefydliad Ymgynghori i ben wrth gwblhau'r dogfennau hyn. Mae'r Awdurdod wedi'i gydnabod fel un sydd wedi cyflawni 'Arfer Da' ar gyfer pob elfen o'r ymgynghoriad.
14. Cadarnhaodd hyn fod y broses ymgynghori wedi bodloni'r 'Egwyddorion Gunning', y sylfaen gyfreithiol gydnabyddedig ar gyfer asesu cyfreithlondeb ymgynghoriadau cyhoeddus.
15. Y pedair 'Egwyddor Gunning' yw:-
 - Bod y cynigion ar gam ffurfiannol
 - Bod yna ddigon o wybodaeth i roi ystyriaeth ddeallus
 - Bod yna ddigon o amser i ystyried ac ymateb
 - Rhaid rhoi ystyriaeth gydwbodol i'r ymatebion i'r ymgynghoriad cyn gwneud penderfyniad.
16. Os na fydd yr 'Egwyddorion Gunning' wedi'u dilyn, mae'n bosibl y bydd penderfyniad yr Awdurdod yn destun adolygiad barnwrol.

17. Cyfarfu'r Gweithgor a Arweinir gan Aelodau ac a estynnwyd i'r Awdurdod Tân Llawn, eto ar 4 Rhagfyr 2023. I ddechrau, cyflwynwyd canlyniadau'r Gweithgor Craffu'r Gyllideb a arweinir gan Aelodau a'u trafod ymhlith y grŵp.
18. Cafwyd cadarnhad y gallai Opsiwn 1, y fersiwn wedi'i mireinio y cyfeirir ato fel opsiwn 1a a'r opsiwn FBU y cyfeirir ato fel Opsiwn 4 i gyd gael eu cyflawni o fewn yr un amlen gost neu un debyg iawn, er bod lefelau gwahanol o yswiriant gweithredol a gwydnwch gweithredol gyda pob opsiwn.
19. Cafodd yr Aelodau eu hatgoffa gan y Prif Swyddog Tân a'r Swyddogion am y rheswm pam y cychwynnwyd yr ECR yn wreiddiol, er mwyn mynd i'r afael â'r heriau o ran argaeledd 'ar alwad' mewn lleoliadau gwledig, er mwyn darparu lefel mwy teg a chyfiawn o ymateb gweithredol ar draws y rhanbarth; i sicrhau bod gan Wasanaeth Tân ac Achub Gogledd Cymru'r adnoddau sydd ar gael yn y lle iawn, ar yr amser iawn, gyda'r sgiliau iawn.
20. Yn dilyn asesiad o Opsiwn 4 yr FBU yn erbyn Meini Prawf Gwerthuso ECR, gan ddefnyddio dadansoddiad gan ORH, nododd swyddogion eu bod yn teimlo nad oedd yn bodloni nodau'r ECR. Daeth eu hadolygiad i'r casgliad nad oedd yn darparu gwasanaeth brys gwydn ac nad oedd yn darparu gwasanaeth teg a chyfiawn i gymunedau ar draws Gogledd Cymru gyfan.
21. Ymhellach at hynny, nododd Swyddogion bot y dadansoddiad yn dangos ei bod yn cynnig lefel waeth o ddarpariaeth frys nag Opsiwn 1 a 2 a gyflwynwyd yn yr ymgynghoriad cyhoeddus a llai o hyblygrwydd na'r model ymateb presennol sydd eisoes yn ei le. Gwrthodwyd y model presennol gan yr Aelodau yn eu gweithgor ar 4 Ebrill 2023 a chadarnhawyd y penderfyniad hwn yng nghyfarfod yr Awdurdod Tân ar 17 Gorffennaf 2023.
22. Trafodwyd Dewisiadau 1, 1a a 4 a chynghorodd y Swyddogion yr Aelodau pe byddent yn penderfynu bwrw ymlaen â'r FBU Opsiwn 4 ymhellach y byddai risg o adolygiad barnwrol i'r Awdurdod. Nid ymgynghorwyd ar yr opsiwn a thybiwyd ei fod yn sylweddol wahanol i'r opsiynau a gyflwynwyd yn ystod yr ymgynghoriad. Dywedodd swyddogion hefyd y byddai penderfyniad i weithredu Opsiwn 4 yn groes i'r Egwyddorion Gunning, gan y bu methiant i ddarparu digon o wybodaeth i'r cyhoedd i ganiatáu ar gyfer sylwadau ystyrlon.

23. Gofynnwyd i Swyddogion geisio cyngor cyfreithiol ynghylch y sefyllfa o ran symud ymlaen ag Opsiwn 4 yr FBU.

Amlygodd cyngor cyfreithiol pe bai Opsiwn 4 yn cael ei weithredu, byddai'r Awdurdod Tân yn gwneud penderfyniad nad oedd yn cael ei gefnogi gan farn y cyhoedd ac a oedd yn groes i gyngor proffesiynol. Byddai risg sylweddol o hawliad am adolygiad barnwrol ar y seiliau canlynol:

- Ni chodwyd Opsiwn 4 yn ei ddyluniad presennol yn ystod yr ymgynghoriad cyhoeddus ac nid oedd y cyhoedd yn gallu ei ystyried a gwneud sylwadau arno;
- Mae Swyddogion o'r farn ei fod yn sylweddol wahanol i'r opsiynau yr ymgynghorwyd arnynt ac felly byddai tegwch yn ei gwneud yn ofynnol i'r Awdurdod gynnal ymgynghoriad pellach cyn mabwysiadu Opsiwn 4;
- Gan fod Swyddogion wedi nodi nad yw Opsiwn 4 yn bodloni amcanion yr ECR ac y byddai'n darparu lefel waeth o ddaroariaeth frys nag opsiynau eraill a gyflwynwyd i'r cyhoedd, byddai penderfyniad gan yr Awdurdod i fabwysiadu Opsiwn 4 yn benderfyniad a fyddai'n golygu gallai'r llys ystyried ei fod yn afresymol, ac felly'n anghyfreithlon;
- Gall penderfyniad i fabwysiadu Opsiwn 4 hefyd fod yn groes i ddyletswyddau'r Awdurdod o dan ran 2 o Ddeddf Gwasanaethau Tân ac Achub 2004 oherwydd efallai na fydd yn sicrhau bod y personél, y gwasanaethau a'r offer yn cael eu darparu i fodloni'r holl ofynion arferol yn effeithlon mewn perthynas â ymladd tân, damweiniau traffig ffyrdd ac argyfyngau; a
- Nid yw Opsiwn 4 wedi bod yn destun asesiad effaith cydraddoldeb ac felly mae'n bosibl na fydd yr Awdurdod yn gallu dangos ei fod wedi cydymffurfio â'i ddyletswyddau cydraddoldeb os bydd yn penderfynu mabwysiadu Opsiwn 4.

24. Amlygodd cyngor cyfreithiol hefyd y canlynol:

- Byddai Opsiwn 4 yn lleihau lefelau y ddarpariaeth frys o gymharu â'r model gweithredu presennol, a
- Byddai cynnal ymgynghoriad ar opsiwn nad yw'n cael ei ystyried yn ddichonadwy ar sail y meini prawf gwerthuso yn groes i'r Egwyddorion Gunning, a
- Byddai mabwysiadu Opsiwn 4 felly'n tanseilio amcan yr adolygiad o'r ddarpariaeth frys, a
- Byddai mabwysiadu opsiwn sy'n tanseilio amcan yr adolygiad o'r gwasanaeth brys yn creu risg gyfreithiol sylweddol i'r Awdurdod.

25. Gwnaeth Adolygiad Thematig Ehangu'r Rôl y Prif Gyngorydd Tân ac Achub Cymru nifer o argymhellion ynghylch rhyddhau capasiti, nid yn unig i gefnogi gweithgareddau sy'n ymwneud ag ieched, ond hefyd i gynyddu hyfforddiant, ymarfer corff a gwaith lleihau risg a wneir gan ddiffoddwyr tân.
26. Ni fyddai unrhyw un o'r opsiynau ac eithrio Opsiwn 1 neu 1a yn mynd i'r afael â'r argymhellion hyn. Mae'r Dirprwy Weinidog dros Bartneriaeth Gymdeithasol wedi bod yn glir iawn bod Llywodraeth Cymru yn disgwyl i holl argymhellion yr Adolygiad Thematig gael sylw llawn.

ARGYMHELLIAD

27. Bod aelodau;

- i) Yn nodi'r cyngor cyfreithiol nad oes modd argymhell Opsiwn 4 yr FBU gan buasai ei fabwysiadu yn arwain at fodel gweithredu sy'n waeth na'r un presennol ac yn waeth nag Opsiwn 1 ac 1a. Gallai gwneud hynny olygu bod yr Awdurdod yn agored i'r risg o her gyfreithiol;
- ii) Bod Aelodau'n gwrthod Opsiwn 2 yn swyddogol;
- iii) Bod Aelodau'n gwrthod Opsiwn 3 yn swyddogol; a
- iv) Bod yr Aelodau'n cytuno i weithredu amrywiad gwell o Opsiwn 1, hynny yw Opsiwn 1a.

CEFNDIR

28. Yn y cyfarfod ar 17 Gorffennaf 2023, cytunodd yr Awdurdod i ddechrau ymgynghoriad cyhoeddus rhwng 21 Gorffennaf a 22 Medi 2023, a estynnwyd yn ddiweddarach i 30 Medi, ar dri opsiwn, ar ôl diystyru opsiynau ar gyfer twf a'r opsiwn i barhau â'r model ymateb presennol.
29. Ar ddiwedd yr ymgynghoriad ar 30 Medi 2023, cafwyd 1500 o ymatebion drwy'r holiadur ar-lein a derbyniwyd 226 o holiaduron papur gan y cyhoedd. Roedd cyfanswm o 17 o ddigwyddiadau ymgysylltu cymunedol wedi'u cynnal ar draws y rhanbarth yn ogystal ag 17 o gyfarfodydd gyda grwpiau cydraddoldeb, amrywiaeth a chynhwysiant. Yn ogystal, ymgysylltwyd hefyd â Chynghorwyr Gogledd Cymru, Prif Weithredwyr, Aelodau'r Senedd ac Aelodau Seneddol.
30. Cyflwynwyd hefyd raglen gynhwysfawr o ymweliadau ymgysylltu â staff â gorsafoedd tân ac adrannau mewn lleoliadau ar draws Gogledd Cymru gyfan.
31. Roedd yr ymatebion i'r ymgynghoriad, a ddehonglwyd yn annibynnol, yn dangos yn glir fod Opsiwn 2 yn cael ei wrthod (63% yn anghytuno) ac hefyd Opsiwn 3 (93% yn anghytuno). Roedd yr ymatebion yn dangos barn gyhoeddus glir mai Opsiwn 1 oedd yr opsiwn a ffefrir (68% yn cytuno).

32. Yn dilyn trafodaeth ac yn seiliedig ar y gwrthodiad clir gan y cyhoedd, yng nghyfarfod yr Awdurdod Tân ar 16 Hydref 2023 gofynnwyd i Swyddogion barhau i fireinio Opsiwn 1 a rhoi'r gorau i weithio ar Opsiynau 2 a 3.
33. Yn y gweithgor arweiniwyd gan Aelodau a gynhaliwyd ar 7 Tachwedd 2023, cyflwynwyd amrywiad wedi'i fireinio a'i wella o Opsiwn 1, y cyfeirir ato fel Opsiwn 1a.
34. Cyflwynwyd Opsiwn 1a fel a ganlyn:
- Y Rhyl a Glannau Dyfrdwy yn newid i Griwio Dydd (dim newid o Opsiwn 1).
 - Tîm System Dyletswydd Amser Llawn Wledig (WDS) yn cael ei hadleoli (dim newid o Opsiwn 1).
 - Bydd gan orsafoedd tân Porthmadog a Dolgellau System Dyletswydd Sifftiau Dydd 12 awr o ddwy wylfa, 14 aelod o staff, yn gweithredu 7 diwrnod yr wythnos (dim newid o Opsiwn 1).
 - Byddai ail injan dân amser llawn Wrecsam yn parhau i ddarparu cefnogaeth i ardal de Sir Ddinbych yn ôl yr angen, yn yr un modd ag y maent ar hyn o bryd (gwahanol i Opsiwn 1, ond yr un fath â'r defnydd presennol). Mae'r FBU hefyd wedi cynnig hyn o fewn eu hopsiynau i'r Awdurdod.
 - Creu gorsaf staffio dydd ychwanegol yn Llangefni (yn wahanol i Opsiwn 1 ond yn defnyddio'r holl staff presennol i ddarparu model gwell yn y lleoliad strategol blaenoriaeth nesaf, wedi'i ategu gan sylfaen dystiolaeth modelu gan gwmni annibynnol ORH).
35. Mae Clerc yr Awdurdod wedi dweud nad yw parhau â'r model gweithredu presennol yn briodol, gan fod yr heriau dyddiol i gyflawni lefel addas o gyflenwi gweithredol yn hysbys i'r Awdurdod ac y byddai methu â gweithredu i fynd i'r afael â'r broblem hon yn esgeulus.
36. Cyfarfu Swyddogion â chynrychiolwyr o'r undeb FBU ar 16 Tachwedd 2023 i geisio cyfaddawd a chydabod meysydd o dir cyffredin.
37. Rhoddwyd mynediad i'r FBU i'r holl ddata a gyflwynwyd trwy gydol yr adolygiad o'rddarpariaeth frys. Arweiniodd hyn at ddrafftio Cytundeb Cydfargeinio gan Swyddogion a'i rannu â'r Undeb, gyda'r ddealltwriaeth y byddai'r sefyllfa gyfaddawdol hon yn cael ei rhoi i aelodaeth yr FBU.
38. Penderfynodd pwyllgor yr FBU yn hytrach na'r aelodaeth lawn nad oedd y cynnwys yn dderbyniol a gwrthododd y cyfaddawd, gyda chais am i fersiwn ddiwygiedig o'u Opsiwn 4 gael ei symud ymlaen fel eu dewis opsiwn i'w ystyried.

39. Cyfarfu'r gweithgor arweinir gan Aelodau eto ar 27 Tachwedd 2023 gyda Swyddogion yn cyflwyno gwybodaeth a oedd yn disgrifio'r gwelliannau a gynigir gan Opsiwn 1a o gymharu ag Opsiwn 1.
40. Roedd y gwelliannau hyn drwy leoli peiriant tân ychwanegol â staff dydd yn Llangefni, Ynys Môn yn cynnwys:
- nifer uwch o aelwydydd y gellid eu cyrraedd o fewn yr uchafswm amser ymateb o 20 munud - 5265 o aelwydydd o gymharu â 2148;
 - mwy o wydnwch yn ystod y dydd ar Ynys Môn wrth ystyried risgiau presennol ac yn y dyfodol;
 - nifer uwch o gartrefi a fyddai'n derbyn ymyriadau atal Diogel ac Iach, yn benodol ar Ynys Môn;
 - gwell rhyngweithio gyda busnesau lleol i gasglu gwybodaeth risg ar Ynys Môn, a;
 - mwy o gyfleoedd i ychwanegu gwerth cymdeithasol trwy gyfleoedd cyflogaeth yn y dyfodol mewn nifer ehangach o leoliadau yng Ngogledd Cymru.
41. Yng nghyfarfod y Gweithgor ar 27 Tachwedd 2023, cyflwynodd yr FBU ddau opsiwn yr oeddent yn cyfeirio atynt fel Opsiynau 4 a 5, gyda'r ddau yn rhagdybio nad oedd unrhyw newidiadau i'r modelau staffio yn Y Rhyl na Glannau Dyfrdwy.
42. Gofynnodd yr Awdurdod i'r FBU benderfynu ar yr opsiwn a ffefir ganddynt a bod Swyddogion yn ystyried hyn yn erbyn y meini prawf gwerthuso a ddefnyddiwyd drwy gydol yr ECR.
43. Gofynnodd yr FBU am i Opsiwn 4 gael ei gyflwyno fel yr opsiwn a ffefir ganddynt ac roedd hyn fel a ganlyn;
- Dim newid i'r Rhyl a Glannau Dyfrdwy.
 - Tîm WDS Wledig yn cael eu hadleoli.
 - Bydd ail injan dân amser cyflawn Wreccsam yn darparu cefnogaeth i dde Sir Ddinbych yn ystod oriau'r system ddyletswydd bresennol sy'n gweithredu Gorsaf Dân Wreccsam, yn ôl yr angen. Os nad oes angen bydd yn aros yn Wreccsam.
 - 14 o staff WDS wedi eu rhannu ar draws Dolgellau a Phorthmadog ar batrwm pedwar diwrnod ymlaen a phedwar diwrnod i ffwrdd, un orsaf wedi ei staffio ar unrhyw un adeg.
44. Yng nghyfarfod y gweithgor ar 4 Rhagfyr, darparodd Swyddogion eu hasesiad proffesiynol o Opsiwn 4 yr FBU o gymharu ag Opsiwn 1 ac 1a, wedi'i ategu gan ddadansoddiad ORH.

45. Dywedwyd y byddai unrhyw opsiwn nad yw'n gwneud newidiadau i fodelau staffio yn Y Rhyl neu Lannau Dyfrdwy naill ai'n llai effeithlon neu angen cyllid ychwanegol nag Opsiynau 1 neu 1a.
46. Yna rhoddwyd disgrifiad o gyfyngiadau'r model sy'n cael ei gyflwyno gan yr FBU, yn ogystal ag esboniad o darddiad y model gan wasanaeth tân ac achub cyfagos gyda set wahanol iawn o amgylchiadau i gyd-destun Gogledd Cymru.
47. Mae Swyddogion wedi tynnu sylw at y ffaith y byddai gweithredu Opsiwn 4 mewn gwirionedd yn rhoi'r Gwasanaeth mewn sefyllfa waeth nag y mae ar hyn o bryd, gan na fyddai'n creu unrhyw gapasiti ychwanegol yn ystod y dydd ac y byddai'n fwy cyfyngol drwy osod holl ddiffoddwyr tân gwledig WDS mewn un lleoliad hanner cant y cant o'r amser ac i'r gwrthwyneb, heb y budd o ddwy orsaf ychwanegol fel y buasai'n cael ei gyflawni yn Opsiwn 1a.

GOBLYGIADAU

Amcanion Llesiant	Rhaid i'r ymgynghoriad fodloni rhwymedigaethau'r Awdurdod o dan Ddeddf Llesiant Cenedlaethau'r Dyfodol (Cymru) 2015.
Cyllideb	Mae goblygiadau cyllideb yr ymgynghoriad wedi'u cyhoeddi yng nghwestiynau cyffredin yr ymgynghoriad ac wedi'u cyflwyno i'r Pwyllgor Cyllideb, Monitro a Chaffael.
Cyfreithiol	Mae ein deddfwriaeth yn ei gwneud yn ofynnol i'r Awdurdod ymgynghori â'r cyhoedd ar newidiadau i'n darpariaeth gofal brys. Mae'r ymgynghoriad ECR a'r arferion gorau y mae'r Gwasanaethau wedi'u dilyn wedi cael Sicrwydd Ansawdd yn dilyn craffu gan y Sefydliad Ymgynghori. Gall penderfyniadau gan awdurdodau cyhoeddus sy'n ymddangos yn groes i'w bwriadau datganedig a/neu eu dyletswyddau cyfreithiol gael eu dynodi'n "afresymol" gan y llysoedd a gellir eu dileu os cânt eu herio mewn Adolygiad Barnwol
Staffio	Mae'r Gwasanaeth wedi cynnal ymgynghoriad uniongyrchol helaeth gyda staff a'u cyrff cynrychioliadol yn ystod rhag-ymgynghoriad ac ymgynghoriad cyhoeddus llawn. Fodd bynnag, wrth benderfynu ar opsiynau i ymgynghori â nhw, bydd y newidiadau arfaethedig o fewn yr opsiynau yn effeithio ar staff
Cydraddoldeb / Hawliau Dynol / Iaith Gymraeg	Mae cynnal rhag-ymgynghori ac ymgynghori llawn wedi galluogi'r Awdurdod i gasglu adborth gan randdeiliaid a chasglu barn ar y tri opsiwn i lywio'r Dadansoddiad o'r Effaith ar Gydraddoldeb (EIA) a'r Asesiad o'r Effaith ar Gydraddoldeb (EqIA). Mae'r EIA ac EqIA yn rhan hanfodol o'r broses o wneud penderfyniadau sy'n rhoi sicrwydd cydraddoldeb i'r Aelodau yn erbyn y tri opsiwn a gyflwynwyd ar gyfer ymgynghoriad cyhoeddus rhwng 17 Gorffennaf a 30 Medi 2023. Cymeradwyodd y Sefydliad Ymgynghori y ddwy ddogfen a rhoddodd Sicrwydd Cydraddoldeb ar 28 Tachwedd 2023. Ni chafwyd Sicrwydd Cydraddoldeb mewn perthynas ag Opsiwn 4.
Risgiau	Mae'r ECR a'i ymgynghoriad yn lleihau'r risgiau o beidio â gallu gosod cyllideb gytbwys ac ymateb i argyfyngau yn effeithiol ac yn effeithlon yng nghymunedau Gogledd Cymru

Ymgynghoriad ar yr Adolygiad o'r Ddarpariaeth Frys

Eich Gwasanaeth Tân ac Achub Chi – yr adeg iawn, y lle iawn, y sgiliau iawn

Atodiad i'r adroddiad ar yr ymatebion i'r ymgynghoriad
30 Hydref 2023

Paratowyd ar gyfer:-

Gwasanaeth Tân ac Achub Gogledd Cymru; Awdurdod Tân ac Achub Gogledd Cymru

Paratowyd gan:

Sarah Barnett, Ymgynghorydd Ymchwil Annibynnol

E: sarahbarnettresearch@outlook.com

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1.0 Cyflwyniad

Mae'r ddogfen hon yn atodiad i'r adroddiad ar ganfyddiadau'r Ymgynghoriad ar yr Adolygiad o'r Ddarpariaeth Frys dyddiedig 4 Hydref 2023.

Mae'r atodiad hwn yn cynnwys yr wybodaeth ategol ganlynol:-

Adran 2 – Copi o'r holiadur ymgynghori

Adran 3 – Manylion y 5 deiseb a dderbyniwyd yn ystod y cyfnod ymgynghori

Adran 4 - Copïau o gyflwyniadau ysgrifenedig sylweddol (a drafodir yn adran 6 o ddogfen lawn yr adroddiad) a sylwadau/adborth ychwanegol a dderbyniwyd drwy e-bost, ffôn, post neu gyfryngau cymdeithasol yn ystod y cyfnod ymgynghori.

2.0 Copi o'r holiadur

3.0 Deisebau

Derbyniwyd pum deiseb yn ystod cyfnod Ymgynghori ar yr Adolygiad o'r Ddarpariaeth Frys, a rhoddir manylion y rhain yn y tabl isod.

Teitl y ddeiseb	Geiriad y ddeiseb	Cyflwynwyd gan	Cyflwynwyd i	Nifer y llofnodwyr
Deiseb P-06-1363 Achub ein Gwasanaeth Tân ac Achub	Mae'r ddeiseb yn datgan bod Gwasanaeth Tân ac Achub Gogledd Cymru, ynghyd â'r Awdurdod Tân ac Achub, yn bwriadu israddio Gorsafoedd y Rhyl a Glannau Dyfrdwy o Orsafoedd 24 awr i Orsafoedd â staff dydd, gan adael y Gorsafoedd yn wag yn ystod y nos. (Opsiw 2). Ar hyn o bryd mae 3 gorsaf Amser Llawn yng Ngogledd Cymru, Wrecsam, Glannau Dyfrdwy a'r Rhyl. Mae staff yno 24/7. O dan y cynigion presennol byddai'r Rhyl a Glannau Dyfrdwy yn cael eu hisraddio i Orsafoedd â staff dydd, gan ddibynnu ar bersonél ar alwad sy'n ymateb o gartref yn y nos. Gallai'r oedi a ragwelir fod hyd at 8-10 munud. Mewn tân, mae pob eiliad yn cyfrif a bydd hyn yn sicr o achosi anafiadau a hyd yn oed marwolaethau.	Gavin Roberts (gweithiwr GTAGC)	Y Senedd	1,937
Achubwch ein Gorsaf	Er bod y ffocws ar Fiwmares, tynnwyd sylw hefyd at beidio â chau'r pum gorsaf y cynigid eu cau o dan Opsiw 3	Dai Ifor Evans-Jones (Diffoddwr Tân yng Ngorsaf Dân Biwmares)	GTAGC (cyflwynwyd mewn digwyddiad ymgysylltu â'r gymuned)	1,448
Deiseb Gorsaf Dân Conwy	Mynegi pryder a pheidio cytuno â chau Gorsaf Dân Conwy. Nodwyd nad oedd preswylwyr sy'n llofnodi'r ddeiseb yn nalgylch Gorsaf Dân Conwy yn gallu cwblhau'r arolwg electronig	Cynghorydd P A Owens (Cyngor Tref Conwy)	GTAGC (cyflwynwyd mewn digwyddiad ymgysylltu â'r gymuned)	41

Deiseb i ddweud na wrth opsiwn 3	Gwrthwynebu Opsiwn 3 a dweud na wrth golli 74 o ddiffoddwyr tân rheng flaen a chau 5 gorsaf dân ar alwad – colled sylweddol, a'r hyn y byddai'r opsiwn hwn yn ei olygu	Catrin Wager (Ymgeisydd Plaid Cymru, Bangor Aberconwy)	Aelodau Awdurdod Tân ac Achub Gogledd Cymru	427
Achub Injan Dân Wrecsam	Gwrthwynebu torri ail injan dân amser llawn Wrecsam a chynnal darpariaeth frys yn yr ardal	Y Cynghorydd Carrie Harper drwy'r Cynghorydd Marc Jones (Plaid Cymru, Grosvenor, Cyngor Bwrdeistref Sirol Wrecsam)	Cynghorydd Marc Jones ATAGC	734

4.0 Gohebiaeth a dderbyniwyd

Mae'r adran hon o'r atodiad yn darparu copi'au o gyflwyniadau ysgrifenedig sylweddol (a drafodir yn adran 6 yr adroddiad llawn) yn llawn. Mae'r rhain wedi'u rhestru yn yr iaith/ieithoedd y'u derbyniwyd nhw.

4.1 Cyffredinol

4.1.1 Cymdeithas Genedlaethol Diffoddwyr Tân wedi Ymddeol – Cangen Gogledd Cymru

Mr Dylan Rees, Chairman,

North Wales Fire Authority. 17th

September, 2023

Formal response to the 2023 Emergency Cover Review.

Dear Dylan

First of all, please accept my apologies for the much-delayed response to our meeting concerning the Fire Cover Review.

There was much more that we would have liked to discuss with you both concerning not just the review document itself but also other factors, although not directly linked to the review, that could have some bearing on financial considerations built in to the options produced for public consultation.

Our group has now provided me with their individual comments and observations and I have to say that one member in particular, namely [name removed], has done much work in putting together a document which I sincerely hope you will bring to the attention of the Chief and her team. They would do well to give serious consideration to its content for it gives, in my humble opinion, a far more practical solution to the ever increasing problem of operational availability.

I hope, that in respect of [name removed] work, you will also provide me with an assurance that not only will the whole Fire Authority be given the opportunity to give it their full consideration, but that also it is presented to the Chief as a serious long term answer to the ongoing problems that NWF&RS

are facing.

I have given much thought to how I might best give a formal NARF response to the proposals promulgated by NWF&RS bearing in mind that it would prove impossible to give a collective response as our group has a membership of seventy plus persons.

At this point I would like to add a few comments and observations of my own. Again, they do not directly relate to the consultation document but may provide some points which you, the Authority, may not be aware of or have had the opportunity to consider

- 1) Why was the FBU excluded from the working group meetings?
- 2) I believe you have by now had sight of the official FBU response (option 4 and option 5 growth).
- 3) Has the full Fire Authority had sight of the excellent argument put forward for the retention of the second pump at Wrexham?
- 4) During my one to one meeting with the Chief earlier this year, she said she would like to see a status quo re fire cover. Among reasons for rejection of this was the comment that it posed a risk to firefighters and the public, also the costs involved. No full explanation was provided for this reasoning.
- 5) The FBU are strongly critical of what they perceive as a “top heavy” management structure. I have studied the job responsibilities of the management team and would hope that they have, in some areas, no more than an overview reference.

I note elsewhere that NWF&RS carry an establishment of 146 non-operational staff and 274 operational. Assuming that the second figure includes ALL operational middle and executive ranks, I find the ratio surprising to say the least.

6) It seems that MANY new references have sprung up over the years. While readily accepting that times change, there seems to be no move to reduce the number of non operational staff

7) I sincerely hope NWF&RS do not persist with the proposal to recruit direct entry non operational Station Managers. CFO Docx says, “We are delighted to be taking part in the scheme which ties in with our core values enabling people to fulfill their full potential no matter what background”.

I am also reliably informed that should such an appointment be confirmed then there will be at least a two year period before the successful candidate will be ready to take up position. This will result in a very considerable financial cost to the service.

The CFO also makes reference to a wide pool of talent.

I suggest that including for every job vacancy advertised, a requirement for the ability to have a basic grasp of the Welsh language will have the reverse effect in that this will exclude talented individuals with no understanding of Welsh at all from applying.

In my time as part of the Brigade Management Team I was a strong supporter of the Welsh Language and still am. At no time ever did not being able to speak Welsh hamper me or prevent me from carrying out my duties in a correct and professional manner.

The CFO says that the service will benefit immediately from skills and experiences brought to the table. NO IT WON'T.

Most importantly, how does this lie with the numerous junior officers in the service ready to step up to the challenges of Station Management? I have no doubt whatsoever that this will have an adverse effect not only on the morale of those individuals but on the service as a whole.

- 8) What happened to non operational hydrant inspectors? Assuming the proposal for job losses goes ahead, how will an already stretched service be able to carry out a full program of hydrant inspections?
- 9) Why is breathing apparatus maintenance and hose testing outsourced? What are the associated costs bearing in mind that these were in-house activities?
- 10) Why was the rope and line rescue aspect of the service done away with? At a recent gathering of Fire Service personnel I posed this question to a very senior officer. The glib reply was along the lines of, "austerity measures". Bearing in mind the title of North Wales FIRE AND RESCUE Service, how on earth did the previous Chief get this past the Fire Authority? I appreciate that this, Chairman, was before your time in office but bring it to your attention and put it to you that it was a grave error of judgement on the part of all concerned.
- 11) The proposal to build a new, all encompassing training facility is a folly.

The list, quite frankly, is endless but there is much in those things which I have mentioned that have financial implications.

I now give our formal response to the meeting as follows:-

As a group we feel the consultation process is flawed, essentially for the following reasons.

- 1) Much information has been withheld from the public hence they are not able to give an informed response.
- 2) The failure to include the FBU at the commencement of the review was a fundamental error
- 3) Given the excellent response for the retention of the second pump at Wrexham, the proposal for its removal should be rejected immediately.

You may recall that at the commencement of our meeting I read out a request from our secretary that the consultation be postponed for one year in order for the people of North Wales to be given a clear picture of what operational staff cutbacks would mean to them in real terms.

We endorse that request and hope you will give it your full consideration.

If the review does go ahead then North Wales NARF give their full backing to the Growth option five proposed by the FBU.

This concludes the formal response of the North Wales branch of NARF which should be read in conjunction with the additional responses set out below.

Sincerely
[name removed]

Response of [name removed].

The **Emergency Cover Review** is a result of an Improvement Proposal made in Audit Wales' 2021 review of "**Corporate Resilience in N.W.F.R.S.**"

The proposal stated, "**To support Resilience the Authority should review station locations to identify opportunities to optimise emergency response**

arrangements.”

No financial implications were included in the proposal.

In September 2021, the C.F.O. presented the F.A. with an assessment highlighting key risks facing the Authority:-

Maintaining sufficient availability of on-call fire crews.

Ensuring sufficient resources to maintain and develop firefighter skills.

Having enough corporate capacity to meet current and future demand.

Again, no financial implications were included in the proposal.

The Executive Panel set up the **Emergency Cover Review Working Group** on 14th March 2023 for the sole purpose of addressing the key risks.

Still, no financial implications were included in the proposal.

The E.C.R. Working Group met on 4th April 2023 and were presented with four potential options; (Option 3 does not have the support of the C.F.O and Option 4 was discarded.)

Option 1 goes some way to address the existing resilience problem without any financial implications and is achievable quickly.

Options 2, 3 are solely concerned with reducing resilience for budgetary purposes and fails to investigate any of the numerous alternative budget savings that are clearly shown by the O.H.R. data sets.

We are surprised that the 2024/5 budget planning has simply been attached to the Emergency Cover Review, which artificially limits the Budget options.

It is our opinion, that considering just these 3 options, Option 1 could be implemented now as just the first step of many in a process that aligns response, resilience and sustainable budgets, ready for the late 2020's

The budget's savings possible are constrained by the poor location of some existing fire stations and capital expenditure should be at first be directed towards the re-siting of fire stations, rather than an expensive new Training Centre.

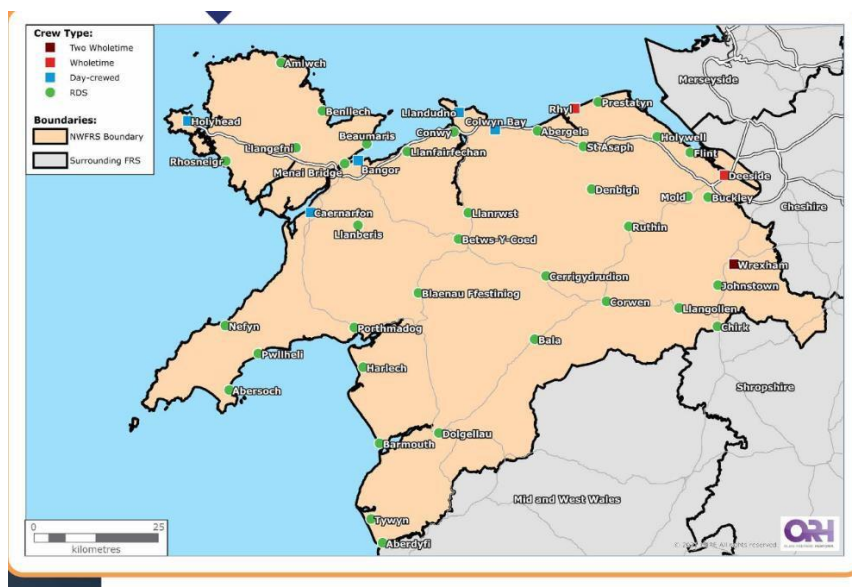
Cheshire's new Training Centre at Winsford cost £10.7million and provides training for a much greater and diverse set of industrial risks than North Wales.

Nationally, Fire Services are building new fire stations at strategic locations at lower costs by using innovative building methods. E.g. Harold Hill, Saughall Massie, Lymm and Powey Lane fire stations. The last three are wholetime with pumps and specials and just as at Wrexham, they provide a significant presence to a large area.

With the stated aim of a 20-minute attendance time, there is over provision of RDS stations in some areas and they are absorbing budgets that can be better spent elsewhere.

Below we provide some examples, but using their detailed data sets the Fire Authority can assess each option against the larger picture. Due to the limited data published, we cannot identify those stations with serious manning deficiencies, nor the additional burden this places on adjoining stations.

Existing Station Locations.



Stations with Wholetime personnel.

Wrexham is the only one of these stations with a 360-degree fireground. The new station is ideally sited to provide support to neighbouring stations.

Johnstown is sited just 3.6 miles away **and could be closed.**

Deeside is very close to the Cheshire border and just 4.7 miles from their wholetime Powey Lane Fire Station

Buckley is sited 4.4 miles away **and could be closed.**

Mold is sited 6.2 miles away **Possible**

changes

1. Relocate Deeside to the strategic A55/A494 interchange and close Buckley and Mold.
2. Re-introduce wholetime cover

Rhyl is adjacent to the sea and only covers a 180-degree semi-circle.

Prestatyn is sited 3.1 miles away.

St Asaph is sited 5.8 miles away and **is a strategic site Possible**

changes

1. Close Prestatyn Fire Station, or
2. Re-locate Rhyl Fire Station to St Asaph, close Abergele Fire Station. Improves cover in the Vale of Clwyd.

Colwyn Bay is adjacent to the sea and only covers a-180 degree semi-circle.

St Asaph is 12.8 miles away Abergele is

6.6miles away.

Llandudno is 5.9 miles away.

Possible changes

See Llandudno below.

Llandudno is unique as it is on a peninsular and since it was originally on a county boundary, it is very close to **Colwyn Bay (5.9 miles)**

Possible changes

1. Relocate both Colwyn Bay and Llandudno to a new strategic site at Llandudno Junction A55/A470 interchange.

Llandudno is 3.2miles away. Colwyn Bay is

4.5 miles away.

Conwy is 3.6 miles away via A55 **and could be closed.**

2. Combine both stations' Day-crews to provide a wholetime replica of Wrexham.

RDS Stations.

Menia Bridge is subject to bridge closures and should be protected.

Bangor is 3.7 miles away Llangefni is 9 miles away.

Betws y Coed is strategically sited and if RDS day cover is unreliable then Day Staffing should be introduced.

The option 1 for day staffing at Corwen, Dolgellau and Porthmadog should be introduced at the earliest possible moment.

Response of [name removed].

My response is to agree with [name removed]; We should support the FBU and the Wrexham submissions which, in my view, were very comprehensive and gave some facts and figures the public wouldn't be aware of, for example, Wrexham station is more active than Cardiff Central!!

I think we should add to [name removed] request that decisions should be delayed. The consultation is flawed - in that the public doesn't have access to all the options. the two councillors we met asked us to comment on two options that the public are unaware of as they have only been presented with options 1 to

3. Until the public have access to all options it cannot be construed to be a complete consultation.

Response of [name removed].

I think our response should refer to the following points;

The current situation is a result of the toxic culture within the service created by the previous CFO, this has been a major contributing factor to the poor retention of RDS staff.

Insufficient effort has been made over the last twenty years to fix a failing RDS system, only sticking plaster solutions have been implemented.

The chair stated that doing nothing wasn't an option, but didn't mention what was being done to fix the current model of fire cover.

More than half of all RDS stations are regularly not available, and despite what the chair may think, frontline staff morale is definitely at an all-time low.

This is a badly thought-out consultation put together by senior managers who do not understand operational fire cover.

The information provided to the public does not explain the situation or the proposals in a clear manner, it is too full of management jargon and flannel. This causes confusion and people switch off before reading it through properly. It is not possible to get past page one of the questionnaire without selecting one of the options.

Proposal four put together by NWF&RS FBU is a better set of options but is not being presented.

If the reason for the consultation is that the current retained duty system is failing, it makes no sense whatsoever to cut whole-time posts.

There is no mention in the consultation regarding any reduction to non-operational support staff, surely less support would be required if any of the proposed options are implemented. Was this even considered, particularly as NWF&RS continues to recruit for new non-operational posts?

The risks in Deeside, Rhyl and Wrexham have not decreased, in fact, even though the number of fires is lower, larger fires have become more common, and the number of other calls, such as RTC'S, floods, and wildfires have increased.

I doubt the Fire Authority members fully understand the process of downgrading a whole time station to day crewing and, additionally, the time taken and costs to carry the change through.

The second pump at Wrexham is the busiest pump in North Wales and it would be ridiculous to even consider its removal from a town that has recently gained city status.

The RDS crew in Wrexham is a complete failure and cannot be relied on to provide sufficient cover as a second pump.

The selection of five retained stations earmarked for closure was based on their poor availability performance and therefore does not reflect the best option. All this talk of a multi-million pound all singing all dancing Training Centre is also not being fully explained. Yes, it may be true that it is a capital spending project and not part of the revenue budget, but with only limited assistance from WAG to buy the land and build the centre, the ongoing loan payments will have to come from the revenue pot, something that seems not to have been factored into the budget figures presented as part of the consultation.

Sam Rowlands AS MS

Sam Rowlands

Member of the Welsh Parliament for North Wales

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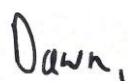
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Via email: dawn.docx@nwales-fireservice.org.uk

28th September 2023

Dear 

I'm writing in response to NWFRS's Emergency Cover Review consultation. I very much welcome the decision to consult with the public and to take their views into consideration.

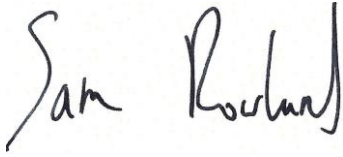
I have been contacted by some of my constituents, who are very concerned at the possibility of a fire appliance being removed from Wrexham fire station. Wrexham is one of North Wales' largest population centres and it is vital that the Fire Service remains well resourced in this area.

I am also concerned at the proposed reduction in staffing levels included in both Options 2 and 3 of the review. Both Rhyl and Deeside fire stations serve heavily populated areas and I am sure that the public would expect these stations to be manned 24 hours a day. Indeed, fires are not constrained to starting only during day time hours.

Whilst I understand that recruitment remains an issue which the Fire Service needs to consider when planning emergency cover, I hope there will be an

aspiration to recruit more staff and avoid a planned reduction in numbers.

Yours sincerely,

A handwritten signature in black ink that reads "Sam Rowlands". The signature is written in a cursive style with a large initial 'S'.

Sam Rowlands MS
Member of the Welsh Parliament for North Wales

————— — **Senedd Cymru**
— **Welsh Parliament**

- Hannah Blythyn AS MS

Hannah Blythyn AS/MS

Y Dirprwy Weinidog Partneriaeth Gymdeithasol Deputy Minister for Social Partnership

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4 September 2023

Dear Dawn,

I recently met the Chair for North Wales Fire Brigades Union, Stuart Stanley and the Brigade Secretary, Matt Ryan, at their request, to gain an understanding of their views on North Wales's consultation on changes to front-line firefighting cover.

The FBU representatives indicated that they opposed all three consultation options put forward by the FRA and commented that they had felt disappointed by the lack of opportunity to contribute to the discussions that had taken place during the engagement process. They referred to three counterproposals, which involved the creation of hub stations to maintain current cover standards, as well as providing Growth and . I understand these counterproposals have now been presented to the FRA. The timing of the consultation was also raised. It was felt that the timeframe does not allow sufficient engagement from the workforce, or the communities affected by the proposals. This is something that has also been raised with me by elected representatives from North Wales.

I made it clear to the FBU that the review and consultation are being conducted by North Wales FRA; and, as they relate to operational matters, are solely a matter for the FRA. It is not for Welsh Government to take a public position on any of the consultation options, or on any alternative which the FBU or others might propose. However, I agreed to relay the concerns to you.

In the spirit of working in partnership, I also informed the FBU of the Social Partnership and Public Procurement (Wales) Act which, as you are aware, places a duty on public bodies, including FRAs, to seek compromise or consensus with their recognised trade unions, to improve the delivery of public services.

I trust that the FRA will continue in meaningful dialogue with union representatives and consultees, and hope that a fair and reasonable outcome can be reached which is accepted by all concerned, including the workforce.

I am copying this letter to Cllr Dylan Rees. Yours sincerely,



Hannah Blythyn AS/MS

Y Dirprwy Weinidog Partneriaeth Gymdeithasol Deputy Minister for Social Partnership

Annwyl Dawn,

Cwrddais â Chadeirydd Undeb Brigadau Tân Gogledd Cymru, Stuart Stanley ac Ysgrifennydd y Frigâd, Matt Ryan, mewn ymateb i gais ganddynt am gyfarfod, er mwyn deall eu safbwynt ar ymgynghoriad Awdurdod Tân ac Achub Gogledd Cymru ar newidiadau i'r trefniadau diffodd tân rheng flaen.

Dywedodd cynrychiolwyr Undeb y Brigadau Tân eu bod yn gwrthwynebu pob un o'r opsiynau a gynigir gan yr Awdurdod Tân ac Achub yn yr ymgynghoriad, a'u bod yn teimlo'n siomedig oherwydd y diffyg cyfle i gyfrannu at y trafodaethau a gafwyd yn ystod y broses ymgysylltu. Fe wnaethant gyfeirio at dri chynnig amgen, sy'n cynnwys creu gorsafoedd ar ffurf canolfannau a fyddai'n gallu cynnal safonau presennol y ddarpariaeth, yn ogystal ag opsiwn Twf a Buddsoddi. Rwy'n deall bod y cynigion amgen hyn bellach wedi cael eu cyflwyno i'r Awdurdod. Mae amseriad yr ymgynghoriad hefyd yn fater a godwyd ganddynt. Roeddent o'r farn nad oedd yr amserlen yn caniatáu am ddigon o ymgysylltu o safbwynt y gweithlu na'r cymunedau y mae'r cynigion yn effeithio arnynt. Mae cynrychiolwyr etholedig yn y Gogledd hefyd wedi codi'r mater hwn gyda mi.

Rwyf wedi ei gwneud yn glir i'r Undeb mai cyfrifoldeb Awdurdod Tân ac Achub Gogledd Cymru yw cynnal yr adolygiad a'r ymgynghoriad; a bod y rhain yn ymwneud â materion gweithredol ac felly materion i'r Awdurdod yn unig ydynt. Nid lle Llywodraeth Cymru yw datgan barn gyhoeddus ar unrhyw opsiwn yn yr ymgynghoriad, nac ar unrhyw opsiwn amgen a gynigir gan yr undeb neu eraill. Fodd bynnag, fe gytunais i anfon pryderon yr Undeb ymlaen atoch.

Yn yr ysbryd o weithio mewn partneriaeth, fe wnes i hefyd dynnu sylw'r Undeb at Ddeddf Partneriaeth Gymdeithasol a Chaffael Cyhoeddus (Cymru), sydd, fel y gwyddoch, yn rhoi dyletswydd ar gyrff cyhoeddus, gan gynnwys Awdurdodau Tân ac Achub, i geisio cyfaddawd neu gonsensws â'u hundebau llafur cydnabyddedig, gyda'r nod o wella gwasanaethau cyhoeddus.

Rwy'n hyderu y bydd yr Awdurdod Tân ac Achub yn parhau i fod mewn deialog ystyrlon â chynrychiolwyr undebau a'r rheini y mae'r ymgynghoriad yn berthnasol iddynt, gan obeithio y gallai hynny arwain at ganlyniad teg a rhesymol sy'n dderbyniol i bawb, gan gynnwys y gweithlu.

Rwy'n anfon copi o'r llythyr hwn at y Cyng. Dylan Rees.

Yn gywir,

- **Llyr Gruffydd MS**

(Translation of email below)

Dear friend

I would firstly like to thank the fire service for their work in keeping our communities safe over the past year.

In responding to the consultation, I would like to object to the three options that have been proposed for the Emergency Cover Review across North Wales.

I welcome the intention to expand the full-time emergency service in parts of the West, but this should not be done at the expense of losing jobs and key experience in the East.

I have had a number of residents contact me concerned about the future of Deeside and Rhyl stations due to the intention in Options 1, 2, and 3 to cut full time staffing with the intention of redeploying staff towards the West . Many are worried that the staff here can find jobs in neighbouring authorities, especially as some of them live across the border.

Wrexham currently deals with 50% of emergency calls and therefore it is surprising to see an intention in Option 2 and 3 to cut the number of firefighters from 52 to 28 and lose the second full-time fire engine. Losing such numbers of staff with their experience and expertise scares me to be honest, as the second crew is often needed to crew the special units such as the high platform ladder and the chemicals unit.

The third option would mean closing 5 stations and losing 1 in 5 firefighters, something the Chief Fire Officer herself has described as "unacceptable". I agree with that opinion.

An alternative has been presented by the Fire Brigade Union which proposes to maintain the current services and increase them in the West. The case for the increase has been made in the consultation so that, to a certain extent, is accepted by the Fire Authority. What is encouraging in this alternative is the intention to secure and maintain the service in the more urban areas, areas with a large number of vulnerable residents, disadvantaged communities and tall buildings that require a special and reliable service. I do not believe that the options that the authority has presented would ensure that a special and reliable service would be constantly available in these vulnerable areas.

There is a cost to each of the options but I have no doubt that the residents of North Wales appreciate the service they receive.

I therefore hope that the fire authority will consider Option 4 and 5, which are the FBU's alternatives, at their next meeting.

Yours Sincerely

Llyr Gruffydd MP

From: Gruffydd, Llyr (Aelod o'r Senedd | Member of the Senedd) <Llyr.Gruffydd@senedd.wales>

Sent: 29 September 2023 14:42

To: Emergency Cover Review <emergencycoverreview@northwalesfire.gov.wales>

Subject: Ymateb i'r ymgynghoriad

You don't often get email from llyr.gruffydd@senedd.wales. [Learn why this is important](#)

Annwyl gyfaill

Hoffwn yn gyntaf ddiolch i'r gwasanaeth tân am eu gwaith yn cadw'n cymunedau'n ddiogel dros y flwyddyn ddiwethaf.

Wrth ymateb i'r ymgynghoriad, hoffwn wrthwynebu'r tri opsiwn sydd wedi eu cynnig ar gyfer yr Adolygiad Darpariaeth Brys ar draws y Gogledd.

Rwy'n croesawu'r bwriad i ehangu'r gwasanaeth brys llawn amser mewn rhannau o'r Gorllewin, ond ni ddylid gwneud hyn ar draul colli swyddi a phrofiad allweddol yn y Dwyrain.

Rwyf wedi cael nifer o drigolion yn cysylltu â mi yn bryderus am ddyfodol gorsafoedd Glannau Dyfrdwy a'r Rhyl oherwydd y bwriad yn Opsiynau 1, 2, a 3 i dorri staffio llawn amser gyda'r bwriad o ad-leoli staff tua'r Gorllewin. Mae nifer yn poeni y gall y staff yma ddod o hyd i swyddi mewn awdurdodau cyfagos, yn enwedig gan fod rhai ohonynt yn byw dros y ffin.

Mae Wrecsam ar hyn o bryd yn delio â 50% o alwadau brys ac felly mae'n syndod gweld bwriad yn Opsiwn 2 a 3 i dorri'r nifer o ddiffoddwyr tân o 52 i 28 a cholli'r ail injan dân llawn amser. Mae colli'r fath niferoedd o staff gyda'u profiad a'u harbenigedd yn fy nychryn a bod yn onest, gan fod angen yr ail griw yn aml er mwyn criwio'r unedau arbennigol megis yr ystol plattform uchel a'r uned gemegau.

Byddai'r trydydd opsiwn yn golygu cau 5 gorsaf a cholli 1 o bob 5 diffoddwr tân, rhywbeth y mae'r Prif Swyddog Tân ei hun wedi disgrifio'n "annerbyniol". Rwy'n cytuno efo'r farn honno.

Mae dewis amgen wedi ei gyflwyno gan Undeb y Frigâd Dân sy'n cynnig cynnal y gwasanaethau presennol a'u cynnydd yn y Gorllewin. Mae'r achos am y cynnydd wedi ei wneud yn yr ymgynghoriad felly mae hynny, i raddau'n cael ei dderbyn gan yr Awdurdod Tân. Beth sy'n galonogol yn y dewis amgen yma ydi'r bwriad i sicrhau a chynnal y gwasanaeth yn yr ardaloedd mwy trefol, ardaloedd sydd â nifer helaeth o drigolion bregus, cymunedau difreintiedig ac adeiladau uchel sydd angen gwasanaeth arbennigol a dibynadwy. Nid wyf yn credu y byddai yr opsiynau y mae'r awdurdod wedi eu cyflwyno yn sicrhau y byddai gwasanaeth arbennigol a dibynadwy ar gael yn gyson yn yr ardaloedd bregus yma.

Mae yna gost i bob un o'r opsiynau ond nid oes gennyf amheuaeth fod trigolion y Gogledd yn gwerthfawrogi'r gwasanaeth y maent yn ei dderbyn.

Gobeithiaf felly y bydd yr awdurdod tân yn ystyried Opsiwn 4 a 5, sef dewisiadau amgen yr FBU, yn eu cyfarfod nesaf.

Yn gywir iawn

Llyr Gruffydd AS



Llyr Gruffydd AS / MS

Gogledd Cymru / North Wales

Gweinidog Cysgodol Materion Gwledig
Shadow Minister for Rural Affairs

llyr.gruffydd@senedd.cymru

llyr.gruffydd@senedd.wales

01824 703593

Dilynwch ni / Follow us



 Fy rhagenwau dewisiol yw fe/ef / My preferred pronouns are he/him/his



**Llywodraeth Cymru
Welsh Government**

**Cysylltedd Trafnidiaeth a Digidol
Transport and Digital Connectivity**

Sent by email to
<EmergencyCoverReview@northwalesfire.gov.wales>

Our Ref/Ein cyf : qA1199830

29 September 2023

Dear Sirs,

I refer to the recent consultation publication by North Wales Fire and Rescue Service “Emergency Cover Review Have Your say”.

By way of introduction, I am the Administrative Authority Representative for the Welsh Government under the Road Tunnel Safety Regulations (RTSR 2007 amended 2009 and 2021) with responsibility for the road tunnels on the Strategic Road Network (SRN) on behalf of the Welsh Ministers.

I appreciate the opportunity to provide my observations and concerns regarding potential changes to the capacity of North Wales Fire and Rescue Service. As the owner of the trunk road network in Wales, we play a key role in ensuring the smooth operation of the region's transportation systems. Critical elements of our network include the A55 tunnels which serve local communities, tourism, commerce, and the emergency services as a primary route. Over 13 million vehicles have passed through these tunnels in the past year alone. The tunnels in question are:

- A55 Conwy Tunnel – 1.1km length, dual bore two lane – submersed tunnel.
- A55 Pen y Clip Westbound Tunnel – 930m in length – two lane single direction rock bored tunnel.
- A55 Penmaenbach Westbound Tunnel – 658m in length – two lane single direction rock bored tunnel.
- A55 Penmaenbach Eastbound Headland Tunnel – 172m in length – two lane single direction rock bored tunnel.

The tunnels on the A55 over 500m in length must comply with the RTSR that define minimum safety measures, as well as requirements for tunnel management, incident response, and regular safety inspections. To minimise safety risks, RTSR emphasises the importance of preventive measures, such as robust fire detection, adequate ventilation for the control of heat and smoke, emergency exit provisions etc. These systems are embedded into the operating procedures and plans for tunnel management. Only seven other tunnels in the UK are subject to this legislation.

Our operating procedures, emergency contingency plan, fire risk assessments (in accordance with the Regulatory Reform (Fire Safety) Order 2005) and evacuation modelling have been undertaken based on the assumption that the North Wales Fire and Rescue Service would

respond to a tunnel incident within 12 minutes. This time was arrived at following discussion with NWF&RS staff and evaluation of actual incident response data. While it is fully appreciated that this time is not a guarantee, if it is considered likely that if this crucial estimated response time is no longer achievable or compromised, it could adversely impact the risk of serious injury or fatalities in the event of an incident within the tunnels. Furthermore, re-evaluation of our risk assessments and modelling would be necessary and may present untenable risks. Introducing new procedures and mitigation measures for life safety systems would be inherently disruptive to the network, will incur significant costs (both capital and revenue) and may be problematic to justify.

Consequently, any prospect of a reduction in capacity within the North Wales Fire and Rescue Service raises serious concerns for incident response to tunnel events. The ability to respond quickly to incidents is crucial as delays may lead to the escalation of an incident resulting in more extensive infrastructure damage and a negative impact on public safety.

Of particular relevance to the A55 tunnels the following fire stations are identified as being of critical importance for initial response:

- Conwy - Retained Duty System (RDS) station. Recorded Sites of Risk include “the A55 and its tunnels” (<https://www.northwalesfire.gov.wales/about-us/stations/conwy/>).
- Llanfairfechan – RDS station.
- Llandudno – Day crewed wholetime station. Recorded Sites of Risk include the “[A55] expressway, including major [Conwy] tunnel” (<https://www.northwalesfire.gov.wales/about-us/stations/llandudno/>).
- Bangor – Day crewed wholetime station. Recorded Sites of Risk include the “A55 Expressway” (<https://www.northwalesfire.gov.wales/about-us/stations/bangor/>).
- Colwyn Bay – Day crewed wholetime station. Recorded Sites of Risk include “the A55 and the Conwy Tunnel” (<https://www.northwalesfire.gov.wales/about-us/stations/colwyn-bay/>).

Additionally, the NWF&RS Corporate Plan 2021-24 explains the vision for the future, and how you propose to achieve this through seven long term objectives. Supporting the delivery of the seven objectives are more detailed, shorter term, steps that have been linked to the seven well-being goals outlined in the Well-being of Future Generations (Wales) Act 2015.

I consider that maintaining and reinforcing objective 5 of the plan is paramount.

- Objective 5: To maintain a suitably resilient, skilled, professional and flexible workforce.

Option 3, the closure of Conwy fire station, would appear likely to result in a reduced service. I would state a strong objection to this option. The remaining options 1 and 2 do not appear to have the same impact but nevertheless I would like to seek assurances that the service can provide the required attendance within the existing timeframe and with adequate resources to tunnel incidents.

I would welcome the opportunity to engage further or participate in any group consultation

sessions. Yours faithfully



Jason Hibbert

Tunnels Administrative Authority Representative
Cynrychiolydd Awdurdod Gweinyddol Twneli

4.2 Cynff Cynrychioliadol

4.2.5 Fire Brigades Union – Letter 15th August



FBU Welsh Region
2nd Floor
Hastings House
Fitzalan Court
Cardiff
CF24 0BL
Tel: 029 2049 6474
Email: 08@fbu.org.uk

15th August 2023.

Dear Fire Authority Member,

I write to you today, requesting that North Wales Fire Authority extend the current public consultation period for the Emergency Fire Cover Review in North Wales.

I also request that the 2 x options produced and agreed by the membership of North Wales Fire Brigades Union (attached document), for improving fire cover in North Wales, are included in the public consultation, going forward.

I am extremely concerned with the current situation and feel that it needs reviewing urgently.

There is growing anger and dissatisfaction amongst the workforce, stemming from their views, experience and expert opinion, not being considered when producing the original public consultation options document.

Employees feel let down, are disengaging, and there is a genuine risk of the service becoming fractured.

This period of change, if we don't get it right, could have a long-term detrimental impact on staff morale and the relationship between stations and service management.

In North Wales, we have a proud history of a positive and pro-active working relationship between the Fire Brigades Union (who represent the majority of the workforce) and yourselves, the employer. This was highlighted and recognised earlier this year in a

meeting with the Deputy Minister for Social Partnership, Hannah Blythin, and is something we should all be extremely proud of.

Extending the consultation period and including the additional options put forward, would certainly show strong leadership. It would send a clear message to the employees of North Wales Fire and Rescue Service that they are being listened to, that their opinions, concerns, and ideas matter and are valued.

Thank you for your time.

Kind Regards,

Duncan

Duncan Stewart-Ball
Regional Secretary FBU
Cymru/Wales

4.2.6 Undeb y Brigadau Tân – Opsiynau ar gyfer Gwella’r Ddarpariaeth Frys

Fire Brigade Union – The Voice of Professional Firefighters

Options for Emergency Cover Improvement

A vision for improvement and growth, not options of decline

FBU North Wales
8-14-2023

Foreword

North Wales Fire and Rescue Service is facing an important decision on how to improve its emergency response to communities. They have three options to consider, but all of them would lead to a decline in night-time response standards in communities, negatively affecting densely populated areas, industrial centres, major hospitals, and regions facing economic and social challenges.

Last year, North Wales achieved an extraordinary milestone - ZERO fire-related deaths. This success can be attributed to preventative work and the current resource model, honed over many years, and tested thoroughly. The current approach has proven effective in minimizing the risk of fire-related fatalities.

None of the current Consultation Options deliver wholesale fire cover improvement across all communities in North Wales. Nor do they come without significant cost and disruption. During the Emergency Cover Review's initial concept and development stage, the public and employee representative bodies were not included to help shape and contribute. This led to the three Options out for consultation, none of which align with the original aim of improving emergency cover across all of North Wales. It seems the primary focus has shifted to achieving modest financial savings, overshadowing the true goal of enhancing safety across the region

Every professional firefighter in North Wales supports the need for improved fire cover in rural areas. The decline in On-Call firefighter availability has been a persistent issue, partly due to societal changes forcing people to work outside their communities. To address this, we propose two options which are able to establish and maintain 3 Day Staffed stations and keep the proven formula at Rhyl and Deeside unchanged.

One of the proposals is a *Growth and Investment* Option. This involves utilising existing staff resources combined with the creation of 23 additional posts. These positions would allow the independent creation of 3 new Rural stations, boosting social partnerships, social cohesion and investment, improving community wellbeing and importantly, it aligns with the **Well-being of Future Generations Act 2015**.

It is noteworthy that both Options also increases the number of households that will receive a response within 20 mins, over the current best model of Consultation Option 1 (See Appendix 2)

Addressing varying standards of response and emergency in North Wales requires action. Inequality in service between rural and urban areas raises questions of fairness. Living in a free and open democracy, all communities, staff and other stakeholders should be given the opportunity to consult on options of growth, as well as options of decline.

Achieving zero fire deaths last year was a significant milestone, but maintaining these standards is vital. In a sector where timely and adequate response is crucial, a safe and robust working model should be preserved.

FBU North Wales
The Voice of Professional Firefighters

OPT	Model	How it is achieved	Benefits	Drawbacks
<p>Option 4</p>	<p>Rhyl, Deeside and Wrexham remain unchanged, 3 additional hub stations are created. No cost increases</p>	<ul style="list-style-type: none"> - NWFRS has an over establishment of 8 - WDSR have an establishment of 11 - Utilise 2 departmental WM/CM's <p>3 hub stations are created. working on a 9-day fortnight basis. Monday-Friday Monday – Thursday 8hr working day</p> <p>Personnel from WT stations are offered the opportunity to transfer to a new rural station.</p>	<p>No On- Call Station closures. No redundancies or job losses. Wrexham maintain a 2nd Appliance</p> <p>Current Cover Standards are maintained at Rhyl, Deeside and Wrexham AND significantly improved at Corwen, Porthmadog and Dolgellau.</p> <p>No added costs associated with permanently relocating 28 staff from Rhyl and Deeside.</p> <p>Provides a permanent “Home Station” for WDSR/ transfer personnel, creating regular work patterns and contributing to environmental impact goals.</p> <p>278 more households within a 20-minute response than the Consultation Option 1 and 2105 more households than Consultation Option 2</p> <p>Percentage increase is 92.80 (Consultation Option 1 is 92.70)</p> <p>Social Value and Prevention and Protection activity is the same as Option 1</p> <p>Wholetime Staff numbers = No Change</p> <p>On-Call Staff numbers = No Change</p> <p>Dept. WM's/ CM's are on-hand to offer local support to On-Call crews</p>	<p>No Wholetime cover available on weekends and 1 Friday per fortnight.</p> <p>£20.36 per household increase from previous year (in line with Consultation Option 1)</p> <p>A costlier choice over Option 2 (£16.63) and Option 3 (£12.22)</p>

OPT	Model	How it is achieved	Benefits	Drawbacks
<p>Option 5 (Growth)</p>	<p>Rhyl, Deeside and Wrexham remain unchanged, 3 additional hub stations are created. A cost increase is involved.</p>	<ul style="list-style-type: none"> - NWFRS has an over establishment of 8 - WDSR have an establishment of 11 - Create 23 new Posts <p>Utilise the 42 staff to crew 3 rural hub stations.</p> <p>Personnel from WT stations are offered the opportunity to transfer to a new rural station.</p>	<p>No On- Call Station closures. No redundancies or job losses. Wrexham maintain a 2nd Appliance</p> <p>Current Cover Standards are maintained at Rhyl, Deeside and Wrexham AND significantly improved at Corwen, Porthmadog and Dolgellau.</p> <p>No added costs associated with permanently relocating 28 staff from Rhyl and Deeside.</p> <p>Provides a permanent “Home Station” for WDSR/ transfer personnel.</p> <p>278 more households within a 20-minute response than the Consultation Option 1 and 2105 more households than Consultation Option 2</p> <p>Percentage increase is 92.80 (Consultation Option 1 is 92.70)</p> <p>Social Value and Prevention and Protection activity is the same as Option 1</p> <p>Wholetime Staff numbers = No Change</p> <p>On-Call Staff numbers = No Change</p> <p>Creation of 23 new posts provides opportunities for local communities to secure full-time employment.</p>	<p>£24.54 per household increase from previous year</p> <p>A costlier choice over Option 1 (£20.36) Option 2 (£16.63) and Option 3 (£12.22)</p>

OPT	Model	How it is achieved	Benefits	Drawbacks
			<p>Greater investment in local communities, creating social cohesion and improved wellbeing.</p> <p>Reduced environmental impact.</p> <p>It fits the goals of the Well-being of Future Generations Act 2015, which is about improving the social, economic, environmental and cultural wellbeing of Wales (see appendix 3)</p>	



1 x Rural Day Crewed Station costs £750,000



A Day Shift requires up to 14 Firefighters
(7 when working a 9 Day Fortnight)



This equates to £53,571.43 per Firefighter
Or £1,232,142.89 in total for 23 new posts



With 294,703 households in N Wales, this equates to an increase of **£4.18** per annum or **1.15p** per day

Cost of Each Option

Consultation Option 1	= £20.36
Consultation Option 2	= £16.63
Consultation Option 3	= £12.22
Employee/ FBU Option 4a	= £20.36
Employee/ FBU Option 4b	= £20.36
Employee/ FBU Option 4c	= £20.36
Employee/ FBU Option 4d	= £20.36
FBU Growth Option	= £24.54

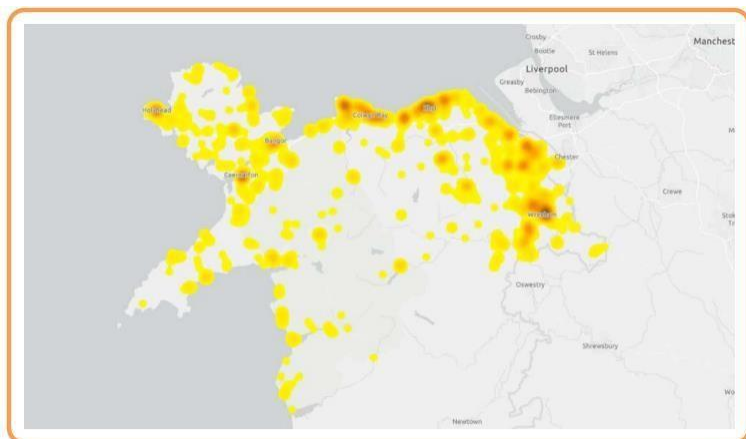
Potential Efficiency Savings

Training Facility = £48 million (£1.1million per annum on interest only)

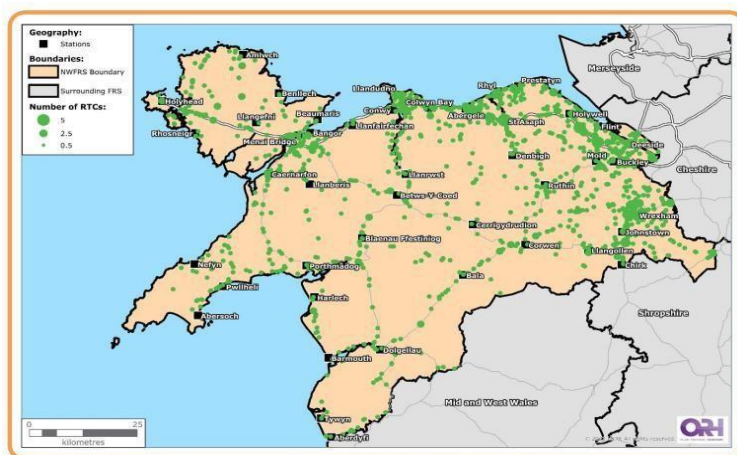
Assistant Chief Fire Officer = £130,000 (on costs) plus car and benefits

NFCC Direct Entry Scheme = £163,000 during 3-year development

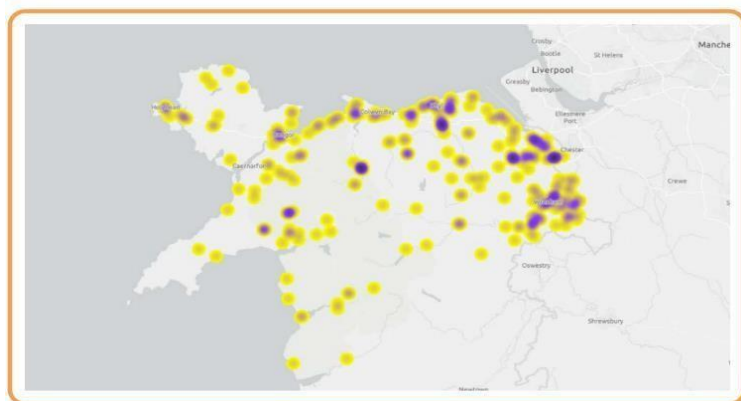
Appendix 1



Accidental Dwelling Fires attended 01/04/2017 - 31/03/2022



Road traffic collision locations 01/04/2017 - 31/03/2022



Flooding incidents attended 01/04/2017 - 31/03/2022

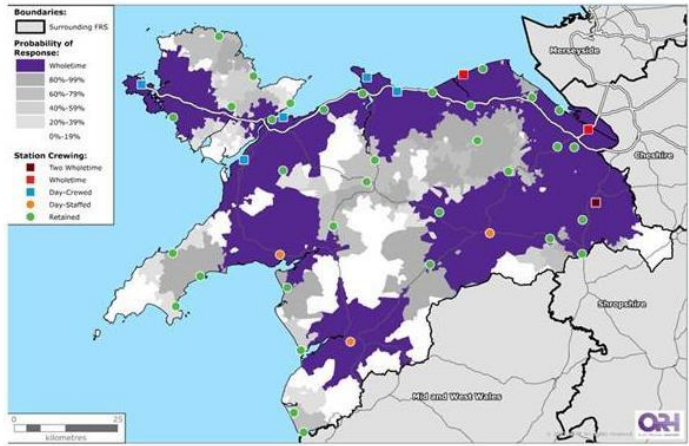
In each of the 3 examples of primary incident types attended, the greatest concentration of occurrences are turnout areas relating to or supported by Rhyl, Deeside and Wrexham

Appendix 2

	Total Households	Base Position (Current)		Modelled Option (Growth)		Difference	
		Households in 20 mins	% Households Covered	Households in 20 mins	% Households Covered	Households in 20 mins	% Households Covered
NWFRS-wide	341,341	314,323	92.10%	316,749	92.80%	+2426	+0.7%

You'll see from the above table that this brings 278 more households within a 20 minute response than the Consultation Option 1 and 2105 more households than Consultation Option 2.

The daytime response map will look the same as Consultation Option 1 in terms of footprint but Deeside and Rhyl would be highlighted in red as Wholetime:



Appendix 3

Fostering Well-being through Job Creation at Rural Fire Stations in Alignment with the Well-being of Future Generations Act 2015

The Well-being of Future Generations (Wales) Act 2015 represents a visionary framework aimed at enhancing the overall social, economic, environmental, and cultural well-being of Wales. This legislation urges public bodies to adopt a proactive, long-term perspective, collaborate effectively, and engage communities in pursuit of shared well-being goals. The proposed establishment of three new rural fire stations in Corwen, Porthmadog, and Dolgellau, coupled with the creation of 23 full-time positions, aligns seamlessly with the principles of this Act, serving as a tangible embodiment of its aspirations.

At its core, the Act emphasises the creation of a prosperous, resilient, healthier, and more equal society, fostering cohesive communities, vibrant culture, and global responsibility. By expanding fire cover in underserved rural areas, the proposed fire stations echo these core values and goals in several significant ways:

Resilient Communities: The Act's emphasis on resilient communities is mirrored by the proposal's intention to bolster emergency response capabilities. The establishment of 23 whole-time local employment posts ensures a consistent and reliable presence to address emergencies, thereby strengthening the community's ability to cope with challenges and disruptions. With more personnel available on a full-time basis, emergency response times can be improved. This enhanced capability is critical in addressing various emergencies, including fires, accidents, and natural disasters. Swift and efficient response can mitigate potential damages and save lives. It also has the added benefit of bolstering On-Call firefighters at periods during nighttime hours.

Long-Term Impact: The Act's focus on long-term thinking aligns with the proposal's commitment to addressing the decline in on-call firefighters. The introduction of permanent positions provides a sustainable solution, safeguarding the community's well-being for years to come. The new firefighter positions provide valuable employment opportunities for individuals residing in Corwen, Porthmadog, Dolgellau, and neighbouring areas. Job creation is vital for community stability, reducing unemployment rates, and offering career paths for individuals who may have otherwise sought employment outside the region.

Collaborative Approach: The Act's call for collaboration is exemplified by the coordination required to establish the fire stations. This collaboration involves public bodies, local authorities, and communities, reflecting the Act's emphasis on cross-sector partnerships to enhance overall well-being.

Community Engagement: The Act's emphasis on involving people in achieving well-being goals resonates with the fire stations' potential to engage the community. Through fire safety

education, emergency preparedness initiatives, and active participation, the fire stations can empower citizens to contribute to their own well-being and safety. The presence of new firefighter posts can facilitate increased engagement between the fire service and local communities.

The creation of new firefighter posts and the expansion of fire services can instil a sense of pride and security within local communities. Knowing that there are dedicated professionals ready to respond to emergencies fosters a safer and more resilient environment.

Economic Prosperity: The creation of 23 full-time positions aligns with the Act's vision of a prosperous economy that generates wealth and employment opportunities. These positions not only enhance emergency response capabilities but also contribute to the local economy. These firefighters will become consumers, leading to increased spending on goods and services within the communities where they live and work. This localized economic activity can contribute to a stronger economic foundation for the region, reinforcing the Act's commitment to sustainable economic development.

Cultural Enrichment: The Act's promotion of culture and language aligns with the fire stations' potential to foster community cohesion. By becoming hubs of safety and cultural exchange, the stations can embody the Act's goal of nurturing a Wales of vibrant culture and thriving Welsh language. Employing local people, with the societal richness they bring, will engender a sense of ownership and responsibility.

Environmental Stewardship and Local Resilience: By employing local individuals to staff these fire stations, the proposal directly addresses environmental concerns. The reduction of long-distance commutes decreases carbon emissions, contributing to a more sustainable environment. Localized employment enhances resilience by ensuring swift and effective emergency response within communities. This approach aligns harmoniously with the Act's broader emphasis on environmental stewardship, fostering an eco-friendlier community while also promoting self-reliant and empowered neighbourhoods.

Firefighters bring diverse skills and backgrounds to their roles. The recruitment of new firefighters can bring a fresh perspective and diverse skill sets to the fire service, enhancing its overall capabilities and adaptability.

Acknowledging the necessary financial investment, the proposal's implementation to establish three new rural fire stations and create 23 full-time positions requires an increased allocation within the Fire Service budget. This adjustment leads to a modest rise in council tax, amounting to £4.18 per household annually, or approximately 1.5 pence per day for every household in north Wales. This financial commitment underscores dedication to well-being and safety, further solidifying the alignment between the proposal and the Act's principles.

In conclusion, the commitment to expanding fire cover and investing in dedicated personnel not only enhances emergency response capabilities but also signifies a conscious effort to realize the well-being aspirations outlined in the Well-being of Future Generations (Wales) Act 2015. Through the synergy of improved safety, community

engagement, economic empowerment, and environmental responsibility, this proposal stands as a testament to Wales's commitment to holistic well-being for present and future generations.

4.2.3 Undeb y Brigadau Tân – Llythyr 7 Medi



FBU Welsh Region
2nd Floor
Hastings House
Fitzalan Court
Cardiff
CF24 0BL
Tel: 029 2049 6474

Dear Fire Authority Member,

I am writing to you today, following a letter that I sent to yourself and all North Wales Fire Authority members on the 15th August 2023, with reference to the Emergency Fire Cover Review. The letter highlighted my concerns with the current Public Consultation process and the negative effect it is having on employees of North Wales Fire and Rescue Service, your staff. With this point in mind, it is extremely disappointing that I have only received a few responses to my correspondence.

Yesterday afternoon I attended the public meeting at Rhyl rugby club. The turnout was poor to say the least, probably about 20 people, consisting of approximately 4 x members of the public. The others present were employees, councillors, MP's and union representatives. The numbers in attendance mirrored most of the other public meetings so far. It was very disappointing, as this is such an important topic which could impact so many people across North Wales.

It was highlighted how poorly attended these meetings are, and questions were asked about how these meetings had been communicated to the public of North Wales.

I understand that the Fire Service comms team have been busy, but have they got it wrong on this occasion?

It appears that they have failed to reach most residents in North Wales.

- Why hasn't the Fire Authority / Fire Service sent out letters to every household explaining what is going on, and inviting members of the public to these meetings to discuss? As once this process is over, each household will receive a council tax bill with increases applied, and the fire cover will be changed, which is obviously, far too late.

After the meeting yesterday, and with my concerns, I knocked on every household in my neighbouring street and asked the following questions;

- Are you aware that there is a Public Consultation taking place into changes within North Wales Fire and Rescue Service?
- Are you aware that there is a Public Meeting next Tuesday 12th September in Conwy, to discuss?

A few people knew that there was a Public Consultation into the Fire Service, as they had seen it on the news, earlier in the year. The majority didn't have a clue about the process. Nobody was aware of the Public Meeting next week in Conwy.

I was shocked and decided to phone a few friends and family, who I hadn't discussed the process with, the answers were pretty much the same. It is possible, that most residents in North Wales do not know about these meetings taking place, which is worrying, especially as you would want maximum engagement to reinforce your decisions on such important matters.

The three options put forward by the Fire Authority for change in North Wales were discussed but were not supported by anybody in yesterday's meeting. That was clear, as nobody wanted to put a green coin in any of the option tubes that were on display. Everybody wanted a growth option to be included and were really shocked to discover that yourselves as a committee, decided that the Public of North Wales should not be given the option to vote for growth, but instead a possible reduction depending on your postcode. This is not fair, and certainly amazes me, especially as every option put forward at this present time comes at a cost to the taxpayer.

The Deputy Chief Fire Officer, also explained the problems with recruiting and retaining Retained Duty System Firefighter's, which basically led North Wales to undertake the Fire Cover Review. RDS availability has been a big problem in North Wales for many years and we have worked with the employer to try to rectify these issues.

I am aware that the RDS budget each year is approximately £3 million, or certainly has been recently, and that most years there has been huge underspend, which has been confirmed in meetings with the SLT in the past.

- Why can't the underspend from the RDS annual budget cover the costs associated with the introduction of 2 or 3 rural day staffed stations?

Based on the facts above that I am presenting to you, I request on behalf of the members of the Fire Brigades Union in North Wales, that the current Public Consultation is reviewed, extended, properly communicated to all members of public across all areas of North Wales. The option for growth (Option 5), which the Fire Brigades Union has submitted should now be included in the public consultation going forward.

Yours Sincerely,

Duncan

Duncan
Stewart-Ball
Regional
Secretary FBU
Cymru/Wales

4.3 Ynys Môn

4.3.5 Cyngor Sir Ynys Môn



Ms Dawn Docx

Chief Fire Officer and Chief Executive Fire and Rescue Service

Sent via e-mail:- emergencycoverreview@northwalesfire.gov.wales

DYLAN J. WILLIAMS BA (Hons), MSc, MA, M.R.T.P.I.

Prif Weithredwr Chief Executive

CYNGOR SIR YNYS MÔN

ISLE OF ANGLESEY COUNTY COUNCIL

Swyddfa'r Sir LLANGFNI

Ynys Môn - Anglesey LL77 7TW

Gofynnwch am - Please ask for:

☐ (01248) 752102

E-Bost-E-mail: DylanWilliams@ynysmon.llyw.cymru

Ein Cyf - Our Ref. EmergencyCoverRev Eich Cyf - Your Ref.

28 September, 2023 Dear Ms Docx

North Wales Fire and Rescue Authority – Emergency Cover Review

Thank you for the opportunity to respond to the North Wales Fire and Rescue Authority Emergency Cover Review consultation. Senior Officers and Elected Members have reviewed the consultation document and considered the proposed options. These were formally considered and endorsed by the Executive on Tuesday, 26 September 2023.

As a local authority in North Wales and as a category 1 responder, the Council plays a crucial role in civil resilience and must ensure adequate preparedness for emergencies. We work alongside the emergency services and other category 1 responders and fully appreciate and understand the importance of the service and the challenges faced. We value our continued commitments and endeavours to collaborate effectively, whilst recognizing that the current financial challenges are both uncertain and demanding. We also recognise the difficulties in planning for, delivering, and maintaining core statutory services in a period of financial constraints.

The Isle of Anglesey County Council is one of the 6 constituent authorities of the North Wales Fire and Rescue Authority. Membership of the Fire and Rescue Authority includes county councillors from the six local authorities and this Council has 3 members on the Authority.

The majority of funding for the North Wales Fire and Rescue Service is received by way of levy from the Unitary Authorities within the area. The Council pays into this combined fund and the contribution is based on population. Any change in the North Wales Fire and Rescue Service budget would consequently impact on the levy contributions and would result in added pressure to the Council's budget. This would either result in the Council having to reduce other service budgets in order to maintain the budget at the level of funding available or to increase the funding by passing on the additional cost to the Island's residents through increased Council Tax.

Please see below detailed comments:

General comments

1. The purpose and objective of the consultation is clearly set out in the document. The information within and the general presentation of the document is clear and easy to understand.
2. Although, the document does not give detail on the reason / need for change, we have been advised that the review seeks to improve guaranteed day time emergency cover across the whole of North Wales.
3. There are differing needs and challenges across the region, primarily driven by geography, and having a dispersed rural community. We are eager to ensure that rural communities are not at a disadvantage in terms of service provision as a result of any changes.
4. The location of the RAF base at Valley with its own fire station makes Anglesey unique. We would welcome assurances that discussions have / will take place with the RAF to ensure all avenues have been explored with regard to collaborative working.
5. We recognise that North Wales as a region has continued to evolve and so have the risks faced by the public who live, work and visit. We also welcome the evolution of the North Wales Fire and Rescue Authority to become a preventative service along with special service calls emerging as a result of climate change and advances in technology.
6. We agree with the criteria used in developing the options and the key themes arising from the initial engagement. They are appropriate and suitable.

Options

7. The document suggests that on a regional basis, the impact of the 3 different options varies.
8. Specifically for Anglesey, there will be no impact or effect from maintaining the current arrangements or changing to options 1 and 2.
9. Although options 1 and 2 would see no impact on the Island they would cost more. To maintain the existing level of service, if financially achievable, would be a desirable outcome.
10. The maps showing the location of the emergency calls clearly show that the majority of calls around the coast are in the North and on Anglesey. However, the 3 options proposed increase the full-

time staff in South Meirionnydd and Denbigh. As a result, the Service will have more full-time staff in the areas with fewer calls.

11. The consultation document does not show the number of calls per full-time staff before and after implementing any changes. This comparison would help to show the impact of the changes under each of the options. Ideally the change should create a situation where the call to staff figure be consistent across the region.

Option 3

12. Option 3 includes the closure of one of the Island's Retained Stations in Beaumaris.

13. Our view is that the closure or non-availability of a resource would result in taking longer for the next nearest resource to attend an emergency. The next nearest response would not necessarily be coming from neighbouring stations as they may not be available due to crewing deficiencies or being required elsewhere. In the case of Beaumaris, the next station to respond is Menai Bridge which has only been available 26% of the time.

14. Option 3 is the only option detailing a reduction (2,087) in the number of households that would receive a response within 20 minutes. Both options 1 and 2 note an increase (2,148 and 321 respectively). Information received specifies that the closure of the Beaumaris Station would reduce the number of households in Anglesey receiving a response in 20 minutes by 670 households (a reduction from 78.4% to 76%). The location of these households has not been shared; we assume that these would be in the South East of the Island.

15. As previously noted, the next nearest response would not necessarily be coming from neighbouring stations, therefore suggesting the response may come from off Anglesey. With the nearest day crewed station to Beaumaris being over the Menai in Bangor, Gwynedd, it is in our view a reduced service which enhances threat to life.

16. The congestion and lack of resilience for the Menai crossings is of significant concern and dependency on the Bangor Fire Station therefore raises serious concerns. Detailed evidence of these concerns were presented and endorsed by the Council's Executive on the 18th of July 2023 (Improving the Reliability and Resilience across the Menai Straits.pdf (anglesey.gov.uk)).

a. The Britannia Bridge is the only point on the UK trunk road network hosting the Trans-European Road Network route E22, where the carriageway narrows from 4 lanes to two - one in each direction.

b. Restrictions on the type of vehicles that can access the Menai Suspension bridge (only up to 7.5 tonnes), and speed restrictions of 30mph along with the lack of enhanced safety facilities, such as hard shoulders contribute to poor resilience with regards to emergency vehicles.

c. The Britannia Bridge is vulnerable to closures due to wind, incidents and accidents.

d. During particularly high winds (gusts above 70mph) the bridge is fully closed – with no possible diversion route for vehicles over 7.5 tonnes.

17. The lack of resilience of the existing Menai crossings has consequential effects on the emergency services and the safety of our communities. We therefore oppose the closure of the Beaumaris Fire Station as included in option 3.

Central costs and operating structure

18. The consultation does not discuss, consider or propose any change to the central costs of running the service. The 3 options presented raise the costs between 8.1% and 13.5%. It will then be a question for the Fire Service how to fund the increase in costs, i.e. will all the costs be funded by the levy or will the service offer savings including reducing the central costs?

19. The focus must be on protecting front line services and the omission of any detail or consideration surrounding the central costs does not provide any assurance that this is the case.

In summary, I confirm the Council's position that the focus of the review must be on protecting front line services during the current economic climate and that consideration needs to be given to implementing efficiency savings in other areas within the operating structure and working practices of the North Wales Fire and Rescue Authority, i.e. central costs, training costs etc. Further detail, consideration and discussions are required regarding the wider operating structure and opportunities for efficiencies.

The Council requests that the North Wales Fire & Rescue Service conduct a review of their administrative and central costs as a basis for setting the levy contribution incorporating the input of the Section 151 Officers in North Wales.

In addition, the Council requests that a local review be undertaken with a specific focus on value for money for the Island's residents.

The Isle of Anglesey County Council is against the closure of Beaumaris Station as stated in Option 3.

As stated previously, we value our continued commitments and endeavours to collaboration, whilst also recognising that the current financial challenges are both uncertain and demanding. We would welcome further discussion regarding our response.

Yours sincerely

DYLAN J. WILLIAMS

Chief Executive

28 Medi, 2023

Annwyl Ms Docx

Awdurdod Tân ac Achub Gogledd Cymru – Adolygiad Darpariaeth Brys

Diolch am y cyfle i ymateb i ymgynghoriad Awdurdod Tân ac Achub Gogledd Cymru ar ddarpariaeth brys. Mae Uwch Swyddogion ac Aelodau Etholedig wedi adolygu'r ddogfen ymgynghori, ac wedi ystyried yr opsiynau arfaethedig. Cawsant eu hystyried a'u cefnogi'n ffurfiol gan y Pwyllgor Gwaith ar dydd Mawrth, 26 Medi 2023.

Fel awdurdod lleol yng Ngogledd Cymru ac fel ymatebwr categori 1, mae gan y Cyngor rôl hanfodol o ran cydnherthedd sifil ac mae'n rhaid iddo sicrhau ei fod yn barod rhag argyfyngau. Rydym yn gweithio ochr yn ochr â'r gwasanaethau brys ac ymatebwyr categori 1 eraill ac rydym yn gwerthfawrogi ac yn deall

pwysigrwydd y gwasanaeth a'r heriau a wynebir ganddo. Rydym yn gwerthfawrogi ein hymrwymiad a'n hymdrechion parhaus i gydweithio'n effeithiol, ond yn cydnabod ar yr un pryd bod yr heriau ariannol presennol yn llethol ac yn peri

ansicrwydd. Rydym hefyd yn cydnabod yr anawsterau sydd yn gysylltiedig â chynllunio, cyflenwi a chynnal gwasanaethau craidd yn ystod cyfnod o gyfyngiadau ariannol.

Mae Awdurdod Tân ac Achub Gogledd Cymru yn cynnwys chwe awdurdod cyfansoddol, yn cynnwys Cyngor Sir Ynys Môn. Mae'r Awdurdod Tân ac Achub yn cynnwys cyngorwyr sir o'r chwe awdurdod lleol ac mae gan y Cyngor 3 aelod ar yr Awdurdod.

Mae Gwasanaeth Tân ac Achub Gogledd Cymru'n cael ei ariannu'n bennaf drwy ardoll gan Awdurdodau Unedol yr ardal. Bydd unrhyw newid i gyllideb Gwasanaeth Tân ac Achub Gogledd Cymru'n effeithio ar yr ardoll gan roi pwysau ychwanegol ar gyllideb y Cyngor. Byddai hyn yn golygu y byddai'n rhaid i'r Cyngor naill ai leihau cyllidebau gwasanaethau eraill er mwyn cynnal y gyllideb gyda'r cyllid sydd ar gael iddo neu gynyddu'r gyllideb drwy drosglwyddo'r gost ychwanegol i drigolion yr Ynys drwy gynyddu'r Dreth Gyngor.

Gweler y sylwadau manwl sydd wedi'u nodi isod:

Sylwadau Cyffredinol

1. Mae pwrpas ac amcan yr ymgynghoriad wedi ei nodi'n glir yn y ddogfen. Mae'r wybodaeth wedi'i chyflwyno'n glir ac mae'r ddogfen yn hawdd i'w deall.
2. Er nad yw'r ddogfen yn nodi pam bod angen y newid, rydym wedi cael gwybod bod yr adolygiad yn ceisio gwella'r ddarpariaeth frys sydd ar gael yn ddi-ffael yn ystod y dydd ar draws Gogledd Cymru gyfan.
3. Mae gwahanol anghenion a heriau yn bodoli ledled y rhanbarth, sy'n gysylltiedig â daearyddiaeth yr ardal a'i chymunedau gwledig a gwasgaredig yn bennaf. Rydym am sicrhau na fydd ein cymunedau gwledig dan anfantis o ganlyniad i unrhyw newidiadau i'r ddarpariaeth brys.
4. Mae lleoliad canolfan yr Awyrlu yn Y Fali gyda'i gorsaf dân ei hun yn gwneud Ynys Môn yn unigryw. Byddem yn croesawu sicrwydd bod trafodaethau wedi / a fydd yn cael eu cynnal gyda'r RAF i sicrhau bod pob opsiwn wedi'i ystyried o ran cydweithio.
5. Rydym yn cydnabod bod Gogledd Cymru fel rhanbarth wedi parhau i esblygu ac felly hefyd y risgiau i'r bobl sy'n byw, gweithio ac ymweld â'r ardal. Rydym hefyd yn croesawu'r modd y mae Awdurdod Tân ac Achub Gogledd Cymru wedi esblygu i fod yn wasanaeth ataliol ynghyd ag ymateb i alwadau am wasanaeth arbennig o ganlyniad i newid hinsawdd a datblygiadau technolegol.
6. Rydym yn cytuno gyda'r meini prawf a ddefnyddiwyd wrth ddatblygu'r opsiynau a'r themâu allweddol a godwyd yn ystod y gwaith ymgysylltu cychwynnol. Maent yn addas a phriodol.

Yr Opsiynau

7. Mae'r ddogfen yn awgrymu bod effaith y 3 opsiwn yn amrywio ar sail ranbarthol.
8. Yn achos Ynys Môn yn benodol, ni fydd cadw'r trefniadau presennol neu newid i opsiwn 1 neu 2 yn achosi unrhyw effaith.
9. Er na fyddai opsiynau 1 a 2 yn cael unrhyw effaith ar yr Ynys, byddant yn costio mwy. Cynnal y gwasanaeth presennol, os ydi hynny'n bosib yn ariannol, fyddai'r opsiwn delfrydol.
10. Mae'r map yn nodi lleoliad y galwadau brys a dderbyniwyd yn glir gyda'r mwyafrif ar hyd y glannau yn y Gogledd ac ar Ynys Môn. Fodd bynnag, mae'r 3 opsiwn arfaethedig yn cynyddu staff llawn amser yn Ne Meirionnydd a Sir Ddinbych. O ganlyniad, bydd gan y Gwasanaeth fwy o staff llawn amser mewn ardaloedd sy'n derbyn llai o alwadau.
11. Nid yw'r ddogfen ymgynghori yn dangos nifer y galwadau yn ôl aelodau staff llawn amser cyn neu ar ôl gweithredu unrhyw newidiadau. Byddai'r gymhariaeth hon yn helpu i ddangos effaith y newid o dan bob un o'r opsiynau. Yn delfrydol, dylai'r newid sicrhau cysondeb o ran y ffigyrau galwadau a staff ar draws y rhanbarth.

Opsiwn 3

12. Mae Opsiwn 3 yn golygu cau un orsaf dân ar alw ar yr Ynys, sef Gorsaf Dân Biwmares.

13. Rydym o'r farn y byddai cau'r orsaf, neu ddiffyg argaeledd yr adnodd hwn, yn cynyddu'r amser ymateb gan y byddai'n cymryd mwy o amser i'r orsaf dân agosaf nesaf ymateb. Ni fyddai'r ymateb o reidrydd yn dod o'r orsaf dân agosaf nesaf chwaith gan nad ydynt bob amser ar gael oherwydd problemau staffio neu oherwydd eu bod wedi cael eu galw at argyfwng arall. Yn achos Biwmares, yr orsaf nesaf i ymateb yw Porthaethwy, sydd dim ond wedi bod ar gael 26% o'r amser.

14. Dim ond Opsiwn 3 sy'n sôn am leihad (2,087) yn nifer yr aelwydydd a fyddai'n derbyn ymateb cyn pen 20 munud. Mae Opsiwn 1 a 2 yn cynyddu'r ymateb (2,148 a 321 yn y drefn honno). Mae'r wybodaeth a gafwyd yn nodi y byddai cau Gorsaf Biwmares yn golygu y byddai 670 yn llai o aelwydydd ar Ynys Môn yn derbyn ymateb mewn 20 munud (gostyngiad o 78.4% i 76%). Nid ydych wedi rhannu lleoliad yr aelwydydd hyn ond tybiwn eu bod yn ne-ddwyrain yr Ynys.

15. Fel y nodwyd yn flaenorol, ni fyddai'r ymateb brys o reidrydd yn dod o'r orsaf dân agosaf nesaf, sy'n awgrymu y gallai'r ymateb ddod o orsaf oddi ar yr ynys. Gan fod yr orsaf dân criw dydd agosaf i Fiwmares wedi'i lleoli dros y Fenai ym Mangor, Gwynedd, rydym o'r farn y byddai'r gostyngiad hwn mewn gwasanaeth yn peryglu bywydau.

16. Mae'r tagfeydd a'r diffyg gwydnwch dros y Fenai a'r ddibyniaeth ar Orsaf Dân Bangor yn peri pryder sylweddol. Cyflwynwyd tystiolaeth fanwl ynglŷn â'r pryderon hyn mewn adroddiad a gymeradwywyd gan Bwyllgor Gwaith y Cyngor ar y 18fed o Orffennaf 2023 (Gwella Dibynadwyedd a Chydnheredd ar draws y Fenai.pdf (ynysmon.gov.uk)

a. Pont Britannia yw'r unig bwynt ar rwydwaith cefnffyrdd y DU sy'n rhan o lwybr Rhwydwaith Ffyrdd Traws Ewropeaidd yr E22, lle mae'r gerbyttfordd yn culhau o 4 lôn i ddwy – un ym mhob cyfeiriad.

b. Ceir cyfyngiadau o ran y math o gerbydau sy'n gallu cael mynediad i Bont Menai (sef hyd at 7.5 tonnall yn unig), ac mae cyfyngiadau cyflymder 30mya ynghyd â diffyg cyfleusterau mwy diogel, fel lleiniau caled, yn cyfrannu at gydnerthedd gwael o ran cerbydau brys.

c. Mae'n rhaid cau Pont Britannia'n aml oherwydd gwynt, digwyddiadau a damweiniau.

d. Yn ystod gwyntoedd cryfion (sy'n hyrddio dros 70mya) caiff y bont ei chau'n gyfan gwbl – heb unrhyw lwybr gwyro posibl ar gyfer cerbydau sydd dros 7.5 tonnall.

17. Mae'r diffyg gwydnwch dros y Fenai yn cael effaith ar wasanaethau brys a diogelwch cymunedau. Rydym felly'n gwrthwynebu'r cynnig i gau Gorsaf Dân Biwmares fel y nodir yn Opsiwn 3.

Costau canolog a strwythur gweithredol

18. Nid yw'r ymgynghoriad yn trafod, ystyried na chynnig unrhyw newidiadau i gostau canolog y gwasanaeth. Mae'r 3 opsiwn a gyflwynwyd yn golygu cynnydd o 8.1% i 13.5% o ran costau. Sut fydd y Gwasanaeth Tân yn ariannu'r cynnydd hwn, h.y. a fydd yr holl gostau'n cael eu hariannu drwy'r ardoll neu a fydd y gwasanaeth yn cynnig arbedion i leihau ei gostau canolog?

19. Rhaid canolbwyntio ar amddiffyn gwasanaethau rheng flaen ac nid yw hepgor unrhyw fanylion neu ystyriaethau ynghylch costau canolog yn cynnig unrhyw sicrwydd mai dyma sy'n digwydd.

I gloi, cadarnhaf safbwynt y Cyngor y dylid canolbwyntio ar amddiffyn gwasanaethau rheng flaen yn sgil yr argyfwng economaidd ac y dylid ystyried arbedion effeithlonrwydd mewn meysydd eraill o fewn strwythur gweithredu ac arferion gwaith Awdurdod Tân ac Achub Gogledd Cymru, h.y. costau canolog, costau hyfforddi ac ati. Mae angen rhagor o fanylion ac ystyriaethau a thrafodaethau pellach ynglŷn â'r strwythur gweithredu ehangach a chyfleoedd i ddod o hyd i arbedion effeithlonrwydd.

Mae'r Cyngor yn gofyn i Wasanaeth Tân ac Achub Gogledd Cymru gynnal adolygiad o'i gostau gweinyddol a chanolog fel sail ar gyfer gosod y cyfraniad ardoll a bod Swyddogion Adran 151 yng Ngogledd Cymru yn cael cyfrannu at yr adolygiad hwnnw.

Yn ogystal, mae'r Cyngor yn gofyn am gynnal adolygiad lleol gyda ffocws penodol ar werth am arian i drigolion yr Ynys.

Mae Cyngor Sir Ynys Môn yn erbyn cau Gorsaf Biwmares fel y nodir yn Opsiwn 3.

Fel y nodwyd yn flaenorol, rydym yn gwerthfawrogi'n hymrwymiad a'n hymdrechion parhaus i gydweithio, ond yn cydnabod bod yr heriau ariannol presennol yn llethol ac yn peri ansicrwydd. Byddem yn croesawu trafodaeth bellach.

4.4 Conwy

4.4.5 Councillor Gwennol Ellis (County Councillor, Conwy Borough Council)

From: Cyng Gwennol Ellis <cyng.gwennol.ellis@conwy.gov.uk>

Sent: 23 September 2023 17:35

To: Cyng Gwennol Ellis <cyng.gwennol.ellis@conwy.gov.uk>

Subject: Adolygiad Darpariaeth Brys - Emergency Cover Review

(Please scroll down for English)

Annwyl Aelod Awdurdod Tân ac Achub Gogledd Cymru

Rwyf yn Gynghorydd Sir dros Ward Uwch Aled, sydd wedi'i lleoli yn rhanbarth deheuol Cyngor Bwrdeistref Sirol Conwy. I'r rhai sy'n anghyfarwydd â'r ward arbennig hon, mae'n ardal wledig ac yn cwmpasu cymunedau Llangwm, Cerrigydrudion, Llanfihangel Glyn Myfyr, a Phentrefoelas. Prif gyflogaeth yr ardal yw amaethyddiaeth a sectorau amrywiol sy'n gysylltiedig ag amaethu. Yn ddiweddar, mae buddsoddiad wedi'i wneud mewn chwe fferm ddofednod sy'n cynhyrchu wyau a chyw iâr, gyda'r unedau mwyaf yn cynnwys hyd at 64,000 o adar. Mae nifer sylweddol o ffermydd a thai mewn lleoliadau anghysbell, sy'n cynnwys rhostir a thirweddau grug yn bennaf. Yn ychwanegol, mae dwy ysgol gynradd, dau gartref gofal henoed – un yn gartref i 34 o unigolion – chwe thafarn, a dwy gronfa ddŵr: Alwen a Brenig. Yn ogystal, mae coedwig Clocaenog ar gyrion cymunedau Cerrigydrudion a Llanfihangel.

Mae trigolion Uwch Aled yn bryderus ac anfodlon iawn ynghylch y bwriad i gau Gorsaf Dân Cerrigydrudion o dan Opsiwn 3 o'r Adolgiad. Mae'n hanfodol fod y rhanbarth yma'n cadw ei Gwasanaeth Tân ac Achub am y rhesymau a grybwyllwyd eisoes. Mae nifer o ystadegau yn ymwneud â galwadau ac ymatebion gorsafoedd tân y Gogledd wedi'u cyhoeddi yn ystod y broses ymgynghori. Fodd bynnag, mae'n rhaid herio'r data sy'n honni bod Criw Tân Cerrigydrudion wedi'u galw 14 o weithiau yn unig mewn blwyddyn. Mae'r ffigur yma'n ymwneud yn benodol â digwyddiadau lleol, nid y cyfanswm o alwadau a ymatebwyd iddynt a oedd yn nes at 50. Mae'r rhesymeg y tu ôl i ddewis Gorsaf Dân Cerrigydrudion ar gyfer Opsiwn 3 yn anodd ei ddeall. Pa ffactorau a ddylanwadodd ar y penderfyniad yma, yn hytrach na dewis gorsaf arall fel Johnstown, lle mae Wreccsam mor agos, neu Llanrwst, sydd tua thair milltir o Fetws y Coed, sydd a thim llawn o swyddogion?

Pobl leol, sydd â gwybodaeth helaeth o'r ardal yw'r Criw yng Ngherrigydrudion. Mae'r risg o danau mewn tai preifat a chartrefi gofal, sefydliadau lletygarwch, diwydiannau'n gysylltiedig â ffermio, damweiniau'n ymwneud â pheiriannau neu ollyngiadau cemegol,

yn ogystal â damweiniau ffordd posibl, tanau rhostir yn ystod tywydd sych, a thanau coedwig yn uchel.

Mae gan Awdurdod Tân ac Achub Gogledd Cymru ddyletswydd i sicrhau lles y rhai ohonom sy'n byw mewn cymunedau gwledig, yn union fel mewn ardaloedd trefol. Byddai amddifadu Uwch Aled o'i gorsaf dân yn golygu bod yr ardal gyfan yn agored iawn i niwed a mwy o debygolrwydd o golli bywyd. Tra'n cydnabod yr angen am arbedion ariannol, mae achub bywydau pobl a phlant yn llawer pwysicach.

Dear Member of the North Wales Fire and Rescue Authority

I hold the position of County Councillor for the Uwch Aled Ward, situated in the southern region of Conwy County Borough Council. For those unfamiliar with this particular ward, it boasts a rural setting and encompasses the communities of Llangwm, Cerrigydrudion, Llanfihangel Glyn Myfyr, and Pentrefeolas. The primary source of employment within the area is centered around agriculture and its various related sectors. In recent times, investment has been made in six poultry farms specialising in both egg and chicken production, with the largest units accommodating up to 64,000 birds. A notable number of farms are remotely located, consisting largely of moorland and heather landscapes. Moreover, the ward includes two primary schools, two care homes for elderly residents – one housing 34 individuals – six public houses, and two sizable reservoirs: Alwen and Brenig. Additionally, Clocaenog forest is situated on the periphery of both Cerrigydrudion and Llanfihangel communities.

The residents of Uwch Aled express deep concern and dissatisfaction regarding the proposed closure of the Cerrigydrudion Fire Station under Option 3 of the Emergency Cover Review to implement cost-saving measures. It is imperative that this region retains its crucial Fire and Rescue Service for the reasons mentioned previously. Several statistics relating to callouts and responses at various fire stations have been presented during the consultation process. However, it is necessary to contest a particular statistic which claims that the Cerrigydrudion Fire Crew were dispatched a mere 14 times in one year. This figure pertains specifically to local incidents, not the overall number of occasions on which the retained fire officers were summoned, which was closer to 50. The rationale behind selecting Cerrigydrudion Fire Station for Option 3 remains incomprehensible. What factors influenced this decision, as opposed to choosing another station such as Johnstown, where Wrexham is in close proximity, or Llanrwst, approximately three miles from Betws y Coed, which has a full team of officers?

The Cerrigydrudion Fire Crew consist entirely of local individuals who possess extensive knowledge of the region. Our area faces elevated risks from fires within

private residences and care homes, hospitality establishments, agricultural involving farming and incidents involving machinery or chemical spillages, as well as potential road accidents, moorland fires during dry weather conditions, and forest fires.

The North Wales Fire Authority bears an obligation to ensure the well-being of those residing in rural communities, just as in urban regions. Depriving Uwch Aled of its fire station would result in considerable vulnerability for the entire area and an increased likelihood of loss of life. While acknowledging the necessity for financial savings, it is vital that careful thought be given to preserving human lives before monetary considerations.

Yn gywir / Sincerely

Gwennol

Cynghorydd Gwennol Ellis
Councillor Gwennol Ellis

Cynghorydd Sirol - Uwch Aled – County Councillor
Cyngor Bwrdeisdref Sirol Conwy – Conwy County Borough Council

Cefnogwr y Gymraeg / Welsh Language Champion

Ffon symudol / Mobile: 07759718396
Cartref / Home: 01490 420674

Rydym yn croesawu gohebiaeth yn y Gymraeg a'r Saesneg fel ei gilydd. Ni fydd gohebiaeth yn yr un iaith na'r llall yn arwain at unrhyw oedi.
Mae'r neges e-bost hon ac unrhyw ymgysylltiadau yn gyfrinachol, ac wedi eu bwriadu ar gyfer yr un sy'n cael ei h/enwi yn unig. Gallent gynnwys gwybodaeth freintiedig. Ar gyfer yr amodau llawn ynglŷn â chynnwys a defnyddio'r neges e-bost hon ac unrhyw atodiadau, gweler https://www.conwy.gov.uk/ebost_ymwadiad

We welcome correspondence in both Welsh and English. We will respond to correspondence in either language without delay.
This email and any attachments are confidential and intended for the named recipient only. The content may contain privileged information. For full conditions in relation to content and use of this e-mail message and any attachments, please refer to https://www.conwy.gov.uk/email_disclaimer

4.5 Sir Ddinbych

4.5.5 Cyngor Sir Ddinbych

This is the response of Denbighshire County Council to the proposals set out in the document entitled Right Place, Right Time, Right Skills (the Paper). This response is in narrative form as the questionnaire format is not conducive to capturing the views of a large organisation.

The Council wishes to place on record the value that it places on the service provided by North Wales Fire and Rescue and its admiration for the dedication and courage of its firefighters.

The Council is of the view that the Paper has identified the correct risks and that the protection of life should be the most important consideration. The Council is therefore of the view that emergency cover should be a paramount consideration in determining the option to be taken forward.

In terms of the options presented in the Paper the feedback from elected members has been that they note that a 'no change' option has been discounted before consultation on this paper has begun.

The Council strongly supports the proposal to have a day staffed station at Corwen providing an improved response in the South of the County.

The Council is however, gravely concerned about the proposed loss of the 24-hour duty system at the Rhyl fire station and the consequential risks that may arise.

As the changes proposed to Rhyl Fire Station's duty system appear to form part of each of the three options contained within the Paper, the Council is unable to support any of them and would look forward to seeing an option that maintained the 24 hour arrangements that currently exist at Rhyl.

4.5.6 Cyngor Tref y Rhyl



CYNGOR TREF Y
RHYL
TOWN COUNCIL

Our Ref / Ein Cyf: F06/070923

Your Ref / Eich Cyf:

Date / Dyddiad: 7th
September 2023

Town Mayor / Maer y Dref: Councillor / Cynghorydd Ms

Jacque McAlpine Town Clerk / Clerc y Dref: Mr

Gareth J. Nickels

North Wales Fire & Rescue

EmergencyCoverReview@northwalesfire.gov.wales

Emergency Cover Review Consultation

Rhyl Town Council has significant concerns around the proposals that are contained within the NWFA Emergency Cover Review document that has come to the Town Council for consultation.

These proposals appear to wish to address the need to provide adequate cover in certain rural areas of North Wales at the expense of long-established standards in Rhyl (and Deeside) which have been proven in reducing fatalities through fire.

The options contained within these proposals would lead to a decline in night time response standards, negatively impacting densely populated wards in Rhyl and outlying areas, many of these include HMO's, a significant number of care homes and, additionally, Glan Clwyd Hospital which all come with their own, unique, set of issues and risks.

Rhyl Town Council notes that the NWFA has not produced an equality impact assessment on any of the three options put forward for consultation and is choosing to only do this after the consultation has closed and a decision has been made.

This is disappointing as we believe that such an assessment would assist in fully understanding the impacts on our communities and local wards and therefore making this consultation fully meaningful.

Furthermore, it would appear, from the report submitted to the Fire Authority on 17th July, that these proposals have been put forward, and agreed, by a working group that consisted of 6 Members, one from each principal authority, and that no members of the public, community organisations or employee representative bodies were invited

to participate.

Had this been the case, then Rhyl Town Council believes that this would have assisted in putting together a set of options that may have met the requirements for all concerned and addressed the issues in a way that may have negated a need for a reduction in service from Rhyl.

Additionally, Rhyl Town Council is concerned that whilst the main focus or headline may be fire related, we recognise the impacts these proposals may have on the many, additional, areas of work that Firefighters undertake, for example road traffic accidents, given our proximity to the A55 and other significant roads leading into and out of Rhyl, along with coastal flooding as experienced a number of times in the town and flooding from rivers as experienced in our neighbouring areas and has been accepted as increasing events for a number of reasons. Members of the Town Council also expressed concern at the reduction of availability to attend situations involving persons threatening self-harm, particularly when involving high buildings or structures.

On the face of it, these proposals will reduce the cover available to Rhyl as an On Call response, which can only lead to significant delays in response times and reduce the number of serving firefighters required at Rhyl as they will be deployed elsewhere.

Currently and historically, Rhyl residents have been safe in the knowledge that there is guaranteed fire cover 365 days a year, from full time firefighters. However, these proposed options would take away that guaranteed response, which is very concerning as this increased risk will be put onto members of the public within the Rhyl area.

Rhyl Town Council is concerned that that these proposals could be seen as a way of seeking financial savings rather than achieving the aim of enhancing safety across Rhyl and our neighbouring regions.

The council recognises the success of NWFRA achieving zero fire deaths last year and recognises that maintaining these standards is vital, however the options that are proposed in this consultation would suggest that these milestones will be under threat moving forward and calls on North Wales Fire and Rescue Authority to reconsider these proposals.

Yours sincerely



Town Clerk

4.5.7 Cyngor Tref Llangollen

Llangollen Town Council response to North Wales Fire and Rescue Authority’s consultation on improving the future of emergency cover in North Wales.

Question 1

What risks concern you most?

	1	2	3	4
House Fires	<input checked="" type="radio"/>			
Wildfires				<input checked="" type="radio"/>
Road Traffic Collisions		<input checked="" type="radio"/>		
Flooding			<input checked="" type="radio"/>	

Question 2

Do you feel there are any other risks we should be considering or planning for?

River rescue

Question 3

Which decision-making criteria is most important to you?

	1	2	3	4	5	6
Emergency Cover – how our fire appliances respond to emergency calls	<input checked="" type="radio"/>					
Protection and prevention – how we keep your homes and businesses safe		<input checked="" type="radio"/>				
Affordability - keeping our services as affordable as possible, providing best value for money			<input checked="" type="radio"/>			
Workforce – impact of changes on our teams						<input checked="" type="radio"/>
Fair and equitable service - having our staff at the right place, at the right time and with the right skills					<input checked="" type="radio"/>	
Social value - recognising the impact of any changes we make on our communities				<input checked="" type="radio"/>		

Question 4

Please briefly explain your reasoning for choosing the ratings in question 3?
To ensure adequacy of cover whilst providing value for money.

Question 5

Are there any other criteria that you think should be included in question 3?
No.

Options for Emergency Response for the Future

In response to the various options propose varying the level of our response in certain the Town Council believes that the primary concern of the North Wales Fire and Rescue Authority should be the provision of services based on local risk assessment of demands irrespective of cost.

4.5.8 Gareth Davies AS (Dyffryn Clwyd)



GARETH DAVIES MSAS

Member of the Welsh Parliament for Vale of Clwyd Aelod Senedd Cymru dros
Dyffryn Clwyd

Ms. Dawn Docx

Chief Fire Officer and Chief Executive North Wales Fire and Rescue Authority Ffordd Salesbury

St. Asaph Business Park St. Asaph

LL17 0JJ

Our REF: VA280

Re: Emergency Cover Review

Dear Chief Fire Officer & Chief Executive, Ms. Docx,

31st July 2023

I hope this finds letter you well. I am writing in respect of the North Wales Fire Authority's Emergency Cover Review report dated 17th July 2023, and current consultation period from 21st July 2023. I would like to highlight the wide ranging implications that current proposals are likely to have on my constituents in Rhyl and across the Vale of Clwyd, and on continuing to ensure that North Wales is a safe place to live, work and visit.

I have received grave concerns from valued sources regarding the impact of proposed changes on the existing service to the Vale of Clwyd community and its apparent risk to the wider initiative of providing a fair, sustainable and equitable emergency response across North Wales.

With regards to this, I have particular concerns around the options currently presented in the review, that do not seem suitable or acceptable, nor does any option seem to be the safest pathway for the health, safety and well-being of my constituents in the short and long-term.

Given that stations in my constituency include Prestatyn, St. Asaph and Denbigh that are not presently manned on a continuous 24-hour basis, I am deeply concerned by the recommendations put forward to relocate Rhyl firefighter posts to three alternative day staffed stations, in line with situational assessments. As such, relocations do not seem to be workable for staff and I am therefore apprehensive over the impact this will have on the work-life balance and retention of staff across the Service.

With Rhyl being one of the most deprived towns across the North Wales Coast, and given the broad recognition and existing demand for emergency fire and rescue responses in Rhyl and its surrounding communities, I am sure you will concur that this significant area highly values a 24- hour Emergency Cover model.

I have received reports from constituents that many properties and accommodation in the Rhyl area regretfully do not have sufficient fire and smoke detection equipment, and have been informed by others in the constituency that they have highly valued the late evening and night-time emergency response provided by the local Fire Service.

Proposed changes such as the reliance on retained staff in Rhyl, does not seem a viable structure as a whole to reduce Emergency Cover inequalities across Denbighshire and the Vale of Clwyd.

Furthermore, I have received concerns from sources that members of the public have not found the Authority's consultation system easy to navigate, which deepens my concerns regarding the numbers of the public that will be able to have their say on the proposed changes to existing resources within the allocated time frame.

With the above in mind, and given the potential negative impact of proposed changes on the safety, well-being, work and lifestyle arrangements of employees and residents in the Vale of Clwyd, I would like to request that the Authority conducts a reassessment of options presently put forward as recommendations.

I am grateful in advance for your recognition of points raised on behalf of my constituents and look forward to your response.

Yours sincerely,

Gareth Davies MS/AS
Vale of Clwyd/Dyffryn Clwyd



GARETH DAVIES MS/AS

Member of the Welsh Parliament for Vale of Clwyd Aelod Senedd Cymru
Dyffryn Clwyd

Mr..Dylan Rees
Chair, North Wales Fire and
Rescue Authority



31st July 2023
Our REF: VA280
Re: Emergency Cover Review

Dear Chair, Mr. Rees,

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Yours sincerely,

Gareth Davies MS/AS
Vale of Clwyd/Dyffryn Clwyd



GARETH DAVIES MS/AS

Member of the Welsh Parliament for Vale of Clwyd Aelod Senedd Cymru dros
Dyffryn Clwyd

Ms. Dawn Docx
Chief Fire Officer and Chief Executive North Wales Fire and Rescue Authority Ffordd
Salesbury
St. Asaph Business Park St. Asaph
LL17 0JJ

31st July 2023
Our REF: VA280
Re: Emergency Cover Review

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Yours sincerely,

Gareth Davies MS/AS
Vale of Clwyd/Dyffryn Clwyd

Dr James Davies MP

Member of Parliament for the Vale of Clwyd / Aelod Seneddol dros Ddyffryn Clwyd



HOUSE OF COMMONS

LONDON SW1A 0AA

29 September 2023

To whom it may concern,

I am writing in response to the North Wales Fire and Rescue Service (NWFRS) Emergency Cover Review consultation 2023. I am grateful to both Dawn Docx, Chief Fire Officer and Chief Executive, and representatives of the Fire Brigades Union (FBU) for their time in discussing the review with me.

In my role as MP for the Vale of Clwyd, I have considered the proposals from the point of view of the region as a whole, but particularly with a focus on the impact they may have on the Denbighshire area.

It is very positive that there were no deaths arising from accidental fires within dwellings in the region in 2022/23. I understand that the role of the service is slowly changing to take on new responsibilities, and a greater numbers of previously infrequent challenges. I support the desire to ensure that cover is more equitable and reflects the diverse needs of the region and, therefore, see the value of Options 1 and 2 from the perspective of introducing greater cover in south Denbighshire.

Nevertheless, I am naturally disappointed that all of the three options put forward within the consultation result in an impaired provision via the Rhyl station. While the achievement of 20 minute response times may remain unchanged within the Rhyl catchment area, that almost certainly obscures a deterioration in the 10 minute response time. The Rhyl station currently covers an area where the population continues to increase, along with many busy roads. It also deals with an increasing number of flooding incidents.

The Chief Fire Officer provided me with the following additional information relating to Rhyl on specific questioning:

“How many incidents in Rhyl require the attendance of

more than one fire appliance? 5-year averages:

- *Incidents requiring 1 appliance – 70%*

- Incidents Requiring 2 appliances – 29%
- Incidents requiring 3+ appliances – 1%

Rhyl's duty system / response model:

Whilst Rhyl's incident ground is the third busiest in North Wales, it is significantly quieter than Wrexham's and it has very similar call volumes to those incident grounds served by the day crewing duty system in other areas of North Wales.

In 2021/22, Rhyl's incident volume was only 16 incidents higher than Colwyn Bay's and Colwyn Bay is served by half the number of Firefighters working a day crewing duty system. This is just over one extra call a month in comparison to Colwyn Bay and yet 14 more fulltime Firefighters serving Rhyl."

It is clear that funding is a key driver for the options being discussed in the review and this is inevitable. Council tax increases present a difficulty for householders, especially during the current economic climate. Nevertheless, I understand that for NWFRS, inflationary pressures combined with a desire to improve cover pose great challenges. Delivering a sustainable service is imperative and NWFRS will appreciate that, if my local taxpayer is being asked for increased contributions, this will be difficult to justify if the service being offered in the immediate area is to be inferior.

I am concerned that you state *"In the future, the Welsh Government's aspiration is that we explore being able to assist our ambulance colleagues further by responding to cardiac arrests. To do all this we would need to be in the right place"*. It is not the Fire Service's responsibility to compensate for the Welsh Government's mismanagement of the Ambulance Service and NHS provision. It would be wrong for this consideration to influence decisions arising from the Emergency Cover Review.

The changes proposed in the review would result in a significant impact on some existing staff. Those crew members who do not live within five minutes of Rhyl station (whether travelling at 20mph or otherwise) would be required to find alternative accommodation for the nights that they are on duty. As I understand it, this would usually be in excess of 90 nights a year. Whilst I appreciate that there is an option to relocate staff who may live closer to Rhyl station but currently work out of area, no preferencing exercise has been undertaken as yet and therefore there are unknown impacts.

I believe that staff would be eligible for a payment which is intended to cover the cost of finding nearby accommodation for on-call duty. However, I am told this is not always adequate to meet hotel costs and many might need to sleep in a van on site. This would clearly have an impact on their quality of life and could result in fire fighters leaving the service.

It has been suggested by FBU representatives that the Fire and Rescue Service is currently top heavy as a result of financial resources allocated to fund middle management posts. It has

been explained that currently two posts are vacant and that the service has arguably not been negatively affected by these vacancies. Whilst I cannot comment on this observation, I would ask that any inefficiencies within the current management and non-operational staffing structure are assessed before making significant changes to operational services.

The FBU have also identified 19 excess posts within the service which they consider can be re-allocated. It is clear that this claim needs full exploration.

Whilst I appreciate the review proposals would provide an upgrade in the current provision in Corwen to a day-staffed station, the FBU raised concerns that this option may have unintended consequences when taking into consideration the local politics and perceived "ownership" of the station. They felt that it may result in reduced loyalty and lack of interest from the local retained firefighters who currently manage this station and would still be relied upon for night cover.

FBU members also raised concerns that a greater reliance on retained staff may be unwise. They are troubled by a general decline in on-call firefighter availability due to societal changes. The potential impact of this must be considered in any plans brought forward. Additionally, as these staff have primary jobs, their availability is often reliant on their employer's flexibility and goodwill. Over-reliance on such arrangements could diminish the support of employers.

When solely considering the Denbighshire area, the only significant difference between Options 1 and 2 appears to be the 'Day Crewing' and 'Day Staffing' of Rhyl station respectively. It is my understanding that the former involves daytime firefighters contracted for night cover from home whereas the latter relies upon retained staff at night. Based on the data kindly provided to me for the last five years, 39% of incidents in the Rhyl area occurred between 8pm and 8am. This constitutes a significant level of night-time demand and I feel that relying only on retained staff to cover the night shift for this area would be a risk.

It would appear to me that the specifics of any eventual agreed hours of duty of day crewing and day staffing would be critical to the overall impact of the arrangements.

In my opinion Option 3 is not a viable proposition. This option reduces the number of firefighters and involves a reduction in the areas reached, with 2,087 fewer households receiving a response within 20 minutes. Yet, this option would still cost the taxpayer an additional £12.22 a year.

I would highlight the fact that there is a need to consider the cover from neighbouring Fire and Rescue Services and vice versa. I believe that, when necessary, NWFRS can potentially expect a 20 minute response from Powey Lane, Chester and Ellesmere Port.

I would be grateful if you could take my observations into account and

could carefully consider the FBU's counter proposals. I am told that, at the Initial Concept and Development Stage, public and employee representative bodies were not included to help shape and contribute to discussions. I believe it is imperative that an open dialogue takes place with the FBU and staff to ensure an amicable solution is found which delivers a safe and cost- effective service.

Yours sincerely,

A handwritten signature in black ink on a light yellow rectangular background. The signature is a stylized cursive 'J' followed by a horizontal line.

Dr James Davies MP

4.5.10 Darren Millar AS

From: Millar, Darren (Aelod o'r Senedd | Member of the Senedd)

<Darren.Millar@senedd.wales>

Sent: Thursday, September 21, 2023 2:34 PM

To: Dylan Rees <DylanRees@ynysmon.llyw.cymru>

Cc: dawn.docx@northwalesfire.gov.wales; EmergencyCoverReview@northwalesfire.gov.wales

Subject: North Wales Fire and Rescue Service Emergency Fire Cover Consultation

RHYBUDD: Daw'r e-bost hwn o ffynhonnell allanol. Peidiwch ag agor dolenni, ateb nac anfon ymlaen oni bai eich bod yn adnabod/ymddiried yn yr anfonwr.

CAUTION: This email is from an external source . Do not open links, reply or forward unless you know/trust the sender.

Dear Dylan,

I am contacting you in response to the current consultation on Emergency Fire Cover in North Wales.

While I applaud the Fire and Rescue Authority's ambition to increase the ability to respond to incidents at more households within 20 minutes, I regret that I must strongly object to all of three of the options in the consultation document on the basis that they would all lead to a reduction in cover at Rhyl Fire Station.

As you will be aware, crews in Rhyl provide cover for many of my constituents in the Towyn and Kinmel Bay area. This area has the largest number of households in Wales at risk of flooding and the population rises from around 10,000 to 70,000 in the summer months due to the large number of holiday caravans in the area.

The catastrophic Towyn floods on 1990 are still etched into local memory and, should there ever be a repeat of such a major incident then it is critical that fire and rescue response crews are on hand immediately to assist, particularly if a flood took place at night during the visitor season.

Holiday caravan fires can also be devastating and the density of these on some local holiday parks, along with the huge increase in the population during the visitor season does not appear to have been considered by the Authority in developing its proposals.

Having discussed your proposals with local firefighters it would appear that, in their professional opinion, there is an alternative to the options in the consultation paper which is yet to be explored by the Fire and Rescue Authority which would enable the retention of 24/7 cover in Rhyl and increase the number of households able to receive a 20 minute response beyond those in your options while still creating three new hub stations to serve rural North Wales. I understand that the cost of the alternative is likely to add around £20 per annum to the annual precept which is literally less than the cost of a packet of peanuts each week for a year.

Given the above, I would urge the Fire and Rescue Authority to consider the alternative option as a matter of urgency.

I look forward to your reply.

Yours,

Darren

4.6 Sir y Fflint

4.6.5 Cyngor Sir y Fflint

Neal Cockerton
Chief Executive
Prif Weithredwr



Sent via email:
EmergencyCoverReview@northwalesfire.gov.wales

Our Ref/Ein Cyf 230928NC
Date/Dyddiad 28th September 2023
Email/Ebost
chief.executive@flintshire.gov.uk

Dear Chief Fire Officer

Emergency Cover Review Consultation

Thank you for attending FCC on 6 September with ACFO MacArthur to explain the consultation currently being undertaken by North Wales Fire and Rescue Authority (the Authority). We are grateful for your time and the explanations you were able to provide.

Clearly, councillors are very appreciative of the services provided by the firefighters and other staff at the Authority. Preventing and extinguishing fires not only saves lives but also protects properties, livelihoods and the possessions (and the sentiments and memories bound up with them). It was clear from the presentation that the geographical spread of fire stations is (notionally) well placed to serve the most populated residential areas of the region.

Your presentation made clear the challenges that face the Authority in ensuring that those stations are fully staffed when needed. It was readily apparent that changing patterns of work and property ownership must be making it very difficult to recruit the volunteer firefighters who operate from the majority of those fire stations. Indeed the coverage map that showed the availability of engines from those volunteer stations was both surprising and concerning.

Clearly the Authority also has to provide other services such as assistance at road traffic collisions. Although we did not see the maps you explained that many road traffic collisions take place in the more rural areas of the region. It is easy to imagine, given the nature of the rural road network, that many accidents will take place well away from the fire stations that are currently served by whole time and day crew firefighters.

You also outlined the challenges posed by:

- wild fires, which, by their nature, will take place in more rural locations; and
- electric vehicles which will be widely spread across the region and which are hugely demanding of resources

These challenges occur in areas that are heavily dependent on volunteer firefighters and so the difficulty in recruiting them is understandably going to impact on the Authority's ability to respond in the way that the residents and tax payers of North Wales would expect and hope.

Flintshire is, of course, North Wales' most populous county. As such it has the greatest need for fire cover and contributes the most to the Authority's finances. It also has high rise properties which are amongst the tallest in the region. The county has always been fortunate to benefit from a whole time station which has delivered good response times alongside the RDS stations at Buckley, Flint, Holywell and Mold. The Council is most anxious to preserve the current response times so that its residents are not put at risk.

We explored the current response levels and whether changing the shift pattern at Deeside Fire Station would impact upon this. You explained that the change in crewing model at Deeside would mean that the day crew/staff firefighters would be on call in the evening. So whilst you acknowledged that such firefighters would need to travel to the station that would add no more than 5 minutes to their response time. Further you explained that volunteering levels at Flint and Deeside are amongst the highest within the region, so it would be reasonable to expect that cover at night time could be maintained. However, councillors would seek assurance about the additional recruitment (if any) that would be put in place to ensure that volunteering levels remain sufficient to ensure levels of cover at least equal to those at present.

Some options for proposed service change would see a reduction in the number of posts. Councillors were concerned to ensure that existing firefighters who wish to continue working (noting the ageing demographic within the service) would have the greatest opportunity to do so and that any reduction in headcount was achieved by mutual agreement if possible. You gave assurances that this should be possible (subject to negotiation with the recognised unions). The Council's representatives on the Authority had also been approached by the Fire Brigade's Union in respect of a fourth option, which you assured that you would be discussing in more detail with the FBU.

We discussed the perceived need for relocated and improved training facilities for the Authority, and whether they are driving the need for change. You explained that firefighters need to train to meet the challenges of their role, including entering "hot premises". The current facilities are in Dolgellau. The facilities are not only old and too close to residential premises but they are also remote for many employees. More importantly though, you also explained that the need for the review was driven by gaps in cover and the corresponding response rates in more rural areas rather than financial concerns.

Lastly, we discussed the funding stream for the Authority which is "indirectly" funded via the constituent councils, that is to say it raises a levy on the constituent councils rather than issuing a precept in a similar manner to the Police. This means the funding is not transparent and has meant the Authority has come under pressure from the constituent councils to reduce costs, so that they in turn are not forced to increase council tax. However, at Flintshire we have in the past identified the amount of money for the Authority that is included within any increase in council tax. We believe that our residents value the work of the Authority and are willing to support it financially in order to continue receiving high levels of service.

Having considered all of the above factors, and notwithstanding the cost, there was overwhelming support amongst the councillors present for Option 1.

Yours sincerely,

Neal Cockerton Chief Executive

4.6.6 Cyngor Tref Shotton

Mrs Collette Lowry Clerk & Financial Officer Alexandra Street Shotton

Deeside Flintshire, CHS IDL

Chief Fire Officer,

19/09/2023,

Dear Dawn Docx,

Members at Shotton Town Council are extremely concerned to hear of the consultation options for the fire service which will affect the Deeside Fire Station.

Councillors appreciate the financial challenges you face and appreciate that staff from the service would be utilised in other rural areas, but on behalf of the community we request you reconsider this proposal. The council believe that any of the current proposed options will have a detrimental impact on Deeside and its surrounding areas and we are imploring you to reconsider the plans to change Deeside to a day staffing crew only.

The council has read the supporting documents and acknowledge the statistics but both they and the community have a genuine concern and worry about the repercussions of this potential decision. Is there any viability at all of retaining a night crew at Deeside please?

We look forward to hearing from you,

Collette Lowry

Town Clerk & Responsible Financial Officer

4.6.7 Mark Tami AS

Chief Executive
North Wales Fire and Rescue Service
Ffordd Salesbury
St Asaph Business Park
St Asaph,
Denbighshire
LL17 0JJ

Our Ref: DEMT37056 26 July 2023

Dear Chief Executive,

I am writing on behalf of my residents in Alyn and Deeside with regards to the consultation on proposed changes to the Fire and Rescue service in North Wales.

I appreciate that you are carrying out a consultation with residents but feel that having read through the 3 options being put forward you are simply asking residents in my area to choose the least worst option.

As the **MP** for Alyn and Deeside which at the next election will include Flint and Bagillt I will have many more residents and businesses relying upon a full time fire service.

You will know that along the Flintshire coastline we have some of the most deprived wards in Wales. We have very heavily populated areas from Saltney to Deeside to Flint with a large turnover of properties and an increasing number of HMOs (Houses of multiple Occupation). We have an increasing demand for pensioner properties as our large communities grow older and live longer, this includes the High Rise flats in Flint. We have some of the lowest paid households across North Wales and we have the largest and busiest industrial area in North wales and the North West.

I seriously cannot believe that you would even consider that Deeside fire station should not be manned at night and that we would need to rely upon retained staff who do this as a second job. I think the strain on the retained staff would take its toll upon them and before long you will have a recruitment issue which would force you to look at your options again.

I also learn that while trying to save up to £3.65M by these cuts to service and further ink house savings, you are moving ahead with a £48M training facility in St Asaph which will undoubtedly cost you more in ongoing costs and is questionable in cost compared to similar facilities in neighbouring regions..

I feel that there needs to be another option put forward that improves and not reduces the service to all the businesses and families in Alyn and Deeside. Your proposals do nothing to reassure my residents of their safety and put simply I cannot support any cuts in service to the Fire and Rescue Service in Alyn and Deeside.

Yours sincerely
MarkTamiMP

4.6.8 Jack Sargeant AS

The Office of Jack Sargeant

Aelod o'r Senedd dros Alun a Glannau Dyfrdwy Member of the Senedd for Alyn and Deeside

jack.sargeant@senedd.cymru senedd.cymru/JackSargeant

Senedd Cymru
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Welsh Parliament
Cardiff Bay, Cardiff, CF99 1SN

North Wales Fire and Rescue Service

St Asaph Business Park,

Denbighshire,

LL17 0JJ

Dyddiad | Date: 14 August 2023

Dear Chief Fire Officer and Chief Executive

Pwnc | Subject: North Wales Fire and Rescue Service Emergency Cover Review

I write in response to the public consultation for the North Wales Fire and Rescue Service Emergency Cover Review.

I have reviewed the 3 options that are being consulted on and have serious concerns about the impact they will have on the Deeside site and the effects on the wider community, with the potential to cost lives.

I have met with the North Wales Fire Brigade Union and heard the two additional options they are proposing. I would strongly urge the Fire and Rescue Service to work with North Wales Fire Brigade Union and consider more suitable solutions, including further investment in North Wales Fire and Rescue Service.

I would also ask that you extend the current consultation past the September deadline in order to ensure as many responses as possible are able to be submitted.

Jack Sargeant MS/AS

Member of the Senedd for Alyn & Deeside Aelod o'r Senedd dros Alun a Glannau Dyfrdwy

4.6.9 Mark Isherwood AS

Dear Dawn,

During our online meeting on 18th May, we discussed North Wales Fire and Rescue Service's options for how you continue to provide emergency cover in North Wales in the future.

I subsequently received correspondence from employees of North Wales Fire and Rescue Service highlighting their concerns and requesting a meeting.

Concerns highlighted in their correspondence included:

"The proposed changes to the fire response do not improve fire cover. How can less operational firefighters and a downgrade of cover possibly improve response? These changes will affect ALL residents and visitors of North Wales".

"There are now 3 options open to the public.

Option 1 Twelve rural firefighter posts and 28 wholetime firefighter posts from Rhyl and Deeside stations would be reallocated to 3 new day staffed only stations based in the rural areas of North Wales. Rhyl and Deeside would then change to a day crewing system, similar to that of use in Colwyn Bay, Llandudno, Caernarfon, Bangor and Holyhead.

Option 2 An alternative model which continues to provide 3 new day staffed stations, but also realises a saving of £1.1million by reducing fire cover in Rhyl and Deeside by removing their wholetime night cover and reducing the station to day staffing only. This would then rely on the retained firefighters to cover the night periods. This also removes the second wholetime appliance in the city of Wrexham, leaving it with only 1 wholetime appliance and 1 retained appliance. This will see a loss of 22 firefighter posts.

Option 3 Same as option two, but only 2 new stations introduced, and the permanent closure of 5 retained stations in North Wales. This will see the loss of 38 retained firefighters, and 26 wholetime firefighters.

"The entire point of this review was to improve fire cover in North Wales, but all of these proposals set to make drastic cuts and reduce fire cover.

"I now fear my job as a firefighter is on the line, and as the main earner in my household, my family could not afford to live without my earnings".

In a subsequent meeting, I was further advised:

- All 3 options in the public consultation reduce cover and increase cost (Council Tax).
- FBU have proposed 2 further options, option 4 (cost-neutral) and option 5 (higher cost), which are being reviewed by the Fire Authority.
- Senior leaders are pushing for a new training facility to be built in St Asaph, which aims to be the biggest in Wales and the North West, for a cost of £48Million, when we are cutting jobs. They have not got the resources to staff this as a revenue earner from other FRSS.
- Next-door Shropshire Fire and Rescue Service, with which we often work, cut top Managers not firefighters.

I would therefore be grateful if you could give this your attention and provide a response which can be shared with my constituents.
Thank you.

Regards

Mark

<p>Mark Isherwood MS Member of the Welsh Parliament for North Wales Welsh Conservative Party</p>	<p>Mark Isherwood AS Aelod Senedd Cymru dros Gogledd Cymru Plaid Geidwadol Cymru</p>	
<p>0300 200 7217</p>		

4.7 Gwynedd

4.7.5 Cyngor Gwynedd

Ymateb Cyngor Gwynedd i Ymgynghoriad Awdurdod Tân ac Achub Gogledd Cymru – “Adolygiad Darpariaeth Brys – Dweud eich Dweud”

Mae'r Cyngor yn croesawu'r cyfle i gyflwyno barn ac adborth i'r adolygiad ar ddyfodol y gwasanaethau tân ac achub yng Ngogledd Cymru.

Cefnogir yn llwyr eich nod o fod “yn y lle iawn, ar yr amser iawn gyda'r sgiliau cywir” yn ogystal â'r ffaith bod eich gwaith modelu yn seiliedig ar “allu i ymateb” o fewn 20 munud yn ystod y dydd i unrhyw leoliad ar draws y Gogledd (yn enwedig felly pan yn ystyried digwyddiadau tan gwyllt a

damweiniau ar ffyrdd gwledig). Yn y cyd-destun yma, mae'n amlwg o'r ddogfen ymgynghori bod y tri opsiwn yr ydych yn ymgynghori arnynt yn ceisio cyfarch y nod.

Fodd bynnag, mae'r Cyngor yn gwrthwynebu'r cynnig a wneir yn opsiwn 3, sydd yn argymhell cau gorsafodded ar-alwad yn Abersoch a Llanberis yn ogystal a Biwmares, Cerrigydrudion a Conwy. Yn hynny o beth, cefnogir datganiad y Prif Swyddog Tân, sydd eisoes wedi nodi y byddai gweithredu'r opsiwn hwn yn mynd yn groes i'w chyngor proffesiynol.

Byddai cau dwy orsaf ar-alwad o fewn y Sir yn golled enfawr ac ym marn y Cyngor yn tanseilio'r nod o allu ymateb yn brydlon i alwadau brys mewn rhai mannau yng Ngwynedd. Mae hyn yn arbennig o

wir pan yn ystyried bod y pwysau mwyaf ar y Gwasanaeth ar ddiwedd y prynhawn ac yn gynnar

gyda'r nos pryd y byddai'n fwy tebygol bod staff ar-alwad angenrheidiol ar gael i ymateb i'r galwadau a dderbynnir.

Ar y llaw arall, ystyrir y bwriad, o fewn pob un o'r tri opsiwn, i sefydlu gorsafodded tân staff dydd ym Mhorthmadog a Dolgellau, yn gam allweddol sy'n cryfhau'r gallu i wireddu'r nod i ymateb yn gyflym i alwadau yn yr ardaloedd dan sylw. Mae opsiwn 1 a 2 yn cynnig gwireddu hyn heb gau gorsafodded ar-alwad lleol ac, o safbwynt gwella gwasanaeth, mae'r Cyngor yn amlwg gefnogol i'r naill fwrriad a'r

llall. Fodd bynnag, mae cost uwch (a cholled swyddi yn opsiwn 2) yn perthyn i'r datblygiad hwn ac mae'r Cyngor yn bryderus am effaith hynny ar lefel y cynnydd mewn treth a fyddai'n angenrheidiol i weithredu'r newid.

Yng nghyd-destun cost, mae'r Cyngor yn nodi bod y nifer swyddogion ar strwythur uwch-reolaethol yr Awdurdod Tân ac Achub rhanbarthol yn ymddangos yn uchel o'i gymharu ag Awdurdodau Tân ac Achub eraill ar draws Cymru a Lloegr. O safbwynt y treth-dalwr yng Ngwynedd, creda'r Cyngor y byddai'n synhwyrol i'r Awdurdod Tân bwysu a mesur y gost rheolaethol honno ochr yn ochr a'i allu i ddarparu'r gwasanaeth rheng-flaen y byddai am ei wireddu.

Gwyddoch bod rhagdybio pwysau trwm iawn ar gyllidebau awdurdodau lleol yn y flwyddyn ariannol nesaf a thu hwnt. Mae'r cynnydd disgwylidig yng nghyfraniad y chwe Awdurdod, a fyddai'n cyfateb ag oddeutu 14% ar gyfer gwireddu opsiwn 1 ag oddeutu 10% ar gyfer opsiwn 2, yn mynd i olygu y byddai rhai o'n gwasanaethau lleol ni fel Cyngor dan fygythiad uwch nag y byddai heb y gofyn ychwanegol hwn.

I grynhoi felly, mae'r Cyngor yn gefnogol i'r nod o wella gwasanaethau ymateb brys ac yn awyddus i weld gorsafoedd tân staff dydd ym Mhorthmadog a Dolgellau yn cael eu sefydlu ond nid ar draul cau gorsafoedd tân ar-alwad Abersoch a Llanberis, tra'n cynnig ymhellach bod modd ystyried lleihau'r cynnydd a ragwelir yn yr ardoll ar gyfer treth 2024-25 trwy adolygu gofynion uwch reolaethol a threfniadau gweinyddol o fewn yr Awdurdod Tân.

Mae'r Cyngor hefyd yn ymwybodol o gynigion sydd wedi'u cyflwyno gan Undeb y Frigâd Dan, yn ychwanegol i'r opsiynau a gynhwysir yn yr ymgynghoriad. Manteisir ar y cyfle i ddatgan ein cefnogaeth i'ch bwriad i barhau i drafod y posibiladau efo cynrychiolwyr yr undeb hwnnw yn dilyn yr ymgynghoriad cyhoeddus.

English Translation

Gwynedd Council's response to the North Wales Fire and Rescue Authority Consultation - "Emergency Cover Review - Have Your Say"

The Council welcomes the opportunity to submit views and feedback to the review on the future of fire and rescue services in North Wales.

Your aim of being "in the right place, at the right time with the right skills" is fully supported as well as the fact that your modelling work is based on "being able to respond" within 20 minutes during the day to any location across the North (especially so when considering wildfire incidents and accidents on rural roads). In this context, it is clear from the consultation document that the three options you are consulting on are trying to meet the goal.

However, the Council opposes the proposal made in option 3, which recommends the closure of on-call stations in Abersoch and Llanberis as well as Beaumaris, Cerrigydrudion and Conwy. In that respect, the Chief Fire Officer's statement is supported, who has already indicated that implementing this option would go against their professional advice.

Closing two on-call stations within the County would be a huge loss and in the Council's opinion would undermine the aim of being able to respond promptly to emergency calls in some places in Gwynedd. This is particularly true when you consider that the greatest pressure on the Service is in the late afternoon and early evening when it would be more likely that the necessary on-call staff are available to respond to the calls received .

On the other hand, the intention, within each of the three options, to establish day staff fire stations in Porthmadog and Dolgellau, is considered a key step which strengthens the ability to realize the aim to respond quickly to calls in the areas concerned. Option 1 and 2 offer to realize this without closing local on-call stations and, from a service improvement point of view, the Council is clearly supportive of either intention. However, there is a higher cost (and job loss in option 2) associated with this development and the Council is concerned about the impact of that on the level of tax increase that would be necessary to implement the change.

In the context of cost, the Council notes that the number of officers on the senior management structure of the regional Fire and Rescue Authority appears high compared to other Fire and Rescue Authorities across England and Wales. From the point of view of the taxpayer in Gwynedd, the Council believes that it would be sensible for the Fire Authority to weigh up that management cost alongside its ability to provide the front-line service it would like to achieve. .

You know that there is a very heavy pressure on local authority budgets in the next financial year and beyond. The expected increase in the contribution of the six Authorities, which would correspond to approximately 14% for realizing option 1 and approximately 10% for option 2, is going to mean that some of our local services as a Council would be under a higher threat than it would be without this additional requirement.

In summary then, the Council is supportive of the aim of improving emergency response services and is keen to see day staffed fire stations in Porthmadog and Dolgellau being established but not at the expense of closing the on-call fire stations in Abersoch and Llanberis, while further proposing that it is possible to consider reducing the anticipated increase in the levy for the 2024-25 tax by reviewing higher management requirements and administrative arrangements within the Fire Authority.

The Council is also aware of proposals that have been submitted by the Under Brigade Union, in addition to the options included in the consultation. We take the opportunity to state our

support for your intention to continue discussing the possibilities with the representatives of that union following the public consultation.

4.7.6 Catrin Wager (Plaid Cymru)

Members of the North Wales Fire and Rescue Authority

c/o Fire and Rescue Headquarters

St Asaph Business Park LL17 0JJ

04 October 2023

Dear Member,

I'm writing to you as the founder of a petition which responded to the consultation on the future of the North Wales Fire and Rescue Service.

The focus of the petition was to object to Option 3 and say no to the significant loss of 74 front line fire fighters and the closure of 5 on-call fire stations that this option would entail.

427 individuals signed the petition, making it clear that the public do not want to see such drastic reductions in services.

Over the past year, the North Wales Fire and Rescue Service hit a significant milestone, with zero fire related deaths in the region over the year. This is an incredible achievement, and the ambition for any future delivery model should be to maintain this, as far as it may be possible. Option 3 would be a failure of such an ambition, and with lives at risk, should be taken off the table immediately.

However, I would also like to take this opportunity to personally request that serious consideration is given to the options put forward by the Fire Brigades Union. While the three models put forward by the North Wales Fire and Rescue Service have benefits, specifically improving cover in the western part of the region, they also involve cuts. I am concerned that those cuts will impact areas of high deprivation, as well as reduce cover in the areas with the highest number of incidents. This could lead to some of our most vulnerable communities facing increased risk, which is simply unacceptable.

The options put forward by the FBU ensure that services can be maintained in areas where they are needed most, and also provide a pathway to creating new permanent posts and opening new stations. This would send a strong message that the North Wales Fire and Rescue Service are willing to invest in their people, and in our communities.

I am fully aware of the financial pressures our public services are facing, and that additional levies could be problematic for local authorities that are already facing difficulties following years of under-investment and cuts by central governments.

These pressures make it imperative that Fire Authority Members are rigorous in their decision making. Questions have been asked about the number of senior salaries within the authority and the significant investment in new training facilities, which I'm led to believe could cost four times as much as new state of the art facilities recently built by the Cheshire Fire and Rescue Service. Both matters **must** be properly scrutinised by authority members to ensure responsible management of public funds.

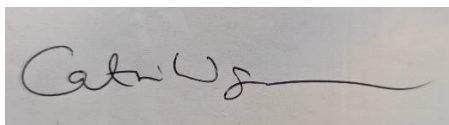
So I write on behalf of the 427 people who signed our petition to object to Option 3 to say this option is simply not acceptable.

But I also make a personal plea, to ask you to give serious consideration to alternative models that have been proposed.

Our future is uncertain, but we can plan for it, by making the right decisions now. I believe that investing in our front line workers, and in our communities, is the right thing to do, to ensure a safer future for us all.

Lives matter, please, do your best to safeguard them. With thanks,

Sincerely,



Catrin Wager

Plaid Cymru Candidate (Westminster) Bangor Aberconwy

04 Hydref 2023

Annwyl Aelod,

Ysgrifennaf atoch fel unigolyn a gychwynodd ddeiseb mewn ymateb i'r ymgynghoriad ar ddyfodol Gwasanaeth Tân ac Achub Gogledd Cymru.

Pwrpas y ddeiseb oedd gwrthwynebu i Opsiwn 3 a dweud 'na' i golli 74 o weithwyr tân rheng-flaen, a chau 5 gorsaf dân ar-alwad, sef yr hyn fyddai'n ganlyniad i'r opsiwn hwn.

Arwyddwyd y ddeiseb gan 427 o bobl, sy'n dangos yn glir nad yw'r cyhoedd yn fodlon derbyn y fath doriad yn y gwasanaeth.

Yn ystod y flwyddyn diwethaf, cyrhaeddwyd carreg filltir sylweddol gan Wasanaeth Tân ac Achub Gogledd Cymru, sef nad oedd unrhyw golled bywyd mewn canlyniad i dân yn y rhanbarth. Mae hyn yn orchest anhygoel, a dylai fod yn uchelgais unrhyw fodel ar gyfer y dyfodol i gynnal hyn. Byddai Opsiwn 3 yn sicr o fod yn fethiant i'w gynnal, a gan fod bywydau yn y fantol, dylid ei ddi-ystyru'n syth.

Fodd bynnag, hoffwn gymryd y cyfle hwn i ofyn yn bersonol i chwi roi ystyriaeth deilwng i'r opsiynau a gyflwynwyd gan Undeb y Brigadau Tân. Tra fod gan y tri opsiwn a gynigwyd gan Wasanaeth Tân ac Achub Gogledd Cymru eu rhinweddau, yn arbennig y gwelliant mewn gwasanaeth i ardaloedd gorllewinol y rhanbarth,

maent hefyd yn golygu toriadau. Mae gen i bryderon y byddai'r toriadau hyn yn andwyol i ardaloedd o amddifadiad dwys, ac yn arwain at ostyngiad mewn gwasanaeth yn yr ardaloedd ble mae'r nifer uchaf o achosion. Gallai hyn arwain at rai o'n cymunedau mwyaf bregus yn wynebu risg uwch, sydd yn hollol annerbyniol.

Mae'r opsiynau a gynigir gan yr UBT yn sicrhau y gellir cadw gwasanaethau yn yr ardaloedd hynny sydd eu hangen fwyaf, ac hefyd yn arwain at greu swyddi parhaol newydd ac agor gorsafoedd newydd. Byddai hyn yn anfon neges gryf fod Gwasanaeth Tân ac Achub Gogledd Cymru yn fodlon buddsoddi yn eu pobl, ac yn ein cymunedau.

Rwyf yn ymwybodol iawn o'r heriau ariannol sy'n wynebu ein sector gyhoeddus, ac y gall ardollau ychwanegol fod yn anodd i awdurdodau lleol sydd eisoes yn wynebu argyfyngau yn dilyn blynyddoedd o dan fuddsoddi a thoriadau gan y llywodraethau canolog.

Mae'r gwasgeddau hyn yn ei gwneud yn hanfodol fod Aelodau'r Awdurdod Tân yn drwyadl yn eu penderfyniadau. Mae cwestiynau wedi codi ynglŷn â'r nifer o gyflogau uwch sydd o fewn yr awdurdod, a chostau'r ganolfan hyfforddiant newydd, all fod pedwar gwaith cost cyfleusterau arloesol adeiladwyd gan Wasanaeth Tân ac Achyb Swydd Gaer yn ddiweddar. Mae'n **hanfodol** bod y ddau bwnc yn cael eu craffu'n fanwl gan aelodau'r awdurdod er mwyn sicrhau rheolaeth gyfrifol o arian cyhoeddus.

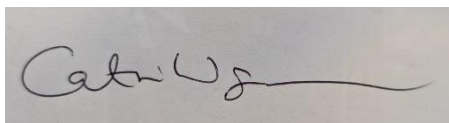
Felly, rwy'n ysgrifennu ar ran y 427 o bobl wnaeth arwyddo'r ddeiseb i wrthwynebu Opsiwn 3, i ddatgan yn glir nad yw'r opsiwn hwn yn dderbyniol o gwbl.

Ond rwyf hefyd yn gwneud cais personol i ofyn i chwi gysidro'n ofalus yr opsiynnau amgen sydd wedi eu cyflwyno.

Mae'n dyfodol yn ansicr, ond gallwn baratoi ar ei gyfer drwy wneud y penderfyniadau cywir yn awr. Credaf mai bussoddi yn ein gweithwyr rheng flaen, ac yn ein cymunedau, ydy'r penderfyniad iawn er mwyn sicrhau dyfodol mwy diogel i ni oll.

Mae bywydau'n bwysig. Os gwelwch yn dda, gwnewch eich gorau i'w diogelu.

Yn ddifuant



Catrin Wager

Ymgeisydd Plaid Cymru Bangor Aberconwy (San Steffan)

4.8 Wrexam

4.8.5 Cyngor Sir Bwrdesitref Wrexam



North Wales Fire and Rescue Authority Emergency Cover Review Consultation

Formal response from Wrexham County Borough Council

The council has considered the proposals and questions posed in respect of the North Wales Fire and Rescue Authority (NWFRA) consultation exercise, Right Place, Right Time, Right Skills: Emergency Cover Review.

Before addressing the specific questions posed by the consultation, Wrexham Council wishes to express fundamental concerns about the way that NWFRA is funded. Whilst recognising that this issue is outside the scope of the present consultation and is not directly within the control of NWFRA, the council considers it unfair that NWFRA is empowered to determine the level of local authority contributions at a time when local authorities are experiencing increasing pressures on the Local Government Settlement.

An increase in county council contributions to the Fire and Rescue Service, at a time of increasing budget pressures for local government can only result in a net reduction in the funds available to provide essential local authority services.

The present levy system means that this cost is not clear to the public view, and Wrexham Council considers that the NWFRA levy should be a 'police style' council tax precept model, as applied to Fire and Rescue Services in England, as this would be a fairer and more transparent means of funding, allowing members of the public a better understanding of the cost of Fire and Rescue services.

The council therefore suggests that it would be appropriate for the NWFRA to lobby Central Government and the Welsh Government for a review of the current model of funding, with a focus on openness and transparency.

Responses to consultation questions

Questions 1 & 2: What risks concern you the most and do you feel that there are any other risks we should be considering or planning for?

The consultation makes reference to four specific areas of risk: House fires, wildfires, road traffic collisions, and flooding.

Local authority services make a significant contribution to preventing and reducing risks in all of these areas by:

- Maintaining and enforcing housing standards to reduce hazards in homes;

- Providing environmental protection and enforcement services to prevent and remove littering, fly tipping and other potential hazards from parkland and countryside;
- Maintaining roads and street lighting;
- Maintaining an infrastructure of gullies, manholes and drains throughout the County Borough and developing flood defence and alleviation schemes.

At a time of increasing budget pressures for local government, an increase in the levy imposed upon local authorities by NWFRA will result in less funding being available for the provision of essential local authority services.

NWFRA should therefore take account of the risk that may be presented to preventive services by increasing the levy upon local authorities at a time of ongoing financial stress.

Questions 3 & 4: Which decision making criteria are most important to you and why?

Wrexham Council considers that any decision-making exercise should be undertaken in the round and that due regard should be given to all criteria. However, we feel that the following three criteria are of particular significance:

- **Emergency cover:** An effective and reliable emergency response service is essential to protect people's lives and livelihoods. It is therefore imperative that present levels of cover are preserved, and are not compromised by reductions in staffing and/or resources
- **Protection and Prevention services:** Protection and prevention is crucial in reducing the number of incidents requiring an emergency response and it is important that this work continues. NWFRA should also be mindful of the role local authority services play in helping to reduce the risk of emergency incidents, and the potential impacts on these services from increased NWFRA levy costs.
- **Affordability:** At a time of increased budget pressures on local authorities and cost of living pressures on individuals, NWFRA needs to ensure that service cost levies remain affordable.
- **Fair and equitable service** - We note that the published Equality Impact Assessment (EqIA) which accompanies the consultation is focussed on the risks of being able to engage sufficiently with the groups of people who share the equality protected characteristics. We would expect that the EqIA will be updated following the consultation to record the outcome of the engagement work, and to assess the actual potential impacts of the options on those who share equality protected characteristics, in order to inform the Fire Authority's decision.

In addition:

All options should also include a sustainability impact assessment in terms of Wales' commitment to Net Zero.

Options for Emergency Response for the future

The council is concerned that all three of the options presented by the consultation involve a significant increase in the levy charged to local authorities alongside a reduction in service levels, whether this be a move from Wholetime to Day Staffing for some stations as proposed by Option 1, or the more extensive staffing and service reductions proposed by Options 2 and Option 3.

We do not believe that either of the options demonstrates value for money or meet the needs of our communities.

While we welcome the commitment to improve the emergency cover arrangements in some parts of the region (the south and west), we do not believe that this should be at the expense of vital emergency cover services currently provided in the east.

We call on the Fire Authority to maintain the current levels of emergency cover within the County Borough of Wrexham.

Wrexham holds a position of strategic importance in the region – it is an expanding city, with the largest prison in the UK, and the largest Industrial Estate in Europe.

There are 13 incidents in Wrexham each day, and some 4,500 each year. However, figures show that Wrexham takes around 50% of all North Wales calls, having the expertise and experience to cover a large part of the region, with specialist units and multiple pumps providing cover for many retained stations. This, along with the demand on the FRS being predominantly along the A55 corridor, means that Wrexham holds a central position to the region's emergency cover, it should not be compromised in any way.

We are therefore vehemently opposed to any proposal to remove a fire appliance from Wrexham (Options 2 and 3), both for the safety of the city itself and for other areas and fire stations across the County Borough for which the engine provides cover. A fast and reliable fire and rescue service is vital to protect the lives, homes and livelihoods of local people, and the council therefore has serious concerns about the increased risk to local people if the service capacity were to be reduced in this way.

We are disappointed that the NWFRA has taken the decision to consult on Option 3, which would result in the removal of Wrexham's third appliance, along with a 19% reduction in Wholetime Firefighters and an 8% reduction in On-Call Staff Numbers across the region. The inclusion of this option ignored the professional advice of senior officers in the Fire & Rescue Service, and should be discounted immediately.

We are also concerned that the review has been driven by the need to save money because of the lack of funding, and that as such, the narrow scope of the review, which ignores corporate, management, support services, and the plans for capital investment which impact annual revenue costs, is flawed as it does not consider the potential for efficiencies in these areas. There are also concerns about the deliverability of the options in terms of changes to the workforce both in terms of their Terms and Conditions and location.

We recognise the financial pressures being experienced by the FRS, alongside other public services, and would urge the NWFRA and the NWFRS to lobby Central Government and the Welsh Government to provide the necessary funding to ensure the resilience and sustainability of the FRS and to support a model of growth and improved emergency cover for all households. We urge the NWFRA to explore other options and would expect NWFRA to keep all local authorities informed as to the progress with this.

Additional Information: Are there any other areas of emergency cover that you would like us to consider?

The council is cautious of any further extension of the role or duties of the Fire and Rescue Service given the potential impact on core service levels and quality, and on the overall cost of the service.

4.8.6 Cyngor Cymuned Gwersyllt /Gwersyllt Community Council



CYNGOR CYMUNED **GWERSYLLT** COMMUNITY COUNCIL

Dave Sheridan

Clerk to the Council / Clerc i'r Cyngor

O: 01978 754776

M: 07377225691

E-mail/E-bost: gwersylltcommunitycouncil@outlook.com www.gwersylltcommunitycouncil.co.uk

**Gwersyllt Community Resource Centre
Second Avenue
Gwersyllt Wrexham LL114ED**

Stuart Millington
Assistant Chief Fire Officer
Fire and Rescue Service

Dear Stuart Millington,

I am writing to you as the Clerk to Gwersyllt Community Council and I have been asked by the Members of Gwersyllt Community Council to object in the strongest of terms the proposed reduction in the number of full-time firefighters in Wrexham and axe its second whole-time fire engine.


The proposed cuts would leave the city with one whole time pump and crew, and one retained pump and crew - which is not always available.

The Members of Gwersyllt Community Council have declared its strong opposition to the proposals, with all elected Members stating that reducing the number of frontline firefighters in Wrexham is completely unacceptable.

the Members of Gwersyllt Community Council calls on the Fire Authority to maintain the current levels of emergency cover in Wrexham.

My understanding is that the fire fighters based in Wrexham are the busiest in North Wales and reducing the service and frontline staff in the package of proposals is something that the Members of Gwersyllt Community Council finds completely unacceptable.

Yours sincerely

A handwritten signature in black ink, appearing to be 'Dave Sheridan', written over the words 'Yours sincerely'.

Dave Sheridan

Clerk to Gwersyllt Community Council / Clerc i Gyngor Cymuned Gwersyllt

4.8.7 Cyngor Cymuned Parc Caia

From: Clerk <clerk@caiapark.gov.uk>

Sent: 07 September 2023 22:59

To: Emergency Cover Review <emergencycoverreview@northwalesfire.gov.wales>

Cc: malcolm.king@wrexham.gov.uk

Subject: Fire Service plans to reduce coverage in Wrexham

You don't often get email from clerk@caiapark.gov.uk. [Learn why this is important](#)

Regarding the proposals to reduce the Fire Service coverage in Wrexham, I am forwarding details of a motion raised by one of our Councillors and the resulting decision.

Cllr. Brian Cameron put forward a Motion to be heard at the Caia Park Extraordinary Council meeting held on 17th August 2023.

The Motion was as follows:

'MOTION TO CAIA PARK COMMUNITY COUNCIL NORTH WALES FIRE AND RESCUE AUTHORITY

North Wales Fire Authority are proposing 3 options as a way of reducing costs, 2 involving cutting the 2nd fire appliance in Wrexham and reducing the numbers of firefighters from 52 to 28.

Caia Park Community Council believe this would put the safety of its citizens in jeopardy, not just in Caia Park but the whole of Wrexham.

This is totally unacceptable given Wrexham has a population of around 136,000 with possibly the largest Industrial Estate in Europe, Wrexham Maelor Hospital, a University, College Cambria in the town and also the manufacturing training college on Bersham Road, as well as one of the largest prisons in the UK.

Caia Park Community Council takes the safety of its residents in Caia Park and Wrexham very seriously, and say that proposals to cut services in Wrexham is unacceptable and calls on the Fire Authority to look at other options of cost saving, possibly from the top of the Authority to save costs.'

It was unanimously resolved at the meeting that the Council agrees:

1. that the current proposals by the North Wales Fire Authority are unacceptable due to the potential effects on the safety of Wrexham County Borough citizens and the Council totally opposes the proposals.
2. that the Council's opposition to the proposals is communicated to the Fire Authority.
3. that it calls on the Fire Authority to look at other options of cost saving.
4. that details of the motion and resulting decision is communicated to all Wrexham Community Councils.

The Council would be grateful if its views are taken into account in the decision making process regarding the proposed options for cost saving.

Regards,

Andrea Evans

**Andrea Evans BSc. (Hons), CiLCA
Clerk/Responsible Finance Officer
Caia Park Community Council**

Tel: 01978 354825

E-mail: clerk@caiapark.gov.uk

Community Council Offices
Prince Charles Road
Wrexham
LL13 8TH

4.8.8 Cyngor Cymuned Gwledig Llangollen

From: Clerk <clerk.llangollenrural@gmail.com>
Sent: 25 September 2023 15:22
To: Emergency Cover Review <emergencycoverreview@northwalesfire.gov.wales>
Subject: Fire Service plans to reduce coverage in Wrexham

You don't often get email from clerk.llangollenrural@gmail.com. [Learn why this is important](#)

Regarding the proposals to reduce the Fire Service coverage in Wrexham, I am forwarding details of a motion that was discussed by Llangollen Rural Community Councillors at the Council Meeting held on 5th September 2023 and the resulting decision.

The Motion was as follows:

NORTH WALES FIRE AND RESCUE AUTHORITY

North Wales Fire Authority are proposing 3 options as a way of reducing costs, 2 involving cutting the 2nd fire appliance in Wrexham and reducing the numbers of firefighters from 52 to 28.

Llangollen Rural Community Council believe this would put the safety of its citizens in jeopardy, not just in Llangollen Rural but the whole of Wrexham. This is totally unacceptable given Wrexham has a population of around 136,000 with possibly the largest Industrial Estate in Europe, Wrexham Maelor Hospital, a University, Coleg Cambria in the town and also the manufacturing training college on Bersham Road, as well as one of the largest prisons in the UK. Llangollen Rural Community Council takes the safety of its residents in Llangollen Rural and Wrexham very seriously, and states that proposals to cut services in Wrexham are unacceptable and calls on the Fire Authority to look at other options of cost saving, possibly from the top of the Authority to save costs.'

It was unanimously resolved at the meeting that the Council agrees:

1. that the current proposals by the North Wales Fire Authority are unacceptable due to the potential effects on the safety of Wrexham County Borough citizens and the Council totally opposes the proposals.
2. that the Council's opposition to the proposals is communicated to the Fire Authority.
3. that it calls on the Fire Authority to look at other options of cost saving.

The Council would be grateful if its views are taken into account in the decision making process regarding the proposed options for cost saving.

Regards,

Andrea Evans

Andrea Evans
BSc (Hons), CiLCA
Clerk/Responsible Finance Officer
Llangollen Rural Community Council

Tel: 07950 813858

 Reply

 Forward

4.8.9 Cyngor Cymuned Acton

MRS CAROLE ROBERTS
Clerc/Clerk

c/o Acton Community Resource Centre
Overton Way, Wrexham
LL12 7LB

Your ref:
Ref:202923/CR

Ffôn/Telephone : 07913 071470
Epost/Email: clerk@actoncommunitycouncil.gov.uk

Via email: EmergencyCoverReview@northwalesfire.gov.wales

Councillor Dylan Rees

Chair of North Wales Fire and Rescue Authority North Wales Fire and Rescue Service Headquarters
Ffordd Salesbury, St. Asaph Business Park,

St. Asaph, Denbighshire, LL17 0JJ

Dear Councillor Rees

EMERGENCY COVER REVIEW

HAVE YOUR SAY YOUR FIRE AND RESCUE SERVICE -RIGHT PLACE, RIGHT TIME, RIGHT SKILLS

I am writing to notify you of the views of Acton Community Council following its September 2023 Meeting when it considered the current Consultation information for the North Wales Fire and Rescue Authority outlining 3 proposed options as a way of reducing costs, two of which involve cutting fire appliances in Wrexham and reducing the numbers of firefighters from 52 to 28.

Acton Community Council has also considered information provided by Caia Park Community Council about its response to the North Wales Fire and Rescue Authority about this Consultation. Acton Community Council wholeheartedly agrees with the position statements made by Caia Park Community Council and wishes to restate and confirm as its response the following comments:

1. Acton Community Council believes the options and proposals in the Consultation will put the safety of its citizens in jeopardy, not just within the Communities of Acton and Caia Park but the whole of the County Borough of Wrexham.
2. The proposals are totally unacceptable given Wrexham has a large resident population of around 136,000 together with possibly the largest Industrial Estate in Europe, the Wrexham Maelor General Hospital, a University Campus, College Cambria- the manufacturing training college on Bersham Road, as well as one of the largest Prisons in the UK.
3. Both Community Councils take the safety of its residents and Wrexham very seriously, and say that the proposals to cut services in Wrexham are totally unacceptable and now call on the Fire and Rescue

Authority to look at other options of cost saving, including the possibility of top down savings of the Authority to save costs.

Acton Community Council supports the Caia Park Community Council's unanimous resolution that was made at its special meeting in August 2023 and agrees:

1. that the current proposals by the North Wales Fire and Rescue Authority are unacceptable due to the potential detrimental effects on the safety of Wrexham County Borough citizens and the Council totally opposes the proposals;
2. that the Council's opposition to the proposals should be communicated to the Fire and Rescue Authority; and .
3. that it calls on the Fire and Rescue Authority to look at other options of cost saving.

These comments are being submitted before the extended 30 September 2023 Consultation deadline and I should be obliged if you would confirm receipt and their inclusion in the Consultation responses for consideration by the North Wales Fire and Rescue Authority.

Yours Sincerely

Carole Roberts

Clerk to Acton Community Council

4.8.10 Cyngor Cymuned y Mwynglawdd

From: nwfireandrescueservice@gmail.com <nwfireandrescueservice@gmail.com>

Sent: 25 September 2023 13:21

To: CT.Control <CT.Control@northwalesfire.gov.wales>

Subject: Contact Us form submission

Contact Us Request:

Name: David Hinchliffe (Clerk)

Email: mineracc@gmail.com

Subject:Complaints

Country:United Kingdom

Address: Minera Community Council PO Box 2305, Wrexham LL11 0FS

Telephone:07506205907

Enquiry details::Please see below the text of a minute from the 20 September meeting of Minera Community Council. This is not of itself a 'complaint' but is being sent to you under that heading as the closest in spirit from those offered on this form to the mood stamp of the Council's resolution. We are, and will always remain, fully committed to and supportive of your service, but unequivocally stand with our fellow Community Council colleagues in Caia Park and beyond in opposing proposals which place the population of the County Borough in greater peril in return for cost savings. 84.1/23 An email had been received from Caia Park Community Council attaching the text of a resolution opposing proposals to make cuts to the North Wales Fire and Rescue Service in the Wrexham area. Following a brief discussion of the wording of the resolution The Chair proposed and Cllr N Jones seconded that an identical resolution, adjusted to support the residents of the Minera ward, be passed by Minera Community Council and forwarded by the Clerk to North Wales Fire and Rescue Service. The proposal was agreed by all present, and the text of the resolution is recorded below: North Wales Fire Authority is proposing 3 options for reducing costs, 2 involving cutting the 2nd fire appliance in Wrexham and reducing the numbers of firefighters from 52 to 28. Minera Community Council believes this would put the safety of its citizens in jeopardy, not just in the Minera communities but the whole of Wrexham. This is totally unacceptable given Wrexham has a population of around 136,000 with possibly the largest Industrial Estate in Europe, Wrexham Maelor Hospital, a University and Coleg Cambria in the town as well as the manufacturing training college on Bersham Road, together with one of the largest prisons in the UK. Minera Community Council takes the safety of its residents in Minera and Wrexham very seriously and maintains that proposals to cut services in Wrexham are unacceptable, and calls on the Fire Authority to look at other options of cost saving, possibly from the top of the Authority, to achieve financial economies.' It was unanimously resolved that the Council agrees: 1. that the current proposals by the North Wales Fire Authority are unacceptable due to the potential effects on the safety of Wrexham County Borough citizens and the Council totally opposes the proposals. 2. that the Council's opposition to the proposals is communicated to the Fire Authority. 3. that it calls on the Fire Authority to look at other options of cost saving.

 Reply

 Forward

4.8.11 Cyngor Cymuned Rhosddu

Dear Sir,

Rhosddu Community Council wishes to object to the proposal to reduce the number of Fire Engines in Wrexham and the number of Fire Fighters in Wrexham.

The Council appreciates that the Fire Service is under financial pressure following 13 years of austerity. However

The Wrexham Station covers not only the City of Wrexham, but also the Wrexham Industrial Estate (one of the largest in Wales) as well as other Industrial Estates in the surrounding areas where serious fires could occur with chemicals and other combustible materials.

The Prison on the Industrial Estate is a recent addition to the buildings requiring special attention because of the number of inmates in confined areas.

The Welsh Government has imposed on the Wrexham Council an obligation to allow the provision of thousands of additional houses in the County Borough. Currently, there is a Planning Application with the Planning Department for more than 1,500 new homes on a single site less than a mile from the Wrexham Fire Station.

Climate Change has seen an unprecedented number of wild fires in Europe and beyond, and it is inevitable that this growth in wild fires will spread to North Wales in the coming years.

In addition, the incidence of flooding has increased around the world, and this will inevitably occur in North Wales.

As I am sure you appreciate, the training of Fire Fighters takes many years, and to lose many experienced Fire Fighters now will have an impact for years to come. Planning for now is not the answer; the Fire Service should be planning for the future; the future where there are more homes, more industries, more wild fires and more flooding.

When the inevitable happens, who we going to call? Wrexham Firefighters !!

Nigel Hodges

CLERK
Rhosddu Community Council

4.8.12 Sarah Atherton AS

Dawn Docx

Chief Fire Officer and
Chief Executive North
Wales Fire and
Rescue Authority

1, September 2023

Dear Dawn,

As the Member of Parliament for Wrexham, I am extremely concerned that North Wales Fire and Rescue Authority are consulting on the future provision of emergency cover for Wrexham.

Fire and Rescue services in Wales are devolved to the Welsh Government in Cardiff. The first and most important duty of any government is to keep its citizens safe. Therefore, I would suggest that it is the responsibility of the Welsh Government to step up and provide the funding necessary to maintain Wrexham's current level of fire service provision - particularly as the UK Government recently delivered the largest annual funding settlement to Wales since devolution, providing a record £18 billion per year to the Welsh Government - around £1.20 for every £1 spent in England.

Two out of the three consultation options, as part of your Emergency Cover Review, propose removing Wrexham's third fire appliance (i.e., fire engine), maintaining one appliance staffed by wholetime firefighters and one retained appliance staffed by on-call firefighters -who would not always be available and who do not have the necessary skills to undertake some of the tasks of wholetime firefighters. This would be unacceptable for an area the size of Wrexham. As Wales' newest city, with plans for expansion both in domestic homes (the Local Development Plan allocates space for more than 8,000 homes) and businesses (with Wrexham soon to have the largest trading estate in Europe), these proposals are unacceptable and, I would suggest that the consideration should be to expand the current fire service provision covering Wrexham - not reduce it!

Wrexham is the largest urban settlement in North Wales, covering an area of almost 200 square miles, consisting of a city centre and surrounding communities which are home to approximately 140,000 residents. Wrexham has one of the largest industrial estates in Europe which contains over 340 businesses and employs over 10,000 people. It also contains HMP Berwyn, the UK's largest prison.

Wrexham Maelor Hospital is the largest hospital in North Wales. This whole area is served primarily by Wrexham Fire Station and its three appliances, which currently attend 1,572 callouts a year- more than five incidents a day. I am seriously concerned that, if this decision goes ahead, and 24 firefighter jobs are lost, the safety of Wrexham residents would be compromised.

At the same time as these proposals, which involve large-scale cuts and redundancies, an undertaking to build a new training centre for North Wales Fire and Rescue Service in St. Asaph has been approved, I am told, to the cost of £48 million. North Wales Fire and Rescue Service is undoubtedly under-resourced and underfunded, and improved training facilities are certainly needed. However, the timing, size, and scale of this project is concerning.

Furthermore, I am worried that Wrexham is, once again, bearing the brunt of the Welsh Government in Cardiff Bay's decision to underfund North Wales and treat us as an afterthought, instead of addressing the North-South funding disparity which led to the same proposals being made in 2016. Clearly, Wrexham is repeatedly being targeted, and residents will feel threatened by these potential cuts yet again. This cannot keep happening. Cities of a similar size in England, such as Preston, are served by two wholetime fire engines as well as other resources, like a Major Rescue Unit. Indeed, Newport in South Wales is served by three fire stations - each operating a wholetime service. I cannot understand why North Wales is losing out again.

Following our meeting on 9th June, alongside North Wales Conservative MP colleagues on 4th August, and throughout the consultation process, I have urged Wrexham residents to make their voices heard and respond to the consultation. Having submitted my own response, I was struck by how difficult it was to find the link to complete the questionnaire, as well as the lack of space available (250 words maximum) to object to the proposals. In addition, the structure and style of the questionnaire made it impossible to express a view in favour of retaining the current level of Fire Service provision across North Wales or to suggest that you seek the funding you require from the Welsh Government.

Following a high volume of correspondence from concerned residents, I launched a petition to oppose plans to remove Wrexham's third appliance. I will be submitting the hundreds of signatures as part of the consultation process before the closing date on 22nd September.

I sincerely hope that North Wales Fire and Rescue Authority take the views of the people of Wrexham into account, realise that these proposals are unworkable, and retain our current fire service provision. As there are bold proposals underway to grow the city of Wrexham, I am finding it difficult to comprehend how slashing coverage can be an option.

Yours sincerely,



Sarah Atherton
Member of Parliament for Wrexham



[Photo taken on High Street; 22nd August 2023 at 1738hrs].

If proposals to remove Wrexham's third fire appliance are adopted, an incident such as the one pictured would take up the entire provision of Wales' newest city- leaving the rest of Wrexham unsupported.

Thank you to our Wrexham firefighters.

4.8.9 Cynghorydd Sir Ward Hermitage a Chynghorydd Cymunedol Offa

I have attempted to complete the questionnaire which has been extended until tomorrow 30 September, I have reached question 4 and received the above error message, consequently I am unable to access further parts of the 30 part questionnaire which is unfortunate, however, I shall conclude my stating I call upon the Fire Authority to maintain its covers levels of emergency cover within the County Borough of Wrexham.

Cheers Graham

Cllr Graham Rogers
County Councillor Hermitage Ward and Community Councillor Offa
7 Bell Court, Hightown, Wrexham, LL13 8QP
Tel 01978 351107 or Mobile 07968214189
Email graham1.rogers@wrexham.gov.uk

4.9 Gohebiaeth ychwanegol

Mae'r adran hon o'r atodiad yn darparu sylwadau a dderbyniwyd drwy e-bost, llythyr, ffôn, wyneb yn wyneb a thrwy'r cyfryngau cymdeithasol yn ystod y cyfnod ymgynghori (yn ychwanegol at y cyflwyniadau ysgrifenedig sylweddol sydd wedi'u cynnwys yn adrannau 4.1 i 4.8).

Tabl 4.9.1 – Sylwadau a dderbyniwyd drwy e-bost, llythyr, ffôn ac wyneb yn wyneb

Dyddiad	Dull gyfathrebu	Cynnwys
20/7/23	E-bost	By removing one of the fire engines from Wrexham, will putting people at risk. Why is Johnstown not on the list because they are retained and they rarely go out it always seems to be Wrexham coming up to Emergency's in Penycae and Rhosllanerchrugog. So maybe Wrexham should have the second whole-time fire engine operational?
21/7/23	E-bost	Hello Could you tell me about any plans to close the fire station at Abersoch. Secondly if closure is to occur do you own the building and what are the plans for it? Our Coastguard station is across the road and I believe our rescue officers utilise your car park by local agreement. We may be interested in taking the station on. Kind Regards
21/7/23	E-bost	Good morning, I am writing on behalf of Llanberis Mountain Rescue team. We are the busiest Mountain Rescue team in the UK and we face a problem which you might be able to help me with. We currently operate out of a village hall / park wardens office in Nant Peris which is no longer fit for purpose. We are looking at option to upgrade. I saw that unfortunately the Llanberis Fire station might be set for mothballing. I was wanting to register early interest in the site if it were to become available. Clearly the site has a vast amount of read-across and would be an opportunity not to be missed. Could you please put me in contact with the estates management team/equivalent so that I can have further discussions? Many thanks
22/7/23	E-bost	Keep Llanberis Fire Station open. Keep retained firefighters at Llanberis Fire Station
25/7/23	E-bost	I have seen the proposals over which you are now engaged in a public consultation. I would like to object in the strongest terms to the possible closure of the Fire Station in Abersoch as this would leave the only cover through either Caernarfon or Porthmadog both of which are about 45 minutes or more away by road from Abersoch and the coastal areas west of there. The likely seriously reduced life chances of anyone unlucky enough to be caught up in a fire in any of those areas does not bear

		contemplating. Accordingly, I urge you to keep the Abersoch Fire Station open at all costs.
24/7/23	E-bost	I write to ask that the fire station in Abersoch be not closed. If that was closed, the nearest stations are a good 45 minutes drive away, on a good day. I really think that that is dangerous. A huge of amount of damage and danger can be caused in 45 minutes. I genuinely think this would be hazardous for life. Please could you reconsider this proposal?
24/7/23	E-bost	I hear The North Wales Fire and Rescue Service has launched a public consultation concerning the service to be offered in future. One option includes closing the fire station in Abersoch. I just wish to raise my objection to this proposal.
24/7/23	E-bost	I read with great concern of proposals to close Abersoch Fire Station and wish to register the objections of my wife and myself to these utterly mad proposals. We live in Mynytho, some four miles from the station. Responding to a fire anywhere on the peninsula west of Llanbedrog would involve a response/travel time in excess of 45 minutes in average traffic conditions risking property destruction and more importantly, loss of life in the event of a fire of significance in this area. The cost/life balance of this unbelievable exercise defies logic. Please add our names to the list of objectors to closure proposals.
24/7/23	E-bost	It has been brought to my notice that there is the real possibility of closing. The Abersoch Fire Station . I can't think of anything more dangerous . Not only are there many dwellings in and around Abersoch but The area is heaving with caravans full of young families . Please rethink any such plans . It would be terrible if there was a major incident.
24/7/23	E-bost	Dear Sir or Madam I strenuously oppose reduction of any emergency service provision in our beautiful Llŷn Peninsula. We are higher rate Community Charge rate payers, owing to our property not being our primary residence, so we already feel discriminated against and any to further reduction in services for what is a exorbitant 'charge for services' is unacceptable. Abersoch will be left unsupported by fire and rescue due to its rurality but also because of the stance of Gwynedd County Council towards second home owners who are in a preponderance in this area. This is raw discrimination.
24/7/23	E-bost	This email is to register my concern about the proposal, currently the subject of consultation, that the Fire Station at Abersoch should be closed with reliance being placed on a service from Porthmadog or Caernarfon.

		<p>I had the misfortune of my property suffering a serious fire 5 years ago, the outcome of which could have been life threatening were not the Abersoch Fire Brigade so promptly in attendance. I believe that the size of the community and its remote location warrant a local station. I would also like to think that, given the level of the Council Tax being levied, and to be levied, it is economically appropriate for such a facility to be maintained.</p>
24/7/23	E-bost	<p>Good Evening</p> <p>I am informed that there is a motion in the offing to propose closure of the fire station in Abersoch. As a doctor , mother , grandmother and concerned human being I would like it to be noted that I find this proposition to be extremely worrying .</p> <p>We are all aware of the worries and dangers around fires and emergencies to which the fire service respond . They simply save lives and their arrival at scenes is crucial and is best as soon as is possible after being alerted . An extra 45 mins on a good day is just not going to GIVE THAT PRECIOUS LIFE A CHANCE .</p> <p>One can easily see from the statistics that deaths have occurred and/ but that peoples lives have been saved by those brave members of the fire service .</p> <p>The Station at Abersoch is VITAL for the lives on the peninsular .</p>
25/7/23	E-bost	<p>I object to the proposed closure of the abersoch fire station. This puts homes at risk.</p>
25/7/23	E-bost	<p>I understand there is a review underway into the future of Fire Stations in N Wales and particularly the Abersoch station .</p> <p>This station serves a wide rural area in which there are many businesses and a large number of villages. These businesses and communities rely on locally based emergency services of which the Fire Brigade is one of the most important.</p> <p>There are also a large number of holiday homes in the area many of which are unattended for parts of the year . These properties need fire cover as much as permanent homes. The proposal to close the Abersoch station and give the area cover from Bangor or Porthmadog is totally unacceptable given the travel times from both these locations to any community on the Lleyn. The recent increase in the council tax paid by those people with second homes or holiday let homes should also be used to cover the continued operation of the Abersoch station , especially as it is a part time station. The village has recently had its medical practice closed and has also seen the junior school given similar treatment , the</p>

		closure of the Fire Station will further undermine this community and its confidence in the service providers .
25/7/23	E-bost	<p>We wish to object to the closure of the Abersoch Fire Station.</p> <p>If the closure goes ahead this could have a really serious impact on the life and survival chances of anyone unlucky enough to be in a building on fire in the area.</p>
25/7/23	E-bost	<p>Please register my immense concern about the reported suggestion that Abersoch Fire Station be closed.</p> <p>The resultant severe risk to Abersoch Businesses, residents and property does not bear thinking about.</p> <p>I must express my objection to this proposal, both as an Abersoch Business owner & parent & grandparent to two families in Mynytho & Llanbedrog.</p> <p>Closure of the Abersoch Fire Station could have tragic consequences.</p>
25/7/23	E-bost	<p>I object to the closing of the above fire station. They do tremendous work and with the next nearest station being 45 minutes away at least this would have serious consequences for domestic properties in and around the Abersoch area.</p> <p>I would urge you to rethink this idea.</p>
25/7/23	E-bost	pls can I object to closing the fire station in abersoch
25/7/23	E-bost	<p>We wish to object in the strongest terms to any closure of the Fire Station in Abersoch. To close this station would mean that the nearest fire station would be located approximately 45 minutes away. That sort of travel distance can literally mean the difference between controlling a fire or not and also could mean the loss of life.</p> <p>We appreciate that the Council are looking to make savings, but these savings should not be at the risk of losing essential services of this nature. To proceed with a closure of the Abersoch fire station would be reckless in the extreme and would not be in the interests of the population of the Llyn Peninsula.</p>
25/7/23	E-bost	<p>Further to reports that there is a “consultation” regarding the closure of the above I would like to lodge my very strenuous opposition.</p> <p>The fire service is vital to the Abersoch area. Pwllheli has its own engine and Nefyn has a new purpose built fire station/police station. Both engines could be attending call outs when a fire occurs in Abersoch, and then there would be no cover at all.</p>

		<p>In this area we have a lot of heathland, in the dry summer months these are subject to wild fires, be it arson or accident. There is a lot of mechanical equipment, boats etc., all subject to the odd accident. This is as well as the odd house fire of which there have been several recently, the local chip shop had a fire only last week.....</p> <p>It is absolutely essential that we retain the Abersoch Station.</p>
25/7/23	E-bost	<p>It has come to my attention that there is a possibility that Abersoch Fire Station is under consideration to be closed.</p> <p>I can only envisage that this spells disaster for local inhabitants of the Llyn Peninsula. To relocate the existing station to either Porthmadog or Caernarfon would mean that a fire in Abersoch would take 30/45 mins to reach from Porthmadog. Surely this puts peoples lives at risk and has to be seen as such.</p> <p>I am totally against any such move and would like you to accept this email as evidence of my objection.</p> <p>For heavens sake please see the foolishness of this proposal</p>
25/7/23	E-bost	<p>I'm very concerned about the proposals to reduce the amount of stations to cover the llyn Peninsula. The fire service is one part of our emergency & rescue services rolled out across the whole of the U.K. and we need them to be there for people in this area . The quick response from the emergency services is what we all expect and would hope to keep . Fires and RTA'S all need immediate attention and delays make me very worried for the possible outcomes in certain situations. Removing the Abersoch station is of particular concern as they cover our area . Reviews & money saving options should not be allowed to endanger life .</p>
25/7/23	E-bost	<p>I would like to register my objection to the potential closure of the Abersoch Fire Station. The nearest fire stations in the absence of Abersoch would be either Caernarfon or Porthmadog both of which are about 45 minutes away by road from the western end of the Llyn peninsula. This could have a really serious impact on the life and survival chances of anyone unlucky enough to be in a building on fire in this area of the Llyn.</p>
26/7/23	E-bost	<p>In response to the Consultation document regarding the possible closure of the fire station in Abersoch, we would like to register our firm opposition to such a proposal.</p> <p>In our view this is a high risk strategy which could potentially have a serious impact on life and property in such a tightly built community and particularly when there are hundreds of holiday makers staying in the area. We have had a lot of hot summers recently and it would be madness</p>

		to risk not having a fire service immediately to hand in case such an eventuality happened. Only recently the chip shop caught fire...
27/7/23	E-bost	I understand that there is a proposal to close the Abersoch Fire Station. As a householder in Abersoch I strongly object to this proposal and would like to ensure that my concerns are recorded.
27/7/23	E-bost	As the owner of a property in Abersoch, I should like to object to the closure of the fire station in Abersoch. The proposed closure would place property in the western end of Llyn at a greatly increased risk of fire danger if fire stations in Caernarfon or Porthmadog had to be used. More importantly, the health risk to people would be increased because of the distances involved.
27/7/23	E-bost	I am the owner of a house in Abersoch. I would like object to proposals to close Abersoch Fire Station which would leave a large area of the Llyn peninsular inadequately covered.
27/7/23	E-bost	I am given to understand that there is a proposal which includes the closure of Abersoch fire station. Given the large area of the peninsular which is covered by this station and the importance of this area to national income I suggest that the closure of Abersoch fire station would be short-sighted both as regards the security of the population and financially.
31/7/23	E-bost	<p>In light of the proposals to change emergency fire cover, I would like some more information about the specialist appliances currently based in Wrexham.</p> <p>The Ariel Ladder Platform, Technical Rescue Unit and Environmental Protection Unit all need experienced crews to staff them. If full-time firefighters are halved as proposed from 52 to 28 in Wrexham, then who will be crewing these specialist appliances? Retained staff can't do that job. Wrexham is the busiest station in north Wales in terms of callouts and also helps to cover large parts all the region because it has adequate staffing at present. If Options 2 or 3 go ahead, what guarantees can you provide that these specialist appliances will have adequate crewing? Will they even stay in Wrexham as a result of Options 2 or 3?</p>

18/7/23	E-bost	<p>With reference to our telephone conversation earlier this afternoon, I am writing to you, as Chair of the North Wales Fire & Rescue Authority, with the agreement and approval of the Town Clerk.</p> <p>It is fair to say that this latest announcement is very worrying for all of us in the Seiriol Ward and Town Councillors have already written to the office to express their concerns having already lost other vital and crucial services in the Town over the years, banks, post offices to name a couple.</p> <p>As the Public Consultation Document does not become available until Friday, 21st July 2023, let us not jump to any conclusion and wait to see what it has to say.</p> <p>Naturally, every resident should also be encouraged to complete the document as and when and to make their feelings known.</p> <p>Should an opportunity become available to have a face-to-face public meeting to discuss the matter, we, in Beaumaris would welcome to be included and given the chance to host such a meeting in order to air our views and opinions.</p> <p>Diolch a gan gyfeirio at ein sgwrs ffôn yn gynharach y prynhawn yma, yr wyf yn ysgrifennu atoch, fel Cadeirydd Awdurdod Tân ac Achub Gogledd Cymru, gyda chytundeb a chymeradwyaeth Clerc y Dref.</p> <p>Mae'n deg dweud bod y cyhoeddiad diweddaraf yn peri pryder mawr i bob un ohonom yn Ward Seiriol ac mae Cynghorwyr Tref eisoes wedi ysgrifennu at y swyddfa i fynegi eu pryderon ar ôl colli gwasanaethau hanfodol eraill yn y Dref dros y blynyddoedd, banciau, swyddfeydd post i enwi un neu ddau ohonynt.</p> <p>Gan na fydd y Ddogfen Ymgynghori Cyhoeddus ar gael tan ddydd Gwener, 21 Gorffennaf 2023, gadewch inni beidio â neidio i unrhyw gasgliad ac aros i weld beth sydd ganddi i'w ddweud. Yn naturiol, dylid annog pob preswlydd hefyd i gwblhau'r ddogfen pan a phryd ac i fynegi eu teimladau.</p> <p>Os daw cyfle i gael cyfarfod cyhoeddus wyneb yn wyneb i drafod y mater, byddai croeso mawr i ni ym Miwmares gael ein cynnwys a chael y cyfle i gynnal cyfarfod o'r fath er mwyn lleisio ein barn a'n safbwyntiau.</p>
17/8/23	E-bost	<p>I wanted to take an opportunity to thank everyone involved in yesterday's consultation event at Ty Pawb in Wrexham. In particular I thought the video which has been produced I was very effective at raising awareness of the challenges and the options being consulted upon. If this video could be shared digitally with the public I think this would be extremely helpful and I want to thank Stewart for agreeing to look into this. There are two points I would like to make which I would like the authority to take on</p>

		<p>board. Firstly with regards to the options affecting the "third appliance" at Wrexham. The continued to description of this as the third appliance I feel is misleading and this is the feedback I continue to receive, particularly that it does not clearly state it is actually the removal of the second wholetime crew. The way the appliances are manned are important and I think we need to be explicitly clear on how appliances are to be manned. Secondly I think the format of the engagement event was good however I think there may be lessons to be learnt by all of us around advertising the events. The feedback I am getting is that the event and format could have been better advertised and similarly that the timing of the consultation outside of term time when many are on annual leave is not ideal. The question I have been asked is whether there are opportunities for further consultation events early September? Wrexham and Flintshire both have their events during one day in August. I appreciate Gwynedd is a substantial geographical area however it is being suggested that they have a disproportionate amount of consultation events based on local authority area and also population. If a further event could be held to address this deficit I think it would be beneficiary to the process. Once again thank you once again to all involved in yesterday's consultation and I would welcome your thoughts on the potential for additional events.</p>
22/8/23	E-bost	<p>Option 3 of the consultation includes the closure of Beaumaris Station. However, the document does not provide any detail regarding the impact of closing the station.</p>
23/8/23	E-bost	<p>I write from the office of Virginia Crosbie MP regarding some concerns passed on by Virginia's constituent.</p> <p>Virginia was asked the following regarding Beaumaris Fire Station. Please could you advise on any plans to close the station?</p> <p>"Beaumaris station is the only one in the seriol area and if this closes it would put many lives at risk. the closest station would be Menai Bridge which is retained and then Benllech both with a 20min drive to any fire in Beaumaris if a fire were in llangoed or further afield then that time could be longer and with the traffic along the garth bend in summer this could lead to lives being lost.</p> <p>This is a serious matter. Our vital services at this end of the island are once again becoming the target of closures, this end of the island is dying. people are shouting at spending 30million on a third bridge to save 20min on a commute but not willing to spend that money on 20min to save lives."</p>
22/8/23	E-bost	<p>The Member would be grateful if you could kindly respond in writing to the few queries she raised regarding the options that are going out for consultation.</p> <p>Additionally, she would appreciate a copy of the options report.</p>

		Finally, Janet has heard that there may be an intention to spend £43million on a new fire training centre. If so, she would be pleased to recommend underused buildings that could be well suited to host such a centre
3/9/23	E-bost	I'm writing to oppose any closure of Beaumaris fire station as this would leave the residents of Llangoed and penmon at serious risk relying on menai bridge engine having to navigate garth bends also there's a elderly home at penmon this would seriously put these frail people at risk so I would like it noted I totally oppose this proposed closure money saving should never come above the protection of the
6/9/23	Ffôn	Since I am unable to attend the meeting today I would like to say this to the Fire Authority. I believe all Fire Authority members should be actively pursuing this issue with the public in their own areas given the seriousness in the proposals for reduction in fire cover. Also, the matter should be put on hold for one year to allow the members to make contact with their constituents.
7/9/23	E-bost	Rhyl Town Council has significant concerns around the proposals that are contained within the NWFA Emergency Cover Review document that has come to the Town Council for consultation.
11/9/23	E-bost	I have read the full consultation document and I think I must have missed the following point. I notice in option 1 of the consultation the phrase "Day Crewing" is used for Rhyl and Deeside but in options 2 and 3 the phrase is "Day Staffing". Could you please explain the difference.
14/9/23	E-bost	Fire and Ambulance service should now be one service. We get less fires yet we can't get an ambulance. On more than one occasion people I know and others have stated they have called for an ambulance and been told the wait is going to be 4-5 hours. Yet Fire crews are sat at fire stations waiting for a call. It's time to use the people available to cover all eventuality. Yes you will have specialist people/staff just like we do today.
21/9/23	E-bost	Dear Sir/Madam, I am a resident of Rhyl and cannot accept the three options you have set out for the Emergency Cover Review, for Emergency Fire Cover. None of the reviews contain 24 hour cover, for one of the most used town fire stations. I also could not contemplate the loss of fire fighters to redundancy. We could lose lives with all three of those options. Please re-think this and allow for 24 hour/7 days a week, 365 days a year as you do now. This is clearly a service we should not be losing. I have been present in a property where there was a fire, accidentally caused by a male a floor down. 1 other in the same building was a chip fire, another two in other buildings on the same street. You saved our homes and us.

		<p>I even alerted you to a fire around the corner from where I live now, where the life of a woman was nearly lost. I didn't know if anyone was there but you saved her.</p> <p>Please, please, save lives, please do not change the way you do things, as this would mean that that lives could be lost, because you didn't get there in time</p>
20/9/23	E-bost	<p>I am getting in touch to advise that I have been unable to respond to your consultation of proposed fire cover changes as the questionnaire will not work. Images attached for reference.</p> <p>If you are able to add my views to the consultation, I would be grateful.</p> <p>I believe that we should not be compromising our current fire cover to plaster over holes elsewhere in North Wales.</p> <p>Flintshire and Wrexham are big, suburban and industrial areas that require the 2 wholtime stations they currently have. The turnout times will dramatically increase by dropping pumps/making stations day staffed/retained and may well impact on night cover if wholtime staff live further than 5 minutes away. There is more and more building work taking place in these areas, along with a main hospital that will all suffer.</p> <p>There has been plenty of education on how quickly a fire in the home takes control and the golden hour following an RTC that does not justify the change.</p> <p>Maybe more investment into recruitment is required, especially into other ethnic culture's and community events to encourage people to want to join the fire service. This would help to provide the cover required in the areas lacking.</p> <p>Listen to the public, their thoughts and feelings matter and make the consultation process easier for everybody to complete.</p>
22/9/23	E-bost	I propose OPTION 1 in your Emergency Cover Review
22/9/23	E-bost	<p>I CHOOSE OPTION 1 AS A WAY FORWARD IN YOUR EMERGENCY COVER REVIEW.</p> <p>Kind Regards</p>
25/9/23	E-bost	<p>With the 20mph Law in Wales and your proposal to get rid of Fire Cover in the Wrexham Area. I wonder if you have looked into "Response Times" from Retained and Part Time Crews having a third of their Speed to travel to Station taken off them. This would mean extra delays to the Safety of the Public. i would like to hear your views on this matter please.</p>

28/9/23	E E-bost	<p>FOR IMMEDIATE RELEASE: WEDNESDAY 27TH SEPTEMBER 2023</p> <p>FIREFIGHTER CUTS: A SMOKESCREEN FOR LABOUR'S BLANKET 20MPH</p> <p>Commenting on the news there are plans to cut the number of fire stations and firefighters in North Wales, putting lives at risk, Welsh Conservative Shadow Minister for Social Partnership, Joel James MS said:</p> <p>“If you read the public consultation document the fire service are asking all households in North Wales for £171 per year, a hike of £20.36 so that it can increase the number of households that it can reach in 20 minutes by less than 1% of the total. This is a very big price for such a small gain.</p> <p>“They are also threatening that firefighter jobs will be lost and fire stations will be closed if the public do not support this, and I believe that this is actually a smokescreen to hide the fact that they are worried they will no longer be able to meet their 20 minute response time due to the introduction of the 20mph speed limit.”</p> <p>Also commenting, Welsh Conservative Shadow Minister for North Wales, Darren Millar MS added:</p> <p>“It's crucially important that we don't see a reduction in cover at fire stations and firefighter numbers in North Wales.</p> <p>“There must be suitable alternative proposals put forward in order to ensure there is suitable emergency cover available for the public, that will protect the services and ensure there is no additional risk to people's lives.”</p>
29/9/23	E-bost	<p>Bore Da / Good Morning</p> <p>Unfortunately your consultation form does not appear to be working properly. I've tried 3 times this week to complete it and it doesn't allow me to go beyond the first page or recognise the saved version.</p> <p>I appreciate the fact that you wish to enhance rural services. This must include reinstating the large animal rescue service, which was stopped in 2015 without consultation. There is no other organisation who can carry out this service.</p> <p>thank you</p>

Table 4.9.2 – Sylwadau a dderbyniwyd drwy'r cyfryngau cymdeithasol

Dyddiad	Cynnwys
21/7/23	Done! You should have the public meetings in the areas where you are thinking of closing the stations! The public will always support their firefighters, especially the ones who try! Majority of the public don't have a clue about what goes on in the fire service so this feels like a cop out for the chief. You see if any of these ideas go wrong, her job will be safe as she can say "the public voted!" This is a pay more or shut up movement by NWFRS!
23/7/23	You all keep us safe! Thank you 🙏 If it was in London would this be happening? ❤️ Anything north of Watford Gap n Cardiff, (it seems) no interest in public safety and cost-cutting 😞. You're all 🙄
21/7/23	I don't see an option to merge the 3 fire rescue services/ authorities, get rid of the extra chief fire officers, deputies and assistants of which there are far too many !! Cut back all the non job managers positions and leave the firefighters alone to do what they do best.
21/7/23	Hardly going to be right place, right time or anything for the people of Wrexham, Deeside or Rhyl after a day shift is it ? Hardly going to be right place, right time or anything for the people of Wrexham, Deeside or Rhyl after a day shift is it ? You cant recruit retained as you dont offer flexible contracts like Shropshire etc. Demographics have changed but leaving large swathes of the biggest conurbations and industrial areas uncovered by wholetime resources in the night is not right.
21/7/23	This is a bigger fight than last time , but you can be sure the powers at be have made there decision
21/7/23	...oh yes mate, the one pump disestablishment is the slight of hand to get public attention. Rather like the slicing of a cake and people watching what others get
21/7/23	Presumably Option 1 is the service's preferred option as it has the least impact, i.e no station closures or loss of appliances? Introducing Day Crewing at Corwen and Porthmadog is interesting? Can someone please explain what are Rural Wholetime Duty staff?
21/7/23	Closing Cerrig is leaving a 22 mile part of the A5 main route bereft of RTC cutting equipment between Corwen and Betws-y-Coed if Corwen are on a make up elsewhere, you're also leaving the Hiraethog Moors towards Denbigh and Bylchau without cover relying on Llanrwst and Abergele to back Denbigh up. With Beaumaris, if the A545 suffers another landslide as it's prone to you've got Menai Bridge cut off thus leaving Llangefni and Benllech to cover coming in from Pentraeth and even further to get to Llangoed, Llandonna and Penmon.
21/7/23	With Llanberis the tourists flock in and hotels fill up with walkers heading to Snowdon. This creates a problem with the A4087 around Llanrug, Brynyfail and Pen-y-Pass being prone to RTC's baring in mind the road cuts across the Caernarfon bypass with Llanberis third pump into Caernarfon and covering towards Capel Curig and a busy

	outward bound centre that suffered a fatal blaze resulting in two deaths at the Meadows outward bound centre in 1992.
21/7/23	History shows that in 1972 when Pwllheli opened their new fire station it was built in minds that it was going to be day manned as projected infrastructure and Butlins Starcoast camp were the major risks then and as now personally wouldn't it make more sense to put the day crews there as they can fan out towards Abersoch, Aberdaron, Nefyn, Pystyll and Portmadoc covering a 180' turnout area.
21/7/23	my mum was a leading control op out of caernarfon for over 30 years and was on quite a few very large fires god knows what would have happened with these cuts it is scary !!!!! They need to put all their cards on the table not drip feed them !!!
21/7/23	So how is removing a station near a school a good thing?
21/7/23	Think I'd rather pay a bit more and keep the status quo tbh
21/7/23	Hello. I have just looked at you consultation. None of the options seem to change coverage for the rural area around Penley, Wrexham. Do you cover that area (or do you have an arrangement with Shropshire) and if you do cover it what are average response times please? Will any option impact on Penley? Many thanks.
24/7/23	I would like to know, who and how the 3 options for consultation were decided upon ,I bet it wasn't the firefighters or local communities that chose these options.I've got an option for you merge the 3 fire/rescue services in Wales together get rid of most of the assistant/ deputy chief fire officers, if that doesn't raise enough ,the non job managers can go next(nobody knows what they do anyway) ,return the fire service to its core business of fighting fires and responding to other emergencies and leave the firefighters alone to do what they do best !! Consultation sorted ! You can thank me later !!!
25/7/23	Can you name me any of your "staff" that were " consulted" and came up with any of these three options ,if they did they should not be in the job and should be ashamed of themselves,but I'm sure that these three options were only brought up by the ones with the silver on their shoulders looking after their own jobs ! I take it you will be publishing a post "consultation" report so I can check that my views were included for reference??
25/7/23	I fully agree, an all Wales service would really reduce the higher paid senior officer base but, unfortunately you won't see that option on the table. They'd rather cut the front end than loose their cushy, well paid office jobs.
25/7/23	I also agree that no serving operational fire fighter would support any one of the three options.
25/7/23	... it was exactly the same last time they covered their cuts by telling us they were improving the service,I actually asked the Chief Fire Officer to his face how
25/7/23	Unfortunately most cut backs involve the front end fire cover never the senior ranks.

25/7/23	It will be interesting to see where the day crew staffing for Corwen, Dolgellau and Portmadoc will come from. I can't see fire fighters from Rhyl, Deeside or Wrexham agreeing to move into those areas. This strengthens your argument about internal consultation.
25/7/23	Llanberis I believe are currently at a serious RTC, what more proof do the FA need to see that cutting gear is needed in Llanberis and as they were alerted yesterday by control to stand by at Portmadoc. This ludicrous plan I hope will fail as the public deserve a fire service with front line appliances and equipment, not overpaid corporate paper clip counters with no fire ground experience.
30/7/23	Cadwch Orsaf Dab Abersoch yw'r pentref mywaf yng Gwynedd a dylid cael Gorsaf dan yna – Keep the fire stations. Abersoch is the largest viallg ein Gwynedd - it should have a fire station there.
31/7/23	this superfluous position will keep a retained fire station and fire engine on the run protecting communities not placating corporate interests. The service is there to protect communities funded by tax payers and is currently over run by managers with no operational experience having never been in training school or assessed to be a competent firefighter rising through the ranks by merit creaming off tax payers money.
31/7/23	Yet again, a kick in the teeth for frontline staff who had a perfectly good promotion structure for years. And will this save Deeside and Rhyls night cover or Wxms 2nd pump ? Doubt it.
2/8/23	To be fair you are expecting us as joe public to give opinions based on very little information. Whilst I understand that you are at a stage of "aiming" for 20 pumps available in daytime in North Wales (your quote to Fire Authority members). And that is out of 54/5 plus pumps across 44 stations then this is quite dismissive in the least. Those wholtime stations reduced to day crewing are losing an appliance at night are they not ?
2/8/23	50 character limit is ridiculous to discuss complex issues like the importance of prevention vs the need for appropriate staffing and training for when preventative measures fail.
14/9/23	I don't know how you handle your resources and I'm not in a position to even pretend I could advice you either. You are heroes and the experts in what you do. It takes a special kind of person too run towards the flames whilst everyone else runs away. I trust and thank you for your expertise is protecting us every day and I trust you will do what is best to continue and improve on that in the future. I personally would rather pay you than north wales police in my council tax bill. And I support further funding and support too you. Other than that. I have no opinion on this. Thank you for all you do.

19/9/23	We don't want option 1,2 or 3 we want the option we weren't allowed to know about, the option we only found out about because the union guys were at the meeting in Conwy. Option 4 people we want option 4!!!
22/9/23	They are not telling the public the full details , so how can the public comment on only half of the document
22/9/23	There are other ways the service can save money without cutting wholetime jobs which are the only ones they can depend on being available 24/7
22/9/23	But you should keep the fire service as near to how it is now and charge people more per year.

4.9.5 Ymateb gan fynychwr ar ôl mynychu'r digwyddiad ymgysylltu cymunedol yng Ngherrigydrudion

Response to consultation

During the consultation event in Cerrigydrudion I stood up to explain the concerns I have regarding the consultation currently undertaken by North Wales Fire and Rescue Authority. Upon completing the online questionnaire, I was dissatisfied that I couldn't fully express my views. The character limit included in the online questionnaire didn't allow any detailed response. Therefore, I enclose my full response.

Since this consultation has been launched it has dominated my thoughts. It is difficult to comprehend the willingness of the fire authority to propose an option which will make me, my family and my community less safe.

The three options presented do not align with each other and is not clear why these three options have been selected. Is it the intention to consult on options to improve emergency day cover or are you consulting on options to limit the cost increase to households? There is a lack of strategic direction on display.

I summarise the options as follows:

- Option 1 will deliver improved day cover, maintain the number of firefighters but will cost the most.
- Option 2 will deliver less improvements to day cover, reduce the number of fire fighters and cost a little less than option 1.
- Option 3 will make cover worse, reduce the number of fire fighters to respond to major incidents and still this represents an increase in costs.

The inclusion of Option 3 doesn't correlate with the option 1 and 2 as there is no improvement at all. Neither option 2 or 3 are acceptable as both reduce the number of firefighters.

The priority for every single member of the fire authority should be the equitable cover for every resident in North Wales. Option 3 will reduce this cover. It fails to meet the objectives of the review to improve day cover and also fails to deliver on cost as this option will also increase cost to every household. The inclusion of this option proves that there are members of the authority willing to increase risk to vulnerable households and represents a failure in responsibility.

No risk assessment has been published in this consultation. Assuming that one surely exists the consequence of implementing option 3 is likely to be ominous in areas cover by threatened fire stations and has been omitted for this reason. In the absence of a published risk assessment, I have illustrated the impact on four risks below but there are many more.

Risk – Cover during the night

Option 3 will make day cover worse and it will also make night cover worse. There is no mention of night cover in the consultation document, and this is a failure. Most fatal house fires take place at night. Closing fire stations will increase the risk of fatalities significantly.

Risk – Response times

Option 3 will make response times worse. We acknowledge that there are times when fire crews are unavailable during the week, but fire officers have confirmed that these correlate when people are at work. The population in rural areas is at its highest when cover is available (evening and weekends) and closing a station like Cerrigydrudion will make response times worse for the residents paying for the service. This fact cannot be disproved. The truth is that the expected response time from Corwen, Bala or Betws y Coed to the village of Cerrigydrudion would be around 30 mins, however, some outlying dwellings are as much as 15 mins from Cerrigydrudion therefore even if one of these crews could find the dwelling straight away, the earliest it could arrive is in 45 mins. A fire rated door is expected to last 30 mins but with this response time the occupants would not survive. Response times matter.

Risk – Geographical spread of stations is too large / Geography of areas impacts response.

The geographical spread of fire stations is important. Local fire fighters can respond quicker to the incident not only because they are nearer but because they know where they are going. There is a danger that crews responding to calls in the future will be unable to attend in time as they will not have adequate knowledge of the area. A fire appliance is a large vehicle, and some roads simply cannot accommodate it. Knowledge of this is important and Option 3 will increase the risk of fire appliances getting stuck on rural roads.

Risk – Ability of the service to respond to major incidents.

The ability of the service to respond to major incidents would be severely impacted by the loss of 78 fire fighters. The importance of having multiple shifts of fire fighters at major incidents is invaluable as exhausted fire fighters cannot do their jobs. Losing fire fighters would increase the risk to all.

Impact of the consultation

The overall effect of the consultation has had a detrimental effect on my mental health and caused unnecessary worry. I cannot comprehend that the future of the fire service provision is reliant on such an inadequate document. I expected that the consultation would cover at least the following:

- Risk during the day.
- Risk during the evening.
- Ability of the service to respond to major incidents.
- Ability of stations to cover each other.
- Geography of each area.
- Areas of High risks inc. infrastructure, roads, mountains, forests.

- Impact of the loss of local knowledge.
- Number of current firefighters
- Retention and recruitment rates in each station

There are gaps in the information published and no adequate assessment of the impact of these changes on the above factors. In addition, there hasn't been an adequate assessment of the impact of option 3 will have on residents' health and wellbeing. The equality impact assessment published only addresses part of the requirements that the Future Generation Act places on public bodies. This is a dereliction of duty by the fire authority.

Following the consultation event in Cerrigydrudion concerns have been raised to me that fire officers have selected data to evidence a narrative to engineer closure of some stations. I cannot disprove this accusation as very little data has been published. In addition, there are concerns that some stations not considered for closure are ineffective as they have severe retention and recruitment issues and unable to respond to incidents. This requires nearby stations to provide cover. The willingness of the authority to place the future of 5 stations at risk will do nothing to address retention or recruitment in North Wales. Why would you want to join if there is a chance that the station will close in the near future?

Overall, I'm frightened by the fact that there hasn't been any hesitation by the fire authority to propose an option which will make safety worse, the fire service weakened and less able to respond to incidents and also expect me and everyone else to pay more for it. £8.14 a year is the difference between option 1 and 3. It is clear that some fire authority members believe that the lives of people in Cerrigydrudion and the surrounding area is not worth £8.14.

The closure of fire stations and reduction in the overall number of firefighters should never be on the table and it is unforgivable that Cllrs sitting on the fire authority have included this option.

It is therefore important that a recorded vote takes place when the fire authority decide to vote on this critically important matter. Every single member of the fire authority is responsible for the safety of all residents in North Wales and they need to be held accountable for the decisions they take.

Ymateb i'r ymgynghoriad

Yn ystod y digwyddiad ymgynghori yng Ngherrigydrudion codais ar fy nhraed i egluro'r pryderon sydd gennyf ynghylch yr ymgynghoriad a gynhelir ar hyn o bryd gan Awdurdod Tân ac Achub Gogledd Cymru.

Ar ôl cwblhau'r holiadur ar-lein roeddwn yn anfodlon na allwn fynegi fy marn yn llawn. Nid oedd y terfyn cymeriad a gynhwyswyd yn yr holiadur ar-lein yn caniatáu unrhyw ymateb manwl. Felly amgaeaf fy ymateb llawn.

Ers i'r ymgynghoriad hwn gael ei lansio mae wedi bod ar flaen fy meddwl. Mae'n anodd deall parodrwydd yr awdurdod tân i gynnig opsiwn a fydd yn fy ngwneud i, fy nheulu a'm cymuned yn llai diogel.

Nid yw'r tri opsiwn a gyflwynir yn cyd-fynd â'i gilydd ac nid yw'n glir pam y dewiswyd y tri opsiwn hyn. Ai'r bwriad yw ymgynghori ar opsiynau i wella gwasanaeth ymateb brys yn ystod y dydd neu a ydych yn ymgynghori ar opsiynau i gyfyngu ar y cynnydd mewn costau i aelwydydd? Mae diffyg cyfeiriad strategol yn cael ei arddangos.

Rydw i'n crynhoi'r opsiynau fel a ganlyn:

- Bydd Opsiwn 1 yn darparu gwasanaeth yn ystod y dydd gwell, yn cynnal nifer y diffoddwyr tân ond yn costio y swm uchaf.
- Bydd Opsiwn 2 yn sicrhau llai o welliannau i wasanaeth yn ystod y dydd, yn lleihau nifer y diffoddwyr tân ac yn costio ychydig yn llai nag opsiwn 1.
- Bydd Opsiwn 3 yn gwneud y gwasanaeth yn yn waeth, yn lleihau nifer y diffoddwyr tân i ymateb i ddigwyddiadau mawr ac yn dal i gynyddu costau i bob aelwyd.

Nid yw cynnwys Opsiwn 3 yn cydfynd a opsiwn 1 a 2 gan nad oes gwelliant o gwbl. Nid yw opsiwn 2 na 3 yn dderbyniol gan fod y ddau yn lleihau nifer y diffoddwyr tân.

Y flaenoriaeth ar gyfer pob aelod o'r awdurdod tân ddylai fod gwasanaeth cyfartal i bob preswlydd yng Ngogledd Cymru. Bydd Opsiwn 3 yn lleihau'r gwasanaeth hwn. Mae opsiwn 3 yn methu â chyflawni amcanion yr adolygiad i wella'r gwasanaeth yn ystod y dydd a hefyd yn methu â dileu cynnydd mewn costau gan y bydd yr opsiwn hwn hefyd yn cynyddu'r gost i bob cartref. Mae cynnwys yr opsiwn hwn yn profi bod yna aelodau o'r awdurdod sy'n fodlon cynyddu'r risg i aelwydydd bregus ac yn adlewyrchu nad ydynt yn ddigon cyfrifol.

Nid oes asesiad risg wedi'i gyhoeddi yn yr ymgynghoriad hwn. Gan gymryd bod un yn sicr yn bodoli mae canlyniad gweithredu opsiwn 3 yn debygol o fod yn niweidiol mewn ardaloedd a gwmpesir gan orsafoedd tân dan fygythiad. Rhaid derbyn felly ei fod wedi ei hepgor am y rheswm hwn. Yn absenoldeb asesiad risg cyhoeddedig, rwyf wedi dangos yr effaith ar bedair risg isod ond mae llawer mwy.

Risg – Gwasanaeth ymateb yn ystod y nos

Bydd Opsiwn 3 yn gwneud ymateb dydd yn waeth a bydd hefyd yn gwneud ymateb yn ystod y nos yn waeth. Nid oes sôn am ddarparu gwasanaeth yn ystod y nos yn y ddogfen ymgynghori ac mae hyn yn fethiant. Mae'r rhan fwyaf o danau angheuol mewn tai yn digwydd yn ystod y nos. Bydd cau gorsafoedd tân yn cynyddu'r risg o farwolaethau yn sylweddol.

Risg – Amseroedd ymateb

Bydd Opsiwn 3 yn gwaethgu amseroedd ymateb. Rydym yn cydnabod bod adegau pan na fydd criwiau tân ar gael yn ystod yr wythnos ond mae swyddogion tân wedi cadarnhau bod y rhain yn cyfateb pan fydd pobl yn y gwaith. Mae'r boblogaeth mewn ardaloedd gwledig ar ei huchaf pan fo diffoddwyr tan ar gael (gyda'r nos ac ar benwythnosau) a bydd cau gorsaf fel Cerrigydrudion yn gwneud amseroedd ymateb yn waeth i'r trigolion sy'n talu am y gwasanaeth. Ni ellir gwrthbrofi'r ffaith hon. Y gwir yw y byddai'r amser ymateb disgwylidig o

Gorwen, Bala neu Betws y Coed i bentref Cerrigydrudion tua 30 munud, fodd bynnag, mae rhai o'r tai anghysbell cymaint â 15 munud o Gerrigydrudion felly hyd yn oed pe bai un o'r criwiau hyn yn gallu dod o hyd i'r annedd yn syth, y cynharaf y gallai gyrraedd yw ymhen 45 munud. Disgwylir i ddrws gyda sgôr tân bara 30 munud ond gyda'r amser ymateb hwn ni fyddai'r preswylwyr yn goroesi. Mae amseroedd ymateb yn bwysig.

Risg – Mae gwasgariad daeryddol gorsafoedd yn rhy fawr / Mae daeryddiaeth ardaloedd yn effeithio ar yr ymateb.

Mae lledaeniad daeryddol gorsafoedd tân yn bwysig. Gall diffoddwyr tân lleol ymateb yn gyflymach i'r digwyddiad nid yn unig oherwydd eu bod yn agosach ond oherwydd eu bod yn gwybod i ble maent yn mynd. Mae peryg na fydd criwiau fydd yn ymateb i alwadau yn y dyfodol yn gallu bod yn bresennol mewn pryd gan na fydd ganddyn nhw wybodaeth ddigonol o'r ardal. Mae peiriant tân yn gerbyd mawr ac nid yw'n addas i rhai ffyrdd. Mae gwybodaeth am hyn yn bwysig a bydd Opsiwn 3 yn cynyddu'r risg y bydd peiriannau tân yn mynd yn sownd ar ffyrdd gwledig.

Risg – Gallu'r gwasanaeth i ymateb i ddigwyddiadau mawr

Byddai gallu'r gwasanaeth i ymateb i ddigwyddiadau mawr yn cael ei effeithio'n ddifrifol gan golli 78 o ddiffoddwyr tân. Mae pwysigrwydd cael digon o ddiffoddwyr tân mewn digwyddiadau mawr yn amhrisiadwy gan na all ddiffoddwyr tân sydd wedi blino wneud eu gwaith. Byddai colli ddiffoddwyr tân yn cynyddu'r risg i bawb.

Effaith yr ymgynghoriad

Mae effaith gyffredinol yr ymgynghoriad wedi cael effaith andwyol ar fy iechyd meddwl ac wedi achosi pryder diangen. Ni allaf ymgyffred bod dyfodol darpariaeth y gwasanaeth tân yn dibynnu ar ddogfen mor annigonol. Roeddwn yn disgwyl y byddai'r ymgynghoriad yn cwmpasu'r canlynol o leiaf:

- Risg yn ystod y dydd.
- Risg gyda'r nos.
- Gallu'r gwasanaeth i ymateb i ddigwyddiadau mawr.
- Gallu gorsafoedd gefnogi ei gilydd.
- Daeryddiaeth pob ardal.
- Meysydd o Risg Uchel gan gynnwys isadeiledd, ffyrdd, mynyddoedd, coedwigaeth
- Effaith colli gwybodaeth leol.
- Nifer y ddiffoddwyr tân presennol
- Cyfraddau cadw a recriwtio ym mhob gorsaf

Mae bylchau yn y wybodaeth a gyhoeddwyd ac nid oes asesiad digonol o effaith y newidiadau hyn ar y ffactorau uchod. Yn ogystal, ni fu asesiad digonol o'r effaith y bydd opsiwn 3 yn ei chael ar iechyd a lles preswylwyr. Nid yw'r asesiad o'r effaith ar gydraddoldeb a gyhoeddwyd ond yn mynd i'r afael â rhan o'r gofynion y mae Deddf Cenedlaethau'r Dyfodol yn eu gosod ar gyrff cyhoeddus. Mae hyn yn ddiffyg dyletswydd gan yr awdurdod tân.

Yn dilyn y digwyddiad ymgynghori yng Ngherrigydrudion mynegwyd pryderon wrthyf fod swyddogion tân wedi dewis data i ddangos naratif i gefnogi cau rhai gorsafoedd. Ni allaf wrthbrofi'r sylwadau hyn gan mai ychydig iawn o ddata sydd wedi'i gyhoeddi. Yn ogystal, mae

pryderon bod rhai gorsafoedd nad ystyrir eu cau yn aneffeithiol gan fod ganddynt broblemau cadw a recriwtio difrifol ac na allant ymateb i ddiwyddiadau. Mae hyn yn ei gwneud yn ofynnol i orsafoedd cyfagos ddarparu gwasanaeth cyflenwi. Ni fydd parodrwydd yr awdurdod i roi dyfodol 5 gorsaf mewn perygl yn gwneud dim i fynd i'r afael â chadw neu recriwtio yng Ngogledd Cymru. Pam fyddech chi eisiau ymuno os oes siawns y bydd yr orsaf yn cau yn y dyfodol agos?

Ar y cyfan, mae'r ffaith nad yw'r awdurdod tân wedi petruso o gwbl i gynnig opsiwn a fydd yn gwaethygu diogelwch, yn gwanhau y gwasanaeth tân ai wneud yn llai abl i ymateb i ddiwyddiadau a hefyd yn disgwyl i mi a phawb arall dalu mwy amdani wedi fy nychryn. £8.14 y flwyddyn yw'r gwahaniaeth rhwng opsiwn 1 a 3. Mae'n amlwg bod rhai o aelodau'r awdurdod tân yn credu nad yw bywydau pobl Cerrigydrudion a'r cyffiniau yn werth £8.14.

Ni ddylai cau gorsafoedd tân a gostwng yn nifer cyffredinol y diffoddwyr tân fyth fod ar y bwrdd ac mae'n anfaddeuol bod y Cynghorwyr sy'n eistedd ar yr awdurdod tân wedi cynnwys yr opsiwn hwn.

Mae'n bwysig felly bod pleidlais wedi'i chofnodi yn digwydd pan fydd yr awdurdod tân yn penderfynu pleidleisio ar y mater hollbwysig hwn. Mae pob aelod unigol o'r awdurdod tân yn gyfrifol am ddiogelwch holl drigolion Gogledd Cymru ac mae angen iddynt fod yn atebol am y penderfyniadau a gymerant.

4.9.6 Ymateb gan Ddiffoddwr Tân 1

Re: Comments direct (unable to navigate through process document in PFF).

My previous experience informs the following comments... 1. The NWFRS has seen growth of non frontline roles yet the first option of cost cutting (this is the thrust of the consultation) is to remove further operational posts. Some of these green book roles are vital (obviously Corporate Comms team do a necessary and vital role as do fleet, payroll and some elements within HR) yet others speak to me of senior leadership failing to grasp the reality of the role of the FRS in a cost constrained funding situation. A detailed trawl of all green book support roles should be undertaken in a job evaluation process prior to any operational jobs being lost or re designated.

2. The fundamental reasoning of the proposals to change WDS duty systems is to support the RDS, and this was not well explained in the consultation presentation.

The reasons for lack of availability are complicated and predicated in a changing working environment. However, it is my view that NWFRS has not undertaken comprehensive analysis of why availability has changed since 2000 nor of the reasons RDS retention is so appalling.

I would offer a suggestion that this is because the Service has never had the capacity to recover from the recruitment freeze of 2008-12 and fundamentally failed to consider the needs of the RDS particularly the crew and watch managers. Support is not forthcoming to those in role and there is no thinking outside the box to increase interest in recruitment. I wrote a masters paper of recruiting women returners to the workplace with particular reference to rural areas and it fell on deaf ears. Just one example of where and how our PM's have dropped the ball over the last two decades.

3. The availability and hence the response issues are long term in the making and will require some long standing plans to improve... it will not happen overnight. The FBU options for growth offer some capacity to see improvements in the RDS availability and I would strongly support consideration of both of those proposals.

4. It goes without saying that the options put forward by Principle Managers are backward, regressive and ill thought out and I am informed produced at considerable cost from an outside company. Surely if the Service was in charge of its affairs it could at least conduct its own research.

Thanks for hearing me out. Good luck to all those serving staff either responding to incidents, preventing incidents or fulfilling vital support roles to enable this to happen.

4.9.7 Ymateb gan Ddiffoddwr Tân 2

Purpose

As a totally committed loyal & proud RDS firefighter (& longstanding community member), providing over 127 hours a week (including full day time cover) to the Fire Service over the last 7+ years (having no other external employment commitments), in conjunction with the points raised at internal (20 July) & external (30 Aug 2023) meetings at Dolgellau (Station of the Year 2022), I should be extremely grateful if you would kindly consider the following ahead of making any firm decisions potentially impacting current RDS role/my contract with the Fire Service.

Observations (to help Maximise Efficiency of Existing Resources) include:

Material Change: Not sure why RDS crew members (including those currently providing daytime cover) at Dolgellau Fire Station were not consulted (pre-review) by Senior Management or by the External Consultants conducting the review. Aspects within the review/explanations provided are a potential material change to contract/income (governed by legislation), with local RDS job positions/income (at risk) being given to others (from outside the locality) in a potentially unfair manner - potential redundancy/financial impact under certain circumstances.

How many potentially being deployed to Gwynedd speak native tongue Welsh & know the area as well?

Effective use of Existing Resources not maximised (ahead of any Potential Changes) - for example:

□ Long-term Sickness/Authorised Absence: In terms of accountability to the Public/Council Tax payer, historic practices at certain Stations (potentially spanning over 7yrs) should be reviewed by an independent Senior Official, as such aspects have had a negative impact upon provision of daytime cover (& cost/finances) & this is now potentially affecting others unfairly. Such issues should be potentially reviewed & addressed ahead of any Emergency Cover Review implementation.

□ Availability Statistics, Potential Misinformation/Assumptions v Facts: Potential inaccurate assumptions made by review board, including eg. potential hypothesis that crews/appliance were/are not available to respond during the day ('off the run'), when, in fact, crews are available & have positively responded & turned out to passive alerts on majority of occasions called out. (availability of crews being a key factor in the review).

ie. some Stations potentially appear to be regularly 'off the run' on Gartan, but (somehow) tend to always be available when beepers are sounded - evidence supporting such fact (over the last few years) includes Dolgellau crew (whilst actually being on call) being stood down by Control immediately post Barmouth crew being deployed via passive alerting (despite them being officially not actually on call). Members of Dolgellau crew have lost considerable income as a direct result (not good for morale), where Senior Officers have since advised that Dolgellau crew are to be allowed to proceed to such incidents & be paid exactly the same amount of time at incident as those alerted passively whilst not on call, yet Dolgellau crew income continues to be curtailed as a result.

Number of call outs stated at public meeting also potentially inaccurate in the absence of clarification/qualification/definition. Dolgellau also borders & covers Mid Wales area.

□ Skills on Gartan/Training: Absence of strategic focused training support (eg. driver/pump & IC) by Management/Support & Training Managers has also contributed to/caused the recent potential shortfall in daytime cover. Execution of such tailored training will help resolve skills availability in the short term. Training should be strategically targeted, tailored & focused, rather than a potential 'scatter-gun' approach on occasions. eg. over the last few years, some RDS crew members have been trained to drive (ERDT) when, in fact, they are not actually available to provide cover during the day due to eg. main employment restrictions (thus, arguably not a cost effective approach). Examples of other crew members with more years of service/experience providing significant daytime cover (for several years) wanting & willing to be trained but not chosen to undertake driver/IC training, despite previous email requests

several years ago & subsequent promises made by Management, potentially raising nepotism/favouritism questions.

Potential failure of Managers to identify & organise appropriate training & potential succession plans has led to a recent shortfall of drivers & IC's during the day, & resulted in increased costs in providing relief cover & travelling expenses, etc, & more recently led to the Emergency Cover Review. There are currently four members of RDS crew available during the daytime to respond (potentially supplemented by one extra/rural crew member). This would be far more cost effective.

Potential Resolutions/Mitigation (to help increase Efficiency & Availability, especially during the day)

Focused Availability/Skills Training

RDS crew members available during the day to undertake driver/pump operator & IC training. Retention (of existing RDS) is far cheaper/easier than recruitment & training.

Potential Refinement to Option(s) presented (eg. option 1)

It has been confirmed at the Community meeting that it is within the power of the Deputy Chief to alert RDS crew members simultaneously when day crew members are alerted on Station under potential new option. Whilst fully appreciating the existing position & importance of RDS members attending Station promptly within a maximum timeframe (as per existing individual availability grid eg. within 1-2mins), under potential new option it may be deemed appropriate to allow existing RDS members who currently provide cover/availability during the daytime (7 days a week at a far cheaper cost option) to join the day crew staff on the main appliance (in the event of a call out) as the eg. 4th/5th/6th rider to avoid loss of RDS goodwill/local jobs & avoid potential financial redress costs. With day crews of 7, 2 potentially on leave at any given time, plus allowing for other potential absences/sickness, a shortfall exists &, in the event of a key incident, local knowledge & long standing experience of Welsh speaking RDS members could also be crucial & help significantly. If local RDS members are not allowed to continue to undertake their existing duties in line with contract & respond/ride on the main appliance, then RDS contract is deemed to be materially altered & could lead to potential redundancy/financial recompense.

Such potential refinement/suggestion is no different to historic practices & currently at times when RDS are asked to cover day crewing Stations such as Caernarfon, etc (riding alongside day crewing/whole time staff).

Please kindly confirm Senior Management agreement to continue to alert RDS members on all emergency calls at exactly the same time as alerting day crewing staff on Station, & allow RDS members to ride alongside day crew on main appliance. Existing availability grid forms (with route, distance & time checked/endorsed by Line Manager/Locality Manager) confirm those able to respond & attend Station within say 1-2 mins of call alert.

Such refinement also helps to mitigate potential availability issues in the event of a potential future change to day crewing staff, or system not working as well as originally planned upon future review, or costing too much to the local tax payer.

Summary

- Focused/tailored training & pro-active collective management (with independent absence review) will help reduce overall costs & increase efficiency & availability.
- Welcome a discussion with Senior Officer/Head of HR to further clarify.

Dadansoddiad o'r Effaith ar Gydraddoldeb

ar Adolygiad o'r Ddarpariaeth Frys (ECR)
yr Awdurdod Tân ac Achub Gogledd Cymru



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Cyflwyniad

Mae'r adroddiad hwn wedi'i gomisiynu gan Awdurdod Tân ac Achub Gogledd Cymru (ATAGC) ac mae'n nodi'r Dadansoddiad o'r Effaith ar Gydraddoldeb (EIA) ar yr Adolygiad o'r Ddarpariaeth Frys (ECR).

Mae'r ECR yn ymwneud â'r ffordd y mae adnoddau'n cael eu rheoli i gadw pobl yn ddiogel ac fel rhan o'r adolygiad hwn mae Gwasanaeth Tân ac Achub Gogledd Cymru (GTAGC) wedi bod yn gweithio gyda staff a chyrrff cynrychioliadol, aelodau'r cyhoedd, cynrychiolwyr cynghorau, grwpiau bregus lleol ac Aelodau ATAGC i ddeall beth sydd wir yn bwysig i bawb.

Ffocws yr adroddiad hwn yw ystyried yr effaith ar yr opsiynau a gyflwynwyd yn ystod ymgynghoriad cyhoeddus yr ECR i gefnogi Aelodau ATAGC wrth iddynt wneud penderfyniadau ynghylch pa opsiwn i ofyn i'r Gwasanaeth ei weithredu.

Nod cyffredinol yr EIA yw sefydlu a fydd unrhyw grwpiau neu gymunedau penodol yng Ngogledd Cymru dan anfantais mewn unrhyw ffordd mewn perthynas â'r opsiynau yr ymgynghorwyd arnynt fel rhan o'r ECR.

Fel y'i diffinnir gan Reoliadau Deddf Cydraddoldeb 2010 (Dyletswyddau Statudol) (Cymru) 2011 (mae rhagor o wybodaeth am hyn yn adran nesaf yr adroddiad), bydd yr EIA hwn yn canolbwyntio ar y nodweddion gwarchoddedig sy'n dod o fewn Dyletswydd Cydraddoldeb y Sector Cyhoeddus (PSED) ac o fewn y Ddyletswydd Economaidd-Gymdeithasol yng Nghymru, yn ogystal ag ystyried unrhyw oblygiadau posibl ar y Gymraeg, yn unol â gofynion Safonau'r Gymraeg.

Yn ychwanegol i'r Dadansoddiad o'r Effaith ar Gydraddoldeb yma mae dau Aseiad Effaith ar Gydraddoldeb yn Atodiadau 2 a 3.

Cefndir a Chyd-destun Adolygiad ac Ymgynghoriad y Ddarpariaeth Frys

Prif amcan yr ECR oedd ystyried y trefniadau ymateb brys presennol ac argymell opsiynau i ddarparu ymateb brys teg, cynaliadwy a chyfiawn ledled Gogledd Cymru gyfan, gan gydbwyso'r galw a risgiau cymunedol presennol a rhai a ragwelir yn y dyfodol.

Mae'r prif resymau dros gynnal adolygiad i'r ddarpariaeth frys yn cynnwys:

- Mae'r ffaith nad yw diffoddwyr tân ar alwad, sy'n gweithredu'r system dyletswydd rhan amser (RDS), mor hygyrch ag y buont yn draddodiadol, ac mae eu recriwtio hefyd yn profi'n heriol;

- Mae'r risgiau sy'n wynebu cymunedau Gogledd Cymru yn newid gyda newid hinsawdd a thechnoleg newydd; ac
- Mae'r heriau ariannol sy'n cael eu hwynebu nawr yn fwy nag erioed.

Ar hyn o bryd mae gan y Gwasanaeth gyflenwad brys gwarantedig mewn wyth gorsaf dân, sydd wedi'u lleoli'n bennaf ar hyd coridor ffordd ddeuol yr A55 yng Ngogledd Cymru.

Mewn mannau eraill yn y rhanbarth, mae diffoddwyr tân ar alwad yn darparu ymateb gweithredol - ac mae eu hargaeledd yn ystod y dydd yn heriol.

Mae Gwasanaeth Tân ac Achub Gogledd Cymru yn gweithio'n galed i recriwtio a chadw'r diffoddwyr tân hyn ond mae angen i ni sicrhau y gallwn ddarparu criw ymateb o fewn yr amser ymateb gorau posib ym mhob rhan o Gogledd Cymru.

Mae'r Gwasanaeth felly wedi bod yn archwilio senarios ar gyfer darparu darpariaeth frys yn y dyfodol – gyda'r bwriad o wella'r ddarpariaeth bresennol tra hefyd yn cydnabod yr heriau ariannol presennol. Gan weithio gydag arbenigwyr annibynnol, mae wedi bod yn modelu'n union sut i wneud y gorau o adnoddau ac ymateb yn y ffordd fwyaf effeithiol ac effeithlon.

Mae nifer y digwyddiadau a fynychwyd yn cynyddu trwy gydol y dydd, gan gyrraedd uchafbwynt yn gynnar yn y nos ac yna'n gostwng yn ystod y nos. Edrychodd y Gwasanaeth ar gyfateb y galw hwn trwy newid y ffordd y mae rhai o'i griwiau'n gweithio mewn rhai ardaloedd.

Nod yr ECR oedd galluogi'r Gwasanaeth i ymateb yn fwy effeithiol i'r holl argyfyngau, gan gynnwys gwrthdrawiadau ar y ffordd a digwyddiadau o ganlyniad i dywydd eithafol, yn fwy effeithiol ac yn bwysicaf oll, ar yr amser iawn.

Mae'r ECR wedi cael ei oruchwylio gan Weithgor Adolygiad o'r Ddarpariaeth Frys dan arweiniad aelodau. Mae'r aelodaeth yn cynnwys chwe aelod ATAGC, un o bob awdurdod lleol cyfansoddol.

Comisiynwyd cwmni annibynnol ORH i weithio gyda'r fim ECR. Mae ORH yn arbenigwyr yn y diwydiant ac maen nhw'n dadansoddi data amrywiaeth o sefydliadau sy'n gweithio yn y sector brys. Maen nhw wedi darparu cymorth technegol mewn perthynas â dadansoddi data a modelu i werthuso'r trefniadau darpariaeth frys gyfredol ac i nodi'r lleoliadau gorau bosibl ar gyfer unrhyw orsafoedd staff dydd ychwanegol.

Drwy drafod, mae'r Aelodau wedi diystyru dau opsiwn:

- Parhau â'r trefniadau presennol o ran darpariaeth frys, derbyn y risg sydd ar gael yn ystod y dydd ac i beidio ag adleoli diffoddwyr tân yn ddyddiol mwyach i liniaru'r risgiau hynny.
- Parhau â'r trefniadau presennol o ran darpariaeth frys ac agor tair gorsaf staff dydd ychwanegol am gost ychwanegol o £2.25 miliwn

I grynhoi, gwrthodwyd y sefyllfa bresennol oherwydd anghydraddoldeb y gwasanaeth ymateb ledled Gogledd Cymru, y risgiau sy'n gysylltiedig â diffoddwyr tân a'r cyhoedd, a'r costau cysylltiedig.

Nododd yr Aelodau eu bod yn dymuno ymgynghori ar yr opsiynau hynny sy'n ceisio bodloni nodau'r ECR trwy ailddyrranu diffoddwyr tân presennol i orsafoedd newydd staff dydd. Cyflwynwyd yr opsiynau fel a ganlyn:

Opsiwn 1: Byddai hyn yn golygu y byddai'r 12 swydd diffoddwr tân gwledig a'r 28 swydd diffoddwr tân amser cyflawn yn cael eu hailddyrranu o orsaf Y Rhyl a Glannau Dyfrdwy i'r tair gorsaf newydd â staff dydd. Byddai'r ddarpariaeth ar gyfer y Rhyl a Glannau Dyfrdwy yn newid i fodel criw dydd, yn debyg i'r model sydd ar waith ar hyn o bryd ym Mae Colwyn, Llandudno, Bangor, Caernarfon a Chaerdybi. Bydd hyn yn parhau i fod yn ychwanegol at ddiffoddwyr tân presennol y System Dyletswydd Rhan Amser sy'n criwio'r ail injan dân ym mhob un o'r gorsafoedd hyn.

Opsiwn 2: Model amgen sy'n darparu gwell gwasanaeth argyfwng drwy gyflwyno tair gorsaf newydd â staff dydd newydd, ond sydd hefyd yn gwireddu arbedion o £1.1 miliwn tuag at y cynnydd yng nghyllideb 2024/25, sydd tua £6 miliwn ar hyn o bryd gan gyfyngu felly ar y cynnydd o flwyddyn i flwyddyn i £4.9 miliwn. Mae'r opsiwn hwn yn newid y model criwio yn y Rhyl a Glannau Dyfrdwy i fodel staff dydd, sy'n golygu mai diffoddwyr tân y System Dyletswydd Rhan Amser yn unig sy'n rhoi'r ddarpariaeth gyda'r nos ac mae'n golygu bod y trydydd peiriant yn cael ei dynnu o Wrecsam. Mae hyn i gyd yn golygu gostyngiad o 22 swydd diffoddwyr tân amser cyflawn.

Opsiwn 3: Mae'r newidiadau'r un fath ag Opsiwn 2, ond, dim ond dwy orsaf staff dydd sy'n cael eu cyflwyno ac mae cau pump gorsaf dân RDS yn rhan o'r newidiadau hynny hefyd. Mae hyn yn ostyngiad o 36 o swyddi diffoddwyr tân amser cyflawn a 38 o swyddi diffoddwyr tân y System Dyletswydd Rhan Amser, sy'n golygu arbedion o £2.4m gan gyfyngu ar y cynnydd mewn costau o flwyddyn i flwyddyn i £3.6m. Nodwyd nad oes gan Opsiwn 3 gefnogaeth broffesiynol gan y Prif Swyddog Tân. Y rheswm am hyn yw nad yw'n gwella'r ddarpariaeth frys, gan leihau nifer yr aelwydydd yng Ngogledd Cymru sy'n gallu derbyn ymateb o fewn 20 munud o 2,087.

Nodwyd nad oes gan Opsiwn 3 gefnogaeth broffesiynol gan y Prif Swyddog Tân. Y rheswm am hyn yw nad yw'n gwella'r ddarpariaeth frys, gan leihau nifer yr aelwydydd yng Ngogledd Cymru sy'n gallu derbyn ymateb o fewn 20 munud o 2,087.

Mae Opsiwn 3 hefyd yn dileu 74 o swyddi diffoddwyr tân a fyddai'n lleihau capasiti'r Gwasanaeth i ddelio ag amodau llifeiriant a gyda digwyddiadau mawr. Hefyd, dim ond pan fydd y tair gorsaf staff dydd ychwanegol yn eu lle ac yn darparu sicrwydd o ran gwasanaeth argyfwng yn ystod y dydd y gellir ystyried uno gorsafoedd tân y System Dyletswydd Rhan Amser.

Mae'n ofynnol i'r Awdurdod ymgynghori â'r cyhoedd wrth ystyried newid mawr mewn gwasanaethau o dan amrywiaeth o rwymedigaethau cyfreithiol, gan gynnwys Deddf Cydraddoldeb 2010, Rheoliadau Deddf Cydraddoldeb 2010 (Dyletswyddau Statudol) (Cymru) 2011, Deddf Llesiant Cenedlaethau'r Dyfodol 2015, Mesur y Gymraeg (Cymru) 2011 a chyfraith gyffredin.

Ym mis Ebrill 2023, ymgysylltodd y Gwasanaeth â'r Sefydliad Ymgynghori (tCI), sef sefydliad dielw sydd wedi hen ennill ei blwyf, sy'n hybu arferion gorau er mwyn cynnal ymgynghoriad o ansawdd uchel gyda'r cyhoedd a rhanddeiliaid yn y sectorau cyhoeddus, preifat a gwirfoddol. Maen nhw yn y gorffennol wedi gweithio ar draws y sector gan gynnwys Awdurdod Tân ac Achub Canolbarth a Gorllewin Cymru.

Darparodd y Sefydliad, Tystysgrif o Barodrwydd sy'n cadarnhau bod yr Awdurdod wedi paratoi yn gywir ar gyfer ymgynghoriad cyhoeddus yn unol â gofynion siartr cyfansoddiad y sefydliad ymgynghori (tCI). Yn dilyn hyn, comisiynodd y Gwasanaeth y sefydliad (tCI) i ddarparu sicrwydd ansawdd er mwyn sicrhau bod yr ymgynghoriad cyhoeddus wedi cwrdd â'r safonau.

Yn dilyn cymeradwyaeth yr Aelodau, dechreuodd ymgynghoriad cyhoeddus ar 21 Gorffennaf gan barhau tan 30 Medi 2023. Yna cyflwynwyd canlyniadau'r ymgynghoriad yng nghyfarfod ATAGC ar 16 Hydref 2023.

Dadansoddiad o'r Effaith ar Gydraddoldeb: Y Cydestun Cyfreithiol

Mae Dyletswydd Cydraddoldeb y Sector Cyhoeddus (PSED) yn rhan o Reoliadau Deddf Cydraddoldeb 2010 (Dyletswyddau Statudol) (Cymru) 2011 a daeth i rym ym mis Ebrill 2011. Mae adran 149 o'r Ddeddf Cydraddoldeb yn nodi'r brif ddyletswydd ac yn datgan bod yn rhaid i awdurdodau "wrth arfer eu swyddogaethau, "roi sylw dyledus i'r angen i" ddileu unrhyw ymddygiad a waherddir gan y Ddeddf. Mae hyn yn cynnwys gwahaniaethu, aflonyddu ac erledigaeth sy'n gysylltiedig â'r 'Nodweddion Gwarchodedig';

- Oed
- Anabledd
- Ailbennu rhywedd
- Beichiogrwydd a mamolaeth
- Hil
- Crefydd neu gred
- Rhyw
- Cyfeiriadedd rhywiol

Er bod 'priodas a phartneriaeth sifil' hefyd yn nodwedd warchoddedig, o dan Ddeddf Cydraddoldeb 2010, nid yw'n cael ei chynnwys gan y PSED yn yr un modd â'r nodweddion gwarchoddedig eraill, a restrir uchod ac at ddibenion y ddyletswydd i ddileu gwahaniaethu. Mae'n bwysig nodi bod Adran 1 y Ddeddf Cydraddoldeb 'Dyletswydd economaidd-gymdeithasol' wedi dod i rym yng Nghymru ar 31 Mawrth 2021, ac mae hyn yn gofyn am yr un ystyriaeth briodol â'r naw nodwedd warchoddedig a restrir uchod.

Mae Mesur y Gymraeg (Cymru) 2011 hefyd yn ystyriaeth gyfreithiol arall sydd wedi'i chynnwys yn yr EIA. Yn unol â'r safonau llunio polisi o fewn hysbysiad cydymffurfio Safonau'r Gymraeg, mae'n nodi y dylid ystyried unrhyw effeithiau, boed yn gadarnhaol neu'n niweidiol i'r Gymraeg. Rhaid i'r EIA gynnwys unrhyw effeithiau y gellir eu hadnabod ar y cyfleoedd i bobl ddefnyddio'r Gymraeg a pheidio â thrin y Gymraeg yn llai ffafriol na'r Saesneg.

Mae gan y PSED dair prif agwedd, a dyma nhw:

1. Dileu gwahaniaethu, aflonyddu, dioddefiaeth ac unrhyw ymddygiad arall a waherddir gan neu o dan y Ddeddf hon.
2. Hyrwyddo cyfle cyfartal rhwng personau sy'n rhannu nodwedd warchoddedig berthnasol a phersonau nad ydynt yn ei rhannu.
3. Meithrin perthynas dda rhwng personau sy'n rhannu nodwedd warchoddedig berthnasol a phersonau nad ydynt yn ei rhannu.

Rhoi sylw dyledus i'r angen i 'hyrwyddo cyfle cyfartal' rhwng y rhai sy'n rhannu nodwedd warchoddedig a'r rhai nad ydynt gan gynnwys rhoi sylw dyledus i'r angen i ddileu neu leihau anfanteision a ddioddefir ganddynt. Mae rhoi sylw dyledus hefyd yn golygu bod sefydliadau cyhoeddus, fel GTAGC, yn cymryd mesurau i ddiwallu anghenion personau o'r fath lle mae'r anghenion hynny'n wahanol i bobl nad oes ganddynt y nodwedd honno, ac annog y rhai sydd â nodwedd warchoddedig i gymryd rhan mewn bywyd cyhoeddus.

Fel rhan hanfodol o gwrdd â'u PSED, mae awdurdodau cyhoeddus yn cynnal Dadansoddiad Effaith ar Gydraddoldeb. Bydd hyn yn cael ei gofnodi drwy gwblhau Asesiad o'r Effaith ar Gydraddoldeb (EqIA). Asesiad o bolisi sefydliadol arfaethedig yw Dadansoddiad Cydraddoldeb, neu newid i un sy'n bodoli eisoes fel y gellir penderfynu a yw'r polisi yn cael effaith wahanol

ar bersonau o'r nodweddion gwarchoddedig. Er nad oes ffordd ragnodol o wneud hyn bellach, mae cyfraith achos wedi darparu canllawiau ar sut i gynnal dadansoddiad o'r effaith ar gydraddoldeb, sef:

- Sicrhau bod cofnod ysgrifenedig o'r ystyriaethau cydraddoldeb sy'n cael eu hystyried;
- Sicrhau bod unrhyw benderfyniadau'n cynnwys ystyried y camau a fyddai'n helpu i osgoi neu liniaru unrhyw effeithiau negyddol ar grwpiau cydraddoldeb penodol;
- Sicrhau bod y penderfyniadau a wneir yn cael eu gwneud ar sail tystiolaeth; a
- Sicrhau bod y broses o wneud penderfyniadau yn dryloyw.

Methodoleg

Yn seiliedig ar dair prif agwedd y PSED (nodwyd ynghynt), mae'r EIA yn nodi gwybodaeth i gefnogi Aelodau ATAGC wrth iddynt wneud penderfyniadau ar yr opsiwn ECR i'w weithredu.

Mae'r adroddiad hwn a'r EqlAs cysylltiedig (Atodiad 2 a 3) yn canolbwyntio ar ganfyddiadau cydraddoldeb y cyn-ymgyngori a'r ymgynghoriad cyhoeddus llawn a gynhaliwyd gan ATAGC rhwng 21 Gorffennaf a 30 Medi 2023.

Mae'r EIA hwn yn dwyn ynghyd y manylion ynghylch ymgysylltu a gweithgarwch ymgynghori; demograffeg ardal ATAGC, gan gyfeirio'n benodol at nodweddion gwarchoddedig; yr effaith wahaniaethol a ragwelir wrth edrych ar y tri opsiwn posibl, yn benodol o ran cydraddoldeb; unrhyw ffactorau lliniaru a fydd yn helpu i reoli unrhyw risgiau sy'n gysylltiedig â'r effaith. Er bod yr adroddiad hwn yn gorffen gydag argymhellion, rhaid nodi y bydd proses asesu effaith ar gydraddoldeb yn parhau drwy weithredu.

Bu ATAGC yn casglu data sylfaenol drwy gydol yr ymgynghoriad sydd wedi bwydo'n uniongyrchol i'r EIA hwn. Nodir hyn yn adran yr adroddiad hwn ar ymgysylltu ac ymgynghori.

Roedd yr adolygiad o ddata yn rhan o'r fethodoleg fel a ganlyn:

Swyddogaeth o fewn methodoleg	Gwybodaeth neu ddata a adolygyd, neu ddull
Dealltwriaeth o sut mae anghydraddoldebau'n amlwg ym mywydau pobl sydd â nodweddion gwarchoddedig (fel sy'n berthnasol i'r opsiynau arfaethedig).	Yn seiliedig ar brofiad cyfunol o dros 16 mlynedd ym maes cydraddoldeb. Adolygiad o adroddiad dwyflynyddol y Comisiwn

	Cydraddoldeb a Hawliau Dynol, sy'n amlygu anghydraddoldebau ar gyfer nodweddion gwarchoddedig.
Dealltwriaeth o ddisbarthiad nodweddion gwarchoddedig ar draws Gogledd Cymru, er mwyn llywio'r asesiad o effaith Opsiynau'r ECR.	Cwestiynu data Instant Atlas ar gyfer ardal Awdurdod Tân ac Achub Gogledd Cymru. Ymchwil pen desg i ffynonellau cyhoeddadedig presennol.
Cwestiynu adborth a fynegwyd gan randdeiliaid mewnol ac allanol am yr opsiynau sydd wedi'u cynnwys yn yr opsiynau ar gyfer ymgynghoriad ECR i bennu unrhyw amrywiadau yn ôl nodweddion gwarchoddedig.	Asesiad llawn o'r Effaith ar Gydraddoldeb wedi'i gwblhau gan y Swyddog Cydraddoldeb ac Amrywiaeth a Chynhwysiant. Asesodd y broses hon yr effaith bosibl ar randdeiliaid mewnol ac allanol ar wahân.
Adolygu cyfraith achosion i nodi gwersi a ddysgwyd i lywio'r fethodoleg hon, i ddysgu o brofiadau sefydliadau tebyg sy'n cynnal adolygiadau o ddarpariaethau gwasanaeth.	Achosion a nodwyd drwy'r Sefydliad Ymgynghori.
Defnyddio trywyddau ymholi allweddol gyda holiadur yr ymgynghoriad i benderfynu a fyddai'r opsiynau a gyflwynwyd yn cael effaith andwyol ar un neu fwy o nodweddion gwarchoddedig.	<ul style="list-style-type: none"> • Oes unrhyw risgiau eraill y dylem fod yn eu hystyried neu'n cynllunio ar eu cyfer yn eich barn chi? Cwestiwn testun am ddim a fyddai'n caniatáu codi pryderon cydraddoldeb. • Oes unrhyw feini prawf eraill y dylid eu cynnwys yn eich barn chi? Yn dilyn y meini prawf gwerthuso, cwestiwn testun am ddim a fyddai'n caniatáu codi unrhyw feini prawf pellach ynghylch cydraddoldeb. • Rydyn ni wedi cynnal asesiad o'r effaith ar gydraddoldeb i sicrhau bod ein proses gwneud penderfyniadau'n deg ac nad yw'n cyflwyno rhwystrau i gymryd rhan nac yn rhoi unrhyw un dan anfantais, yn

	<p>enwedig grwpiau gwarchoddedig.</p> <ul style="list-style-type: none"> • Oes unrhyw faterion cydraddoldeb eraill y dylen ni fod yn meddwl amdanyn nhw? Cwestiwn penodol i dynnu sylw at faterion cydraddoldeb. • Oes meysydd eraill yn ymwneud â darpariaeth frys yr hoffech i ni eu hystyried? Cwestiwn testun am ddim a fyddai'n caniatáu codi pryderon cydraddoldeb.
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Tabl 1: Methodoleg a ffynonellau data a gwybodaeth

Cyfraith achos

Hyd yma mae tri achos cyfreithiol sydd wedi llywio'r ffordd y mae angen cynnal EIA. Y cyntaf yw'r achos R (Brown) v Ysgrifennydd Gwladol dros Gwaith a Phensiynau [2008] yr ail; achos Branwood v Cyngor Bwrdeistref Metropolaid Rochdale [2013] a'r trydydd; Achos R (Bracking ac eraill) v Ysgrifennydd Gwladol Gwaith a Phensiynau [2013]

Mae achos Brown yn achos adnabyddus, a oedd yn bwysig oherwydd ei ddyfarniad ar Asesiadau Effaith a Lledaenu'r chwe 'egwyddor gyffredinol'. Sef:

- **Gwybodaeth** - Rhaid i'r rhai yn yr awdurdod cyhoeddus sy'n gorfod gwneud penderfyniadau fod yn ymwybodol o'u dyletswydd i roi sylw dyledus i'r angen i ddileu gwahaniaethu anghyfreithlon, hyrwyddo cydraddoldeb a meithrin perthnasoedd da ar draws yr holl nodweddion gwarchoddedig.
- **Cymesuredd** - Rhaid arfer lefel uwch neu is o "sylw dyledus", yn dibynnu ar gyfaint a difrifoldeb.
- **Ymgynghoriad** - Rhaid i hyn fod yn amserol, yn seiliedig ar roi gwybodaeth glir a gofyn y cwestiynau cywir.
- **Amseroldeb** - Rhaid rhoi "sylw dyledus" cyn ac ar yr adeg y mae'r polisi'n cael ei ystyried.
- **Digon o wybodaeth** - Rhaid ystyried yr holl ffactorau perthnasol, felly mewn geiriau eraill rhaid i'r penderfyniad gael ei arfer yn ei sylwedd, gyda thrylwyredd a meddwl agored.
- **Ystyriaeth wirioneddol** – Ystyried y ddyletswydd o ran sylwedd, gyda thrylwyredd a meddwl agored; nid yw'n gwestiwn o 'dicio blychau'.

- **Dim dirprwyaeth** - Bydd y ddyletswydd bob amser yn parhau i fod yn gyfrifoldeb y corff cyhoeddus sy'n destun y ddyletswydd.

Ceisiodd y barnwr yn achos Branwood ategu a diweddarau 'Egwyddorion Brown' ac yn achos Bracking, cyhoeddodd y barnwr set arall o Egwyddorion, cadarnhaodd rhai o'r rhain yr "Egwyddorion Brown". Fel y clywyd achos Brown yn yr Uchel Lys a Bracking yn y Goruchaf Lys, mae gan Bracking uchafiaeth ac felly yr Egwyddorion Bracking yw'r profion cyfreithiol a ddefnyddir mewn adolygiad barnwrol.

Demograffeg Ardal a Gwasanaeth Awdurdod Tân ac Achub Gogledd Cymru

Mae gan ogledd Cymru boblogaeth o tua 687,000 o bobl wedi'u gwasgaru dros ardal ddaearyddol o 2383 milltir sgwâr (neu 6,172 cilomedr sgwâr). Mae'r rhanbarth yn cynnwys chwe sir sy'n cynnwys Conwy, Sir Ddinbych, Sir y Fflint, Gwynedd, Ynys Môn, a Wrecsam. Mae'n cwmpasu tirwedd amrywiol, gan gynnwys Parc Cenedlaethol Eryri, ardaloedd arfordirol, a chymunedau gwledig. Mae'r rhanbarth wedi'i gysylltu'n dda, gyda phriffyrdd mawr, rheilffyrdd a phorthladdoedd yn darparu mynediad i weddill y DU ac Ewrop.

Y ddinas fwyaf yng Ngogledd Cymru yw Wrecsam, sy'n gweithredu fel canolbwynt ar gyfer masnach a diwydiant, tra bod cytrefi mawr eraill yn cynnwys Bangor, Caernarfon, Bae Colwyn, Glannau Dyfrdwy, Llandudno a'r Rhyl.

Mae'r rhanbarth hefyd yn gartref i sawl prifysgol a choleg, gan ddarparu cronfa dalent gref ar gyfer busnesau lleol a rhyngwladol sydd wedi'u lleoli yma. Yn ogystal, mae'r rhanbarth yn gyrchfan boblogaidd i dwristiaid, gan ddenu ymwelwyr o bob cwr o'r byd gyda'i arfordir trawiadol, ei hanes cyfoethog, a'i diwylliant unigryw.

Mae'r Gymraeg, fel iaith byw, yn parhau i fod wrth wraidd yr hunaniaeth Gymreig fodern. Mae mwynhau bywyd teuluol, addysg, gwaith a hamdden drwy gyfrwng y Gymraeg yn dystiolaeth o bwysigrwydd yr iaith i bobl Cymru.

O ran y 687,000 o bobl sy'n byw yng Ngogledd Cymru, mae data Cyfrifiad 2021¹ yn nodi fod 22.3% o'r boblogaeth yn 65 oed a hŷn. O'r holl awdurdodau

¹ Office of National Statistics (2021) Population and household estimates, Wales: Census 2021, l'w weld yn: www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/bulletins/populationandhouseholdestimateswales/census2021#local-authority-populations-in-wales

lleol ledled Cymru, Conwy (27.4%) ac Ynys Môn (26.4%) sydd â'r canrannau uchaf o bobl 65 oed a hŷn. Conwy (1.5%) sydd â'r ganran uchaf o bobl 90 oed yng Nghymru.

Gyda chroestoriadedd mewn golwg, mae'n ddefnyddiol edrych ar anabledd ac oedran oherwydd y gwahaniaeth nodedig yn y data rhwng 2011 a 2021, yn enwedig yn y grwpiau oedran iau a hŷn². Ar gyfer merched rhwng 15 a 19 oed, roedd canran yr anabledd yn 13.3% yn 2021, sy'n 8.1 pwynt canrannol yn uwch nag yn 2011 a 7.9 pwynt canrannol yn uwch nag yn 2001. Parhaodd y duedd hon i'r grŵp oedran 20 i 24 oed, lle cynyddodd nifer yr achosion o anabledd yn sylweddol, o 6.2% yn 2011 i 17.9% yn 2021. Ar gyfer dynion, roedd yr achosion cynyddol o anabledd yn 2021 yn dechrau mewn oedrannau cynharach; roedd 8.6% o fechgyn 5 i 9 oed yn anabl yn 2021, o'i gymharu â 5.6% yn 2011 a 6.5% yn 2001³.

Mae poblogaeth Gogledd Cymru yn llawer llai amrywiol o ran ethnigrwydd nag ar draws Cymru a Lloegr yn gyffredinol a nododd 96.8% o'r boblogaeth eu bod yn "Gwyn" yng Nghyfrifiad 2021. Yng Ngogledd Cymru, roedd y cyfrannau uchaf o bobl o "Unrhyw gefndir Gwyn arall" yn 2021 yn Wrecsam (4.8%) a Sir y Fflint (3.9%) a'r isaf yn Ynys Môn (1.9%)⁴.

Oed

Gall oedran unigolyn, ynghyd â ffactorau ychwanegol megis 'nodweddion gwarchoddedig' eraill effeithio ar eu mynediad at wasanaethau cyhoeddus. Gall unigolion hefyd ddioddef gwahaniaethu ac anghydraddoldebau oherwydd eu hoedran.

Canfu Arolwg Cymdeithasol Ewrop 2012 mai gwahaniaethu ar sail oedran oedd y math mwyaf cyffredin o ragfarn a brofwyd yn y DU, gyda 28% o'r ymatebwyr yn dweud eu bod wedi profi rhagfarn ar sail oedran. Yn yr adran

² Llywodraeth Cymru (2022) Ethnic group, national identity, language and religion in Wales - Census 2021, I'w weld yn: <https://www.gov.wales/ethnic-group-national-identity-language-and-religion-wales-census-2021-html#:~:text=90.6%25%20of%20the%20population%20identified,to%202.3%25%20in%202011>)

³ Office for National Statistics (2023b) Disability by Age, sex and deprivation, England and Wales: Cyfrifiad 2021. I'w weld yn: www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/articles/disabilitybyagesexanddeprivationenglandandwales/census2021#:~:text=Source%3A%20Office%20for%20National%20Statistics%20-%20Census%202021,-Embed%20code&text=In%20Wales%2C%2022.3%25%20of%20females,10.4%25%20and%209.5%25%20respectively

⁴ Llywodraeth Cymru (2022) Ethnic group, national identity, language and religion in Wales - Census 2021, I'w weld yn: <https://www.gov.wales/ethnic-group-national-identity-language-and-religion-wales-census-2021-html#:~:text=90.6%25%20of%20the%20population%20identified,to%202.3%25%20in%202011>)

hon y categori oedran y rhoddir y sylw mwyaf iddo yw 65+, gan mai dyma'r band oedran sy'n wynebu'r gwahaniaethu mwyaf ar sail oedran.

Mae dadansoddiad o ddata Cyfrifiad 2021 yn dangos bod trigolion Gogledd Cymru 65 oed neu'n hŷn yn fwy tebygol na'r rhai o dan 65 oed i:

- fod â salwch cyfyngol hirdymor;
- Bod mewn iechyd gwael;
- Bod yn byw ar eu pennau eu hunain;
- Bod heb fynediad i'r car;
- Bod yn darparu gofal di-dâl o 50 awr neu fwy yr wythnos;
- Byw mewn cartref heb wres canolog.

Roedd pobl dros 50 oed yn fwy tebygol na'r rhai o dan 50 oed i:

- Fod yn byw ar eu pennau eu hunain;
- Bod yn ynysig ac wedi'u heithrio;
- Bod yn darparu gofal di-dâl; a
- Bod heb unrhyw gymwysterau.

Bydd goblygiadau ariannol ac adnoddau i'r boblogaeth sy'n heneiddio, oherwydd mae'n debygol mai dyma'r oedran y bydd anghenion iechyd a gofal cymdeithasol unigolion yn cynyddu.

Anabledd

O dan Ddeddf Cydraddoldeb 2010, mae gan berson anabledd os oes ganddo nam corfforol neu feddyliol sy'n cael effaith andwyol sylweddol a hirdymor ar allu'r person hwnnw i gyflawni gweithgareddau arferol o ddydd i ddydd. Mae hyn yn gyson â diffiniad y Cyfrifiad o broblem iechyd gyfyngol hirdymor.

Yn ôl data Cyfrifiad 2021, mae gan Ogledd Cymru 20.7% o gyfanswm y boblogaeth yn adrodd am anabledd a/neu gyflwr iechyd hirdymor. Y cyfartaledd cenedlaethol yng Nghymru yw 21.1% ac at ddibenion cymharu 17.7% yn Lloegr ⁵.

Mae cysylltiad agos rhwng anabledd ac oedran, gyda phobl hŷn yn fwy tebygol o fod yn anabl. Yng Ngogledd Cymru, mae data Cyfrifiad 2021 yn dangos mai'r grŵp oedran sydd â'r gyfran uchaf o bobl ag iechyd is na'r cyfartaledd yw'r rhai 65 oed a hŷn (12.5%), gyda'r gyfran isaf ymhlith y rhai 15

⁵ Office for National Statistics (2023c) Disability, England and Wales: Cyfrifiad 2021. I'w weld yn:

[www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/bulletins/disabilityenglandandwales/census2021#:~:text=In%20Wales%2C%20in%202021%2C%20a,\(23.4%25%2C%20696%2C000\)](http://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/healthandwellbeing/bulletins/disabilityenglandandwales/census2021#:~:text=In%20Wales%2C%20in%202021%2C%20a,(23.4%25%2C%20696%2C000))

oed ac iau (0.5%). Gwelwyd hyn ym mhob awdurdod lleol gyda rhywfaint o fân amrywiad yn y canrannau.

Yng Ngogledd Cymru, roedd y ganran uchaf o fewn y boblogaeth 17 oed neu iau ag iechyd is na'r cyfartaledd rhwng 16 ac 17 oed (1.2% o'r boblogaeth hon), ac roedd y ganran isaf yng Ngogledd Cymru ymhlith y rhai 2 oed ac iau (0.3 % o'r boblogaeth hon). Roedd rhywfaint o amrywiad yn yr awdurdodau lleol er bod y ganran uchaf ymhlith y rhai 16 i 17 oed ym mhob awdurdod lleol ac eithrio Sir Ddinbych lle'r oedd y ganran uchaf ymhlith y rhai 15 oed (1.7% o'r boblogaeth hon). Nid yw'n bosibl cymharu'r data hwn â'r data a gynhwyswyd yn yr adroddiad blaenorol gan y defnyddiwyd ffynhonnell ddata amgen.

Rhywedd

Yn ôl data Cyfrifiad 2021, poblogaeth Gogledd Cymru yn ôl rhywedd yw benywaidd 51% a gwrywaidd 49%. O'i gyfuno â ffactorau ychwanegol fel byw ar eich pen eich hun, statws cyflogaeth, incwm ariannol, anghenion iechyd a gofal cymdeithasol, mae ymchwil yn awgrymu y gall rhywedd person gael canlyniadau anghymesur.

Mae pobl yn cael eu heffeithio'n anghymesur gan eu rhywedd pan fydd gwahanol gysyniadau'n cael eu harchwilio sy'n cynnwys troseddau casineb a cham-drin domestig⁶, bwloch cyflog rhwng y rhyweddau ac incwm ariannol⁷, cael mynediad at ofal iechyd⁸, iechyd meddwl⁹, cam-drin domestig¹⁰ a gall unigolion hefyd brofi gwahaniaethu ac anghydraddoldebau oherwydd eu rhywedd¹¹.

⁶ Stop Hate (2023) Gender Based Hate Crime, I'w weld yn www.stophateuk.org/about-hate-crime/gender-based-hate-crime/

⁷ ONS (2022) Gender Pay Gap 2022, I'w weld yn www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2022

⁸ WHO (2023) Gender and Health, I'w weld yn www.who.int/news-room/questions-and-answers/item/gender-and-health

⁹ Mental Health Foundation (2023) Men and Mental Health, I'w weld yn www.mentalhealth.org.uk/explore-mental-health/a-z-topics/men-and-mental-health

¹⁰ ONS (2021) Domestic Abuse Victims, I'w weld yn www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabusevictimcharacteristicsenglandandwales/yearendingmarch2022

¹¹ CIPD (2023) Gender Equality Work, I'w weld yn www.cipd.org/uk/views-and-insights/cipd-viewpoint/gender-equality-work/

Cyfeiriadedd Rhywiol

Mae cyfeiriadedd rhywiol yn derm cyffredinol sy'n cwmpasu hunaniaeth rywiol, atyniad ac ymddygiad. Yn ôl Stonewall¹² mae tua 7% o bobl yn nodi bod ganddynt gyfeiriadedd rhywiol sy'n golygu cael eu denu at bobl o fwy nag un rhywedd.

Yn ôl Cyfrifiad 2021¹³, mae 89.4% o boblogaeth Cymru yn nodi eu bod yn heterorywiol neu'n syth, 7.6% o'r boblogaeth 'heb ateb', gyda 3% o'r boblogaeth yn nodi eu bod yn Hoyw, Lesbiaidd, Deurywiol neu 'arall'.

Mae ymchwil sy'n ymchwilio i brofiad pobl o gael mynediad at wasanaethau cyhoeddus wedi canfod bod pobl sy'n ystyried eu hunain yn Hoyw, Lesbiaidd, Deurywiol neu gyfeiriadedd heblaw heterorywiol, yn aml yn ymwneud ag anghydraddoldeb a mynediad cyfyngedig. Er mai prin iawn yw'r ymchwil ar wasanaethau tân ac achub, mae mynediad cyfyngedig wedi'i amlygu mewn gwasanaethau cyhoeddus amrywiol gan gynnwys gofal iechyd¹⁴ ac awdurdodau'r Heddlu ac Awdurdodau Lleol.¹⁵

Ailbennu Rhywedd

Diffinnir ailbennu rhywedd gan Ddeddf Cydraddoldeb 2010 fel person sy'n bwriadu mynd trwy, sy'n mynd trwy neu sydd wedi mynd trwy broses (neu ran o broses) at ddiben ailbennu eu rhyw trwy newid nodweddion ffisiolegol neu briodolddau rhyw eraill. Mae hyn yn golygu nad oes angen i unigolyn fod wedi cael unrhyw driniaeth neu lawdriniaeth i gael ei ddiogelu gan y gyfraith.

Mae tystiolaeth yn dangos, pan fydd pobl drawsryweddol (41%) a/neu anneuaidd (31%) yn datgelu eu hamrywiad rhywedd, eu bod yn agored i risg o wahaniaethu, bwlio a throseddau casineb¹⁶.

Roedd 67% o bobl drawsryweddol a 70% o bobl anneuaidd wedi profi iselder yn ystod y flwyddyn ddiwethaf¹⁷. Roedd bron i hanner y bobl a nododd eu

¹² Stonewall (2022) Rainbow Britain Report, I'w weld yn:

www.stonewall.org.uk/system/files/rainbow_britain_report.pdf

¹³ ONS (2021) Sexual Orientation, Age and Sex in England and Wales, I'w weld yn:

www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/articles/sexualorientationageandsexenglandandwales/census2021

¹⁴ Stonewall (2018) LGBT+ in Britain Report 2018, I'w weld yn:

www.stonewall.org.uk/system/files/lgbt_in_britain_health.pdf

¹⁵ Stonewall (2017) LGBT+ in Britain: Hate Crime, I'w weld yn:

www.stonewall.org.uk/system/files/lgbt_in_britain_hate_crime.pdf

¹⁶ Stonewall (2018) LGBT+ in Britain: Trans Report, I'w weld yn:

www.stonewall.org.uk/system/files/lgbt_in_britain_-_trans_report_final.pdf

¹⁷ Manchester University (2018) I'w weld yn:

<https://sites.manchester.ac.uk/carms/2020/06/17/gender-identity-why-are-transgender-and-non-binary-people-more-at-risk-of-suicide/>

bod yn drawsryweddol (46%) yn meddwl am gymryd eu bywyd eu hunain yn ystod y flwyddyn ddiwethaf; roedd 60% yn meddwl nad oedd eu bywyd yn werth ei fyw; ac roedd 12% wedi ceisio lladd eu hunain.

Mewn cymhariaeth, amcangyfrifir bod tua 20% o'r boblogaeth gyffredinol yn profi teimladau hunanladdol yn ystod eu hoes¹⁸ a thua 13% yn hunan-niweidio¹⁹. Felly, mae pobl drawsryweddol ac anneuaidd mewn mwy o berygl o lawer o amrywiaeth o brofiadau hunanladdol, gan eu bod yn wynebu problemau iechyd meddwl a phrofiadau hunanladdol ar gyfraddau sylweddol uwch na'r boblogaeth gyffredinol, yn enwedig ymhlith pobl iau.^{20,21}.

Mae ymchwil hefyd wedi canfod bod pobl traws a/neu anneuaidd yn wynebu anawsterau sylweddol wrth gael mynediad at a defnyddio gwasanaethau iechyd a gofal cymdeithasol oherwydd diffyg gwybodaeth a dealltwriaeth staff ac weithiau rhagfarn²².

Canfu ymchwil a gynhaliwyd gan Stonewall²³ nad oedd chwarter y staff iechyd a gofal cymdeithasol yn hyderus yn eu gallu i ymateb i anghenion gofal penodol cleifion a defnyddwyr gwasanaethau pobl traws a/neu anneuaidd.

Mae nifer cynyddol o bobl traws yn cael mynediad i Glinigau Hunaniaeth Rhywedd; nid yw'n glir a yw hyn yn cynrychioli cynnydd yn y boblogaeth draws neu gyfran gynyddol o'r boblogaeth draws sy'n defnyddio Gwasanaethau Hunaniaeth Rhywedd²⁴.

Er nad oes unrhyw amcangyfrifon swyddogol o ailbennu rhywedd ar lefel genedlaethol na rhanbarthol, mae Stonewall²⁵ yn amcangyfrif bod tua 1% o'r

¹⁸ Time To Change (2020). Suicidal feelings, I'w weld yn: <https://www.time-to-change.org.uk/about-mental-health/types-problems/suicidal-feelings#toc-2>

¹⁹ Time To Change (2020). Suicidal feelings, I'w weld yn: <https://www.time-to-change.org.uk/about-mental-health/types-problems/suicidal-feelings#toc-2>

²⁰ Stonewall (2017) School Report, I'w weld yn: www.stonewall.org.uk/resources/school-report-2017

²¹ Transgender Trend (2016) The Suicide Myth, I'w weld yn: www.transgendertrend.com/the-suicide-myth/

²² Royal College of Nursing (2020) Fair Care for Trans and Non-Binary, I'w weld yn: www.rcn.org.uk/Professional-Development/publications/rcn-fair-care-trans-non-binary-uk-pub-009430

²³ Time To Change (2020). Suicidal feelings, I'w weld yn: <https://www.time-to-change.org.uk/about-mental-health/types-problems/suicidal-feelings#toc-2>

²⁴ LGBT Foundation (2017) Transforming Outcomes A review of the needs and assets of the trans community, I'w weld yn: <https://dxfy8lrzbpwyr.cloudfront.net/Files/acd2bcc5-a2d4-4203-8e22-aed9f4843921/TransformingOutcomesLGBTFdn.pdf>

²⁵ LGBT Foundation (2017) Transforming Outcomes A review of the needs and assets of the trans community, I'w weld yn: <https://dxfy8lrzbpwyr.cloudfront.net/Files/acd2bcc5-a2d4-4203-8e22-aed9f4843921/TransformingOutcomesLGBTFdn.pdf>

boblogaeth yn nodi eu bod yn draws, gan gynnwys pobl sy'n nodi eu bod yn anneuaid. Felly, byddai amcangyfrif rhesymegol yn awgrymu bod rhwng 6,000 a 7,000 o bobl yng Ngogledd Cymru yn profi rhywfaint o amrywiad rhywedd.

Beichiogrwydd a Mamolaeth

Mae Deddf Cydraddoldeb 2010 yn diogelu pobl sy'n feichiog, wedi rhoi genedigaeth yn ystod y 26 wythnos diwethaf (cyd-destun nad ydynt yn gweithio) neu sydd ar absenoldeb mamolaeth (cyd-destun gweithio), yn erbyn gwahaniaethu mewn perthynas â'u beichiogrwydd.

Yn yr 20 mlynedd diwethaf, mae Gogledd Cymru yn amrywio rhwng 7,086 a 7,826 o enedigaethau byw bob blwyddyn. Dros y cyfnod hwn, roedd y cyfrannau mwyaf o'r genedigaethau hyn yn y grŵp oedran 25 i 29 oed. Roedd yr ail gyfran fwyaf o enedigaethau yn y grŵp 30 i 34 oed, a'r grŵp dros 40 oed oedd yr isaf. Dros y ddau ddegawd diwethaf, mae genedigaethau yn yr arddegau wedi cyfrif rhwng 4.7% a 9.6% o enedigaethau cyffredinol Gogledd Cymru bob blwyddyn. Ac eithrio ambell flwyddyn, mae genedigaethau yn yr arddegau wedi gostwng flwyddyn ar ôl blwyddyn ers 2003.

Hil

Mae Deddf Cydraddoldeb 2010 yn datgan bod hil yn cynnwys lliw, cenedligrwydd, tarddiad ethnig neu genedlaethol. Mae 96.8% o bobl Gogledd Cymru yn ystyried eu bod yn Wyn Cymreig/Prydeinig. Asiaidd neu Asiaidd Cymreig/Prydeinig oedd yr ail grŵp ethnig mwyaf (1.4%), ac yna grwpiau ethnig cymysg neu luosog (1.1%), grŵp ethnig arall (0.4%) a Du, Prydeinig Cymreig/Prydeinig, Caribiaidd neu Affricanaidd (0.3%)).

Mae poblogaeth Gogledd Cymru yn llawer llai amrywiol o ran ethnigrwydd nag ar draws Cymru a Lloegr yn gyffredinol a nododd 96.8% o'r boblogaeth eu bod yn "Gwyn" yng Nghyfrifiad 2021. Yng Ngogledd Cymru, roedd y cyfrannau uchaf o bobl o "Unrhyw gefndir Gwyn arall" yn 2021 yn Wrecsam (4.8%) a Sir y Fflint (3.9%) a'r isaf yn Ynys Môn (1.9%).

Cafodd pandemig COVID-19 effaith anghymesur ar bobl o gymunedau lleiafrifoedd ethnig ac yn ddiweddar amlygodd Llywodraeth Cymru²⁶ bod

²⁶ LGBT Foundation (2017) Transforming Outcomes A review of the needs and assets of the trans community, l'w weld yn: <https://dxfy8lrzbpwyr.cloudfront.net/Files/acd2bcc5-a2d4-4203-8e22-aed9f4843921/TransformingOutcomesLGBTFdn.pdf>

llawer o bobl, gan gynnwys y rhai a anwyd yng Nghymru, yn dal i brofi hiliaeth yn rheolaidd.

Amlygodd adroddiad y Comisiwn Cydraddoldeb a Hawliau Dynol²⁷ o 2016 faterion amrywiol sy'n dal yn berthnasol yn 2023 i bobl o grwpiau lleiafrifoedd ethnig sy'n parhau i brofi gwahaniaethu ac anghydraddoldeb mewn addysg, cyflogaeth, tai, cyflog a safonau byw, iechyd, a'r system cyfiawnder troseddol.

Ymhlith pobl 65 oed a hŷn, roedd pobl Asiaidd ac Asiaidd Prydeinig a phobl ddu Affricanaidd/Caribiaidd/Du Prydeinig yn fwy tebygol na phobl o gefndiroedd ethnig eraill o fod â salwch cyfyngol hirdymor ac o fod mewn iechyd gwael.

Roedd pobl o dras Sipsiwn neu Deithwyr Gwyddelig gryn dipyn yn fwy tebygol o fod mewn iechyd gwael o'i gymharu â phob grŵp ethnig arall (15.9% o Sipsiwn/Teithwyr Gwyddelig o'i gymharu â 4.6% o bobl Gwyn Prydain). Mae Sipsiwn a Theithwyr yn dal i gael eu hystyried fel y rhai sydd â'r iechyd gwaethaf a'r disgwyliad oes isaf yn y DU.

Roedd aelwydydd gyda phobl o gefndiroedd ethnig 'Gwyn arall', cymysg/lluosog, Asiaidd/Asiaidd Prydeinig, Du Affricanaidd/Caribiaidd/Du Prydeinig a chefndiroedd ethnig 'eraill' i gyd yn fwy tebygol nag aelwydydd â phobl o gefndiroedd Gwyn Prydeinig o fod â llai o ystafelloedd gwely nag oedd ei angen.

Roedd pobl o gefndiroedd cymysg/lluosog a Du Affricanaidd/Caribiaidd/Du Prydeinig yn fwy tebygol na grwpiau ethnig eraill o fyw mewn tai cymdeithasol.

Roedd pobl o gefndiroedd Gwyn Prydeinig a Gwyn Gwyddelig yn llai tebygol na grwpiau ethnig eraill o fod yn byw mewn tai rhent preifat.

Roedd pobl o bob grŵp nad oeddent yn Wyn Prydeinig yn fwy tebygol na phobl Gwyn Prydeinig o fod yn byw mewn cartref heb gar neu fan.

Ymhlith pobl 25-34 oed, roedd pobl o gefndiroedd Gwyn yn llai tebygol o fod yn ddi-waith na phobl o gefndiroedd Du a Lleiafrifoedd Ethnig.

Ymhlith pobl 25-34 oed, roedd pobl o gefndiroedd Gwyn Gwyddelig ac Asiaidd/Asiaidd Prydeinig yn fwy tebygol o feddu ar gymwysterau lefel 4 (gradd neu uwch) na phobl Gwyn Prydeinig, tra bod pobl o gefndir Du

Llywodraeth Cymru (2022) Cynllun Gweithredu Gwrth-Hiliaeth, Wedi'i ddarganfod yn: www.llyw.cymru/sites/default/files/publications/2022-06/an-introduction-to-an-anti-racist-wales.pdf

Affricanaidd/Caribiaidd/Du Prydeinig, 'arall'. Roedd cefndiroedd ethnig gwyn ac 'eraill' yn llai tebygol na phobl Gwyn Prydeinig o feddu ar y lefel hon o gymhwyster.

Ymhlith pobl 16-24 oed, roedd pobl o gefndiroedd ethnig lluosog cymysg, Gwyddelig Gwyn, Gwyn 'eraill' ac 'eraill' i gyd yn fwy tebygol na phobl o gefndiroedd Gwyn Prydeinig o fod heb unrhyw gymwysterau. Yn yr un grŵp oedran, roedd pobl o gefndiroedd Asiaidd/Asiaidd Prydeinig yn llai tebygol na phobl Gwyn Prydeinig o fod heb unrhyw gymwysterau. Roedd canran y bobl yn y grŵp oedran hwn heb unrhyw gymwysterau yn debyg ar gyfer pobl Ddu Affricanaidd/Caribiaidd/Du Prydeinig a Gwyn Prydeinig.

Ymhlith pobl 25-49 oed, roedd pobl o gefndiroedd Gwyn Gwyddelig, Gwyn Prydeinig a Gwyn 'eraill' yn llai tebygol o fod yn ddi-waith na phobl o gefndiroedd Du a Lleiafrifoedd Ethnig.

Ymhlith pobl 25-49 oed, roedd Gwyn Gwyddelig ac Asiaidd/Asiaidd Prydeinig yn fwy tebygol o fod mewn swyddi rheoli, gweinyddol a phroffesiynol uwch na phobl Gwyn Prydeinig, tra bod pobl Ddu Affricanaidd/Caribiaidd/Du Prydeinig, Gwyn 'eraill', cymysg/lluosog a chefnidiroedd ethnig 'eraill' yn llai tebygol na phobl Gwyn Prydeinig o fod mewn galwedigaethau o'r fath.

Crefydd a/neu Gred

Yn ôl Cyfrifiad 2021²⁸, Cristnogaeth yw'r crefydd fwyaf cyffredin o fewn pob oedran yng Ngogledd Cymru ac mae'n cynrychioli 49.8% o'r boblogaeth. Er bod y prif grŵp nesaf wedi nodi nad oedd ganddynt unrhyw grefydd ar 41.7%, mae ystadegau'n dangos bod 1.8% o'r boblogaeth yn cyfrif am bobl sy'n dilyn crefyddau Bwdhaidd, Hindŵaidd, Iddewig, Mwslimaidd a Sikhaid. Dewisodd 6.7% o bobl beidio â datgan eu crefydd neu gred.

I grynhoi, mae gan Ogledd Cymru gyfran uwch o bobl sy'n Gristnogion, heb unrhyw grefydd, neu heb ddatgan crefydd na'r ffigurau cenedlaethol. Mewn cyferbyniad, mae ganddi gyfran is o bobl sy'n dilyn crefydd heblaw Cristnogaeth, sy'n adlewyrchu cyfansoddiad ethnig y grefydd.

Priodas neu Bartneriaeth Sifil

Fel y soniwyd yn gynharach yn yr adroddiad, nid yw priodas a phartneriaeth sifil yn dod o dan y PSED yn yr un modd â'r nodweddion gwarchoddedig eraill, fodd bynnag mae Deddf Cydraddoldeb 2010 yn amddiffyn unigolion sydd

²⁸ Equality and Human Rights Commission (2016) Healing a divided Britain, l'w weld yn: www.equalityhumanrights.com/sites/default/files/2021/healing-a-divided-britain-august-2016.pdf

mewn partneriaeth sifil, neu briodas, rhag gwahaniaethu. Mae'r Gwasanaeth wedi ystyried y nodwedd warchoddedig hon yn yr un modd, yn bennaf oherwydd bod statws perthynas person yn un o'r ffactorau niferus a all eu rhoi mewn mwy o 'risg' o dân yn y cartref. Er enghraifft, os yw pobl yn byw ar eu pen eu hunain, maent mewn mwy o berygl o brofi tân yn y cartref. Mae pobl 65 oed a throsodd sy'n byw ar eu pen eu hunain mewn mwy fyth o berygl.

Mae tystiolaeth yn awgrymu bod bod yn briod yn gysylltiedig â gwell iechyd meddwl²⁹ ac iechyd corfforol³⁰. Mae llai o dystiolaeth ar fanteision bod mewn partneriaeth sifil, ond mae'n debygol y bydd y buddion hefyd yn cael eu profi gan bobl mewn perthynas ymroddedig debyg fel partneriaethau sifil. Lle mae cyplau heterorywiol yn wahanol i barau mewn perthnasoedd o'r un rhyw a phartneriaethau sifil, maent yn profi trosedd casineb, gwahaniaethu ac erledigaeth oherwydd eu cyfeiriadedd rhywiol³¹ ac mae hyn yn debygol o gael effaith negyddol ar eu lles meddyliol a'u hymdeimlad o ddiogelwch. Gall hyn hefyd ymwneud â diffyg cydnabyddiaeth gyhoeddus a fframwaith cymdeithasol cyson y gellir adeiladu perthynas o'r fath arno³².

Ar draws grwpiau oedran hŷn, roedd dynion a menywod yn byw fel cwpl yn fwy tebygol o fod mewn iechyd da neu iechyd da iawn o'i gymharu â'r rhai nad oeddent yn byw fel cwpl, waeth a oedd y rhai nad oeddent yn byw fel cwpl yn byw gyda phobl eraill ai peidio³³.

Fel y byddech yn ei ddisgwyl, pobl 16-24 oed sydd fwyaf tebygol o fod yn sengl, a'r rhai 65+ oed yw'r grŵp oedran mwyaf tebygol o fod yn weddw neu'n bartner sy'n goroesi partneriaeth sifil o'r un rhyw³⁴. [34] Mae partneriaethau sifil o'r un rhyw yn fwyaf cyffredin ymhlith pobl 35-49 oed, lle maent yn cyfrif am 0.2% o gyfanswm y grŵp oedran. Mae cyfran y bobl sy'n

²⁹ Office for National Statistics (2021) Religion, England and Wales: Census 2021 I'w weld yn: www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/religion/bulletins/religionenglandandwales/census2021

³⁰ Kiecolt-Glaser, J. K. & Newton, T. L. (2001) Marriage and health: his and hers. Psychological bulletin, Vol 127(4), 472.

³¹ King et al (2003) Mental health and quality of life of gay men and lesbians in England and Wales: controlled, cross-sectional study. The British Journal of Psychiatry, Vol 183(6), 552-558.

³² King, M. & Barlett, A. (2006) What same sex civil partnerships may mean for health I'w weld yn: www.ncbi.nlm.nih.gov/pmc/articles/PMC2465551/

³³ Office of National Statistics (2021) People Population and Community, I'w weld yn: www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/ageing/articles/profileoftheolderpopulationlivinginenglandandwalesin2021andchangessince2011/2023-04-03

³⁴ Office of National Statistics (2021) People Population and Community, I'w weld yn: www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/ageing/articles/profileoftheolderpopulationlivinginenglandandwalesin2021andchangessince2011/2023-04-03

briod, wedi gwahanu neu wedi ysgaru yn cynyddu gydag oedran, hyd at 65+ pan fydd yn dechrau gostwng, i ystyried y gyfran gynyddol o bobl sydd wedi colli partner.

Ystyriaethau'r Gymraeg

Yn ôl Cyfrifiad 2021³⁵, yn arwyddocaol, mae'r canrannau uchaf o siaradwyr Cymraeg yng Nghymru i'w gweld yn siroedd Gogledd Cymru Gwynedd (64.4%) ac Ynys Môn (55.8%). Mae Gogledd Cymru fel rhanbarth yn gartref i dros draean o boblogaeth Cymru sy'n siarad Cymraeg.

Mae'r Gwasanaeth wedi ymrwymo i hyrwyddo a hwyluso'r defnydd o'r Gymraeg fel iaith yn y gweithle a'r gymuned, ac mae'n adrodd ar hyn yn flynyddol fel sy'n ofynnol o dan Fesur y Gymraeg (Cymru) (2011). Ochr yn ochr â hyn, mae'r Gwasanaeth yn cefnogi strategaeth Gymraeg 'Cymraeg 2050' Llywodraeth Cymru gyda'r targed o filiwn o siaradwyr Cymraeg erbyn 2050 (Llywodraeth Cymru, 2017). Nod y strategaeth yw cynyddu nifer y siaradwyr Cymraeg a chreu amodau ffafriol i hyn ddigwydd, gan gynnwys cynyddu'r defnydd o'r Gymraeg yn y gweithle ar draws pob sector.

Cyhoeddir mwy o wybodaeth yn adroddiad monitro'r Comisiwn Cydraddoldeb a Hawliau Dynol [yma](#).

Ystyriaethau economaidd-gymdeithasol

Amlinellir demograffeg ardal y Gwasanaeth yn gynharach yn yr adroddiad hwn ar dudalen 10.

Yn ôl Cyfrifiad 2021, mae rhai o'r ardaloedd mwyaf difreintiedig yng Nghymru wedi'u crynhoi mewn trefi arfordirol a threfi'r gororau yng Ngogledd Cymru^{36,37}. Mae'r ardaloedd hyn yn cynnwys Y Rhyl a Bae Cinmel. Yn Ne-orllewin Y Rhyl, mae amddifadedd yn effeithio ar tua 70% o aelwydydd yn ôl y map. Mae gan ardaloedd eraill, fel Abergele, Gorllewin Dinbych a Gronant hefyd gyfraddau uchel o amddifadedd, sef tua 60%. Mae o leiaf un math o amddifadedd yn effeithio ar tua 50% o gartrefi yn Llanelwy, Dyserth a Mostyn.

³⁵ Llywodraeth Cymru (2022) Y Gymraeg yng Nghymru, I'w weld yn: www.llyw.cymru/y-gymraeg-yng-nghymru-cyfrifiad-2021-html

³⁶ Llywodraeth Cymru (2022) Analysis of population characteristics by area deprivation (Census 2021), I'w weld yn: www.gov.wales/analysis-population-characteristics-area-deprivation-census-2021-html

³⁷ Llywodraeth Cymru (2021) Pobl ifanc heb fod mewn addysg, cyflogaeth neu hyfforddiant (NEET): Ebrill 2020 i Fawrth 2021. I'w weld yn: www.llyw.cymru/sites/default/files/pdf-versions/2022/10/1/1666014008/pobl-ifanc-heb-fod-mewn-addysg-cyflogaeth-neu-hyfforddiant-neet-ebryll-2020-i-fawrth-2021.pdf

Mae Cymuned Parc Caia yn Wrecsam o fewn y 10 ardal fwyaf difreintiedig ar gyfer y parthau incwm, addysg a diogelwch cymunedol. Mae ardaloedd difreintiedig eraill yn cynnwys cymunedau arfordirol ar draws Sir y Fflint fel Glannau Dyfrdwy, Delyn ac Alyn. Cynhaliwyd ymgysylltiad cynhwysfawr yn yr ardaloedd difreintiedig hyn a darperir dadansoddiad llawn mewn adroddiad ymgynghori llawn.

Gogledd Cymru (14.4%) sydd â'r gyfran uchaf o bobl ifanc (16 i 24 oed) nad ydynt mewn Addysg, Cyflogaeth, na Hyfforddiant (NEET), o'i gymharu â 13.1% yn Ne Cymru sydd â'r isaf³⁸. Gyda chroestoriadedd mewn golwg, roedd 55.8% (26,600) o ddynion 16 i 24 oed yn NEET, o'i gymharu â 44.2% (21,100) o fenywod 16 i 24 oed. Mae pobl ifanc anabl yn fwy tebygol o fod yn NEET na phobl ifanc nad ydynt yn anabl ac mae cyfran y bobl anabl sy'n NEET yn codi o 18.1% yn 16 i 18 oed i 41.2% rhwng 19 a 24 oed³⁹.

Y gyfradd gyflogaeth ar gyfer pobl rhwng 16 a 64 oed yng Nghymru oedd 73.0% yn y flwyddyn a ddaeth i ben ym mis Mawrth 2023, i lawr 0.6 pwynt canran o'i gymharu â'r flwyddyn flaenorol⁴⁰.

Mae cyfraddau diweithdra yn wahanol ar draws Gogledd Cymru gyda Gwynedd (26.4%), Sir Ddinbych (26.1%), Conwy (24.2%), Ynys Môn (22.6%) (Wrecsam (22.1%) a Sir y Fflint (21.3%)⁴¹.

Nid yw cyflogaeth (neu weithio) yn atal profi tlodi ac amddifadedd. Gwaith cyflog isel yw'r cyfrannwr mwyaf at dlodi mewn gwaith gan ei fod yn ei gwneud hi'n anodd iawn dianc rhag tlodi, yn bennaf oherwydd nad yw rhai pobl yn cael digon o gyflog neu nad oes llawer o swyddi sy'n talu'n dda mewn ardal benodol⁴². Mae bylchau cyflog a thlodi mewn gwaith yn

• ³⁸ Llywodraeth Cymru (2023) [Cyfranogiad pobl ifanc mewn addysg ac yn y farchnad lafur: 2021 a 2022 \(dros dro\)](http://www.llyw.cymru/cyfranogiad-pobl-ifanc-mewn-addysg-ac-yn-y-farchnad-lafur-2021-a-2022-dros-dro). I'w weld yn: www.llyw.cymru/cyfranogiad-pobl-ifanc-mewn-addysg-ac-yn-y-farchnad-lafur-2021-2022-dros-dro-html

³⁹ Llywodraeth Cymru (2021) Pobl ifanc heb fod mewn addysg, cyflogaeth neu hyfforddiant (NEET): Ebrill 2020 i Fawrth 2021. I'w weld yn: www.llyw.cymru/sites/default/files/pdf-versions/2022/10/1/1666014008/pobl-ifanc-heb-fod-mewn-addysg-cyflogaeth-neu-hyfforddiant-neet-ebriill-2020-i-fawrth-2021.pdf

• ⁴⁰ Llywodraeth Cymru (2023) [Ystadegau'r farchnad lafur \(Arolwg Blynyddol o'r Boblogaeth\): Ebrill 2022 i Fawrth 2023](http://www.llyw.cymru/ystadegau-farchnad-lafur-arolwg-blynyddol-or-boblogaeth-ebriill-2022-i-fawrth-2023.html). I'w weld yn: www.llyw.cymru/ystadegau-farchnad-lafur-arolwg-blynyddol-or-boblogaeth-ebriill-2022-i-fawrth-2023.html

⁴¹ Llywodraeth Cymru (2023) [Ystadegau'r farchnad lafur \(Arolwg Blynyddol o'r Boblogaeth\): Ebrill 2022 i Fawrth 2023](http://www.llyw.cymru/ystadegau-farchnad-lafur-arolwg-blynyddol-or-boblogaeth-ebriill-2022-i-fawrth-2023.html). I'w weld yn: www.llyw.cymru/ystadegau-farchnad-lafur-arolwg-blynyddol-or-boblogaeth-ebriill-2022-i-fawrth-2023.html

⁴² Joseph Rowntree Foundation (2020) UK Poverty Report 2019/20. I'w weld yn: www.jrf.org.uk/report/uk-poverty-2019-20

effeithio llawer mwy ar grwpiau penodol nag eraill, ac mae'r risg o dlodi mewn gwaith yn fwy i weithwyr anabl a lleiafrifoedd ethnig⁴³.

O ran iechyd, mae aelwyd yn cael ei hystyried yn amddifad os oes gan unrhyw berson yn yr aelwyd iechyd cyffredinol sy'n wael neu'n wael iawn neu'n cael ei adnabod fel person anabl⁴⁴. Gellir dod o hyd i ddadansoddiad o anabledd yn yr adran berthnasol ar dudalen 12, mae'n werth nodi bod gan 21.1% o boblogaeth Gogledd Cymru anabledd a/neu gyflwr iechyd hirdymor⁴⁵. Er mai Gwynedd (18.1%) ydy un o'r awdurdodau lleol sydd â'r gyfran isaf o bobl anabl yng Nghymru, mae canran gyfartalog pobl anabl ar draws y rhanbarth yn uwch na rhannau eraill o'r DU. Gyda chroestoriadedd mewn golwg, roedd 22.3% o ferched a 19.8% o ddynion yn anabl. Roedd canran y rhai sydd wedi'u cyfyngu ychydig yn 11.9% ar gyfer merched a 10.3% ar gyfer dynion. Nododd cyfran uwch o ferched na dynion eu bod wedi'u cyfyngu'n fawr; 10.4% a 9.5% yn y drefn honno⁴⁶.

Gyda chroestoriadedd mewn golwg, mae cysylltiad uniongyrchol rhwng yr argyfwng costau byw ac iechyd gyda 60% o bobl yng Nghymru yn dweud bod eu hiechyd wedi gwaethygu oherwydd costau cynyddol⁴⁷.

Mae disgwyliad oes yn ystyriaeth bwysig wrth archwilio safonau byw ac iechyd. Yng Nghymru, disgwyliad oes adeg genedigaeth oedd 82 mlynedd i fenywod a 78 mlynedd i ddynion ar gyfer 2018-20⁴⁸. Roedd hyn yn ostyngiad bach i ddynion a menywod, yn dilyn cyfraddau marwolaeth uwch yn 2020 yn ystod pandemig COVID-19. Roedd disgwyliad oes iach yn 62 mlynedd i fenywod a 61 mlynedd i ddynion yn 2018 i 2020.

⁴³ Llywodraeth Cymru (2019) Mae'r rhan fwyaf o blant sydd mewn tlodi yn byw ar aelwydydd sy'n gweithio – adroddiad newydd. I'w weld yn: www.llyw.cymru/maer-rhan-fwyaf-o-blant-sydd-mewn-tlodi-yn-byw-ar-aelwydydd-syn-gweithio-adroddiad-newydd

⁴⁴ Office of National Statistics (2021) Household deprivation variable: Census 2021, I'w weld yn: www.ons.gov.uk/census/census2021dictionary/variablesbytopic/demographyvariables/census2021/householddeprivation#:~:text=A%20household%20is%20classified%20as%20deprived%20in%20the%20health%20dimension,or%20illnesses%20are%20considered%20disabled

⁴⁵ Llywodraeth Cymru (2023) Iechyd, anabledd a darpariaeth gofal di-dal Cyfrifiad 2021. I'w weld yn: www.llyw.cymru/iechyd-anabledd-darpariaeth-gofal-di-dal-yng-nghymru-cyfrifiad-2021-html

⁴⁶ Office of National Statistics (2021) Disability by age, sex and deprivation, England and Wales: Census 2021, I'w weld yn: www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/articles/disabilitybyagesexanddeprivationenglandandwales/census2021

⁴⁷ National Health Service (2022) 60 per cent of people in Wales say their health has worsened due to rising cost of living. I'w weld yn: www.nhsconfed.org/news/60-cent-people-wales-say-their-health-has-worsened-due-rising-cost-living

⁴⁸ Llywodraeth Cymru (2022c) Llesiant Cymru, 2022. I'w weld yn www.llyw.cymru/llesiant-cymru-2022-cymru-iachach

Mae ystadegau Llywodraeth Cymru⁴⁹ yn awgrymu mai 83.1 o flynyddoedd oedd disgwyliad oes uchaf menywod yng Ngogledd Cymru yng Nghonwy a Gwynedd, tra mewn dynion yng Ngwynedd 79.5 oedd y disgwyliad oes uchaf. Roedd y disgwyliad oes isaf i fenywod yng Ngogledd Cymru yn Sir Ddinbych (81.1) ac mewn dynion roedd yn Sir Ddinbych a Wrecsam (78.3).

Gweithgaredd Ymgysylltu Cyn Ymgynghori

Elfen allweddol o'r broses ymgynghori yw'r broses cyn ymgynghori. Roedd hyn yn cynnwys grwpiau ffocws gydag amrywiaeth o randdeiliaid, gan gynnwys partneriaid golau glas, grwpiau cymunedol, awdurdodau lleol, staff a chyrrff cynrychiadol. Pwrpas y broses cyn ymgynghori oedd cael mewnwelediad a dealltwriaeth ehangach i lywio'r broses o wneud penderfyniadau ac i lunio'r ymgynghoriad llawn.

Yn ystod y cyfnod cyn ymgynghori, archwiliwyd amrywiaeth o wahanol sefyllfaoedd drwy gyfres o weithdai, seminarau a grwpiau ffocws, lle casglwyd mewnwelediadau ac adborth gan ystod eang o bobl i lywio proses yr Awdurdod o wneud penderfyniadau.

Roedd y themâu allweddol a gododd o'r ymgysylltu hwn yn cynnwys:

- Cyllid – Deall y pwysau cyllidebol.
- Risgiau yn y dyfodol – Gall newid yn yr hinsawdd a thechnoleg newydd roi mwy o bwysau ar ein hadnoddau
- Atal ac amddiffyn – Sut bydd ein hymgysylltiad â'r cyhoedd a busnesau'n cael ei effeithio.
- Cyfathrebu – Allweddol i helpu ein dealltwriaeth o'r heriau a wynebir ac effeithiau unrhyw gynigion.

Yn ystod y cyfnod cyn ymgynghori, cysylltwyd ag amrywiol grwpiau buddiant cydraddoldeb i gymryd rhan yn yr ymgynghoriad. Gellir disgrifio dau ddeg wyth o grwpiau sefydledig yn fras fel elusennau cydraddoldeb lleol, grwpiau cymunedol, grwpiau cynghori ar gydraddoldeb, grwpiau cymorth a sefydliadau ffydd o bob rhan o Ogledd Cymru.

Fel rhan o'r broses cyn ymgynghori, roedd methodoleg ymgysylltu yn cynnwys grwpiau ffocws a gynhaliwyd ar-lein ac yn bersonol, tra bod rhai grwpiau'n dymuno cyfathrebu i ddechrau trwy e-bost a thros y ffôn. Mae

⁴⁹ Llywodraeth Cymru (2022c) Llesiant Cymru, 2022. I'w weld yn www.llyw.cymru/llesiant-cymru-2022-cymru-iachach

ystod y dulliau cyfathrebu a ddefnyddiwyd wedi ehangu mynediad a chasglwyd adborth. Roedd yr adborth hwn yn atgyfnerthu ac yn llywio'r fethodoleg a fabwysiadwyd gan y Gwasanaeth i ymgysylltu a chyfathrebu â gwahanol randdeiliaid yn ystod yr ymgynghoriad llawn. Roedd yr adborth gan y grwpiau buddiant cydraddoldeb yn ystod y broses cyn ymgynghori yn hynod werthfawr, yn enwedig eu barn ynghylch gweithgarwch atal ac amddiffyn rhag tân a amlygodd yr angen i gynnwys gwybodaeth yn ymwneud â'r tri opsiwn.

I grynhoi, roedd adborth cyn ymgynghori gan grwpiau buddiant cydraddoldeb yn ymwneud yn bennaf â gweithgarwch atal a gallu'r Gwasanaeth i fynychu digwyddiadau cymunedol, darparu Gwiriadau Diogel ac Iach a darparu cyngor diogelwch tân yn y dyfodol. Felly, mae'r tri opsiwn wedi'u datblygu i ganolbwyntio rhywfaint ar weithgarwch atal ac mae'r llenyddiaeth a ddarperir yn amlygu'r effaith bosibl ar weithgarwch cyflwyno. Bydd dau opsiwn yn ychwanegu gwerth o ran gallu i gyflawni gwaith atal yn y gymuned leol. Roedd yr ymgysylltiad hwn yn galluogi'r Gwasanaeth i esbonio sut mae'r rhan fwyaf o weithgarwch atal yn cael ei gyflawni gan staff atal, ond mae timau gweithredol yn ychwanegu gwerth. Ni chodwyd unrhyw bryderon eraill yn ystod y cyfnod cyn ymgynghori.

Daeth y Gwasanaeth â'i weithgareddau cyn ymgynghori i ben gyda'r arweiniad a'r gefnogaeth gan y Sefydliad Ymgynghori ym mis Mehefin, er mwyn sicrhau parodrwydd i ymgynghori mewn pryd ar gyfer proses ymgynghori lawn.

Cynhyrchwyd a chyhoeddwyd adroddiad cryno cyn ymgynghori yn seiliedig ar y grwpiau ffocws Rhanbarthol a EDI fel rhan o'r adran 'Sut y datblygwyd yr opsiynau' o'r wybodaeth ymgynghori a ganfuwyd. [yma](#).

Ymgysylltu ac Ymgynghori â Grwpiau Cydraddoldeb Penodol

Cynhaliwyd cyfres o grwpiau ffocws Cydraddoldeb, Amrywiaeth a Chynhwysiant fel rhan o'r ymgynghoriad lle bu aelodau o'r tîm yn bresennol mewn sesiynau i drafod yr ymgynghoriad ac i gasglu adborth; helpodd hyn i sicrhau bod pob aelod o'r gymuned yn cael y cyfle i rannu eu barn.

Trefnwyd cyfanswm o 17 grŵp ffocws mewn partneriaeth â grwpiau buddiant cydraddoldeb, elusennau, sefydliadau ffydd, addoldai a sefydliadau addysgol. Manylir ar nifer y mynychwyr yn y tabl a geir yn adran 4.2 [yma](#).

Roedd y rhai a fynychodd y sesiynau yn cynrychioli ystod o aelodau o'r gymuned, gyda'r rhai a fyddai fel arall yn ei chael hi'n anodd cael mynediad i'r ymgynghoriad yn cael eu hannog i gymryd rhan heb gymorth. Cwblhawyd holiaduron ymgynghori yn ystod sesiynau, gyda mynychwyr eraill yn dewis mynd â'r holiadur / gwybodaeth i ffwrdd i'w gwblhau ar ôl y sesiwn. Helpodd grwpiau ffocws mewn prifysgolion lleol, colegau a grwpiau ieuenctid lleol i gasglu barn pobl ifanc a rhai o amrywiaeth o gefndiroedd ethnig.

Datblygwyd cwestiwn penodol yn yr holiadur ymgynghori i gefnogi dealltwriaeth effaith yr ECR mewn perthynas â'i effaith cydraddoldeb.

Sef: Oes unrhyw faterion cydraddoldeb eraill y dylen ni fod yn meddwl amdany'n nhw?

Gellir gweld yr Effeithiau Cydraddoldeb a gasglwyd fel rhan o'r ymgynghoriad yn adran 3.2.3 yr adroddiad ymgynghori, sydd i'w gweld [yma](#).

Hanner ffordd drwy'r ymgynghoriad, nodwyd nad oedd llawer o bobl 25 oed ac iau yn cymryd rhan yn y sesiynau ymgynghori neu'n llenwi'r holiadur ar-lein. O ganlyniad, trefnwyd grwpiau ffocws mewn gwahanol grwpiau ieuenctid a cholegau yn Wrecsam a Sir y Fflint, er y gellir cydnabod bod rhai myfyrwyr yn byw yn Sir Ddinbych. Defnyddiwyd ffeiriau glas y Brifysgol hefyd i ymgysylltu â phobl ifanc ac oedolion ifanc.

Cafodd y Gwasanaeth adborth gan grŵp o bobl hŷn nad oeddent yn gallu dod i'r digwyddiad ymgysylltu â'r cyhoedd yng Nghonwy ac nad oeddent yn gallu cael mynediad i'r holiadur ar-lein. Er mwyn ehangu mynediad, trefnodd y Gwasanaeth grŵp ffocws penodol mewn partneriaeth â'r Grŵp 'Brew and Biscuit' yng Nghyffordd Llandudno.

Yn ystod yr ymgynghoriad ar yr Adolygiad o'r Ddarpariaeth Frys, trefnwyd grwpiau ffocws gyda staff gweithredol mewn gwahanol leoliadau yn seiliedig ar gais. Mae'r adborth a ddarparwyd wedi'i gynnwys yn yr Asesiad o'r Effaith ar Gydraddoldeb sy'n nodi ac yn asesu'r risg bosibl o wahaniaethu ac anfantais i ddiffoddwyr tân oherwydd y newidiadau arfaethedig. Er bod dros 50 o staff wedi mynychu'r grwpiau ffocws mewnol, dim ond 37 o ddiffoddwyr tân amser cyflawn a roddodd adborth.

Mynychodd y Swyddog Cydraddoldeb, Amrywiaeth a Chynhwysiant (EDI) bedwar sesiwn grŵp ffocws a drefnwyd gan ddiffoddwyr tân yng Nglannau Dyfrdwy, y Rhyl (x 2) a Wrecsam. Cymerwyd nodiadau gan gynrychiolydd Menywod yn y Gwasanaeth Tân yn un o sesiynau'r Rhyl, ond gofynnwyd i staff e-bostio eu pryderon unigol yn y grwpiau ffocws eraill. Helpodd y dull hwn i sicrhau y gallai'r Swyddog EDI ganolbwyntio ar yr hyn oedd yn cael ei

ddweud ac ni chafodd adborth a ddarparwyd gan ddiffoddwyr tân ei gamddeall.

Mae'r ymgysylltiad staff hwn wedi'i grynhoi isod:

Lleoliad gorsaf dân	Benyw	Gwryw	Cyfanswm
Glannau Dyfrdwy	2	8	10
Caerdybi	0	1	1
Llandudno	0	1	1
Y Rhyl	7	9	16
Heb ei ddatgelu	1	2	3
Wrecsam	1	5	6
Cyfanswm	11	26	37

Fel corff cyhoeddus, mae gan Awdurdod Tân ac Achub Gogledd Cymru ddyletswydd i roi sylw dyledus i Ddyletswydd Cydraddoldeb y Sector Cyhoeddus i ystyried effaith ei benderfyniadau ar bobl â nodweddion gwarchoddedig o dan Ddeddf Cydraddoldeb 2010, yn ogystal â Deddf Hawliau Dynol 1998 a Safonau'r Gymraeg 2011. Felly cafodd cwestiynau dewisol eu cynnwys yn yr holiadur ymgynghori. Dewisodd tua un o bob pump (20%) o ymatebwyr beidio â darparu gwybodaeth monitro cydraddoldeb.

Gellir dod o hyd i'r wybodaeth monitro cydraddoldeb llawn a gasglwyd yn ystod yr ymgynghoriad yn adran 3.1.4 o'r Adroddiad Ymgynghori sydd i'w gweld [yma](#).

Crynodeb o'r Ymgysylltu a'r Ymgynghoriad

Fel rhan o'r ECR, gweinyddodd ATAGC ymgynghoriad cyhoeddus i gasglu adborth am ddyfodol sut y maent yn darparu gwasanaethau brys yng Ngogledd Cymru.

Roedd mandad yr ymgynghoriad yn gwahodd y rhai sy'n byw, yn gweithio ac yn teithio yn y rhanbarth i rannu eu barn ar ba risgiau sy'n peri'r pryder mwyaf iddynt, pa feini prawf gwneud penderfyniadau sy'n bwysig iddynt, a sut yr oeddent yn teimlo bod yr opsiynau a gyflwynwyd yn diwallu anghenion eu cymunedau.

Cynhaliwyd yr ymgynghoriad ffurfiol rhwng 21 Gorffennaf a 30 Medi 2023. Estynnwyd dyddiad cau'r ymgynghoriad gwreiddiol rhwng 22 Medi a 30 Medi yn dilyn adborth a cheisiadau gan randdeiliaid a'r cyhoedd.

Roedd yr arolwg ymgynghori ar gael ar-lein (drwy [hwb ymgynghori Eich Llais](#)) ac mewn copiâu papur yn ôl yr angen gyda chyfeiriad Rhadbost ar gyfer atebion ynghyd â fersiynau hawdd eu darllen a dwyieithog. Gellir dod o hyd i'r dogfennau ymgynghori llawn [yma](#).

Cynhaliwyd cyfres o 17 o ddigwyddiadau ymgysylltu â'r gymuned yn bersonol ac ar-lein ar draws yr ardal rhwng 15 Awst 2023 a 14 Medi 2023 gan roi cyfle i'r cyhoedd ddysgu mwy am yr Adolygiad Darpariaeth Frys ac i ofyn cwestiynau a oedd yn llywio eu gallu i ymateb a rhoi adborth trwy'r holiadur ymgynghori.

Mynychodd cynrychiolwyr o GTAGC hefyd nifer o ddigwyddiadau cymunedol a sioeau haf yn ystod y cyfnod ymgynghori i godi ymwybyddiaeth o'r ymgynghoriad.

Cyflwynwyd cyfres o grwpiau ffocws gyda phobl ar draws gwahanol grwpiau buddiant cydraddoldeb. Cwblhawyd Asesiad o'r Effaith ar Gydraddoldeb fel rhan o ymarfer mapio rhanddeiliaid cychwynnol yn ystod y cyfnod cyn ymgynghori, gellir dod o hyd iddo [yma](#) wedi'i atodi fel Atodiad 2.

Dadansoddiad Cydraddoldeb y Gweithlu

Cynhaliwyd ymgynghoriad ag aelodau o staff drwy raglen o ymweliadau gan uwch reolwyr a phrif swyddogion i orsafoedd tân; mewn seminarau a gynhaliwyd ar gyfer rheolwyr canol a rheolwyr goruchwyllo a thrwy sesiynau briffio gwylfa gorsafoedd gan swyddogion cymorth gorsafoedd a rheolwyr canol. Defnyddiwyd sianeli cyfathrebu mewnol hefyd i helpu i godi ymwybyddiaeth reolaidd o'r ymgynghoriad ymhlith staff, gan gynnwys Diweddariad y Prif Swyddog Tân yn y Briff Wythnosol ac adran benodol ar fewnwyd y Gwasanaeth.

Ymgysylltwyd â chyrrff cynrychioli staff drwy'r Fforwm Ymgynghorol ar y Cyd, a chasglwyd Cwestiynau Cyffredin o ymweliadau â gorsafoedd; cafodd y rhain eu datblygu a'u diweddarau drwy gydol y cyfnod ymgynghori a'u darparu ar fewnwyd y Gwasanaeth.

Cynhaliwyd dadansoddiad mapio rhanddeiliaid i sicrhau bod pawb â diddordeb neu a allai gael eu heffeithio yn cymryd rhan yn yr ymgynghoriad.

Sefydlwyd cronfa ddata o randdeiliaid a chysylltiadau, ac anfonwyd e-bost dwyieithog gan Gadeirydd Awdurdod Tân ac Achub Gogledd Cymru at yr holl gysylltiadau ar ddiwrnod lansio'r ymgynghoriad. Roedd y gronfa ddata hon yn cynnwys aelodau o'r Senedd, aelodau Seneddol, swyddogion cyswllt aelodau ar gyfer awdurdodau lleol, clerod cyngorau tref, aelodau o'r

Fforwm Lleol Cymru Gydnerth, uwch swyddogion o sefydliadau partner, cysylltiadau gan y tri rheolwr partneriaeth a chysylltiadau gan y Swyddog Cydraddoldeb, Amrywiaeth a Chynhwysiant. Roedd aelodau'r cyhoedd a oedd wedi gofyn am ymuno â'r gronfa ddata i gael gwybod am unrhyw ymgynghoriadau hefyd wedi'u cynnwys. Anfonwyd e-bost pellach at gysylltiadau i'w hysbysu bod dyddiad cau'r ymgynghoriad wedi'i ymestyn.

Dosbarthwyd copïau printiedig o daflenni ymgynghori, llyfrynau a holiaduron ECR gan reolwyr y partneriaethau lleol mewn manau cyfarfod a lleoliadau cymunedol amrywiol. Gadawyd taflenni hefyd ym mhob tŷ a gafodd Archwiliad Diogel ac Iach yn ystod y cyfnod ymgynghori.

Cynhaliwyd yr ymgynghoriad llawn rhwng 21 Gorffennaf a 30 Medi 2023, a derbyniodd yr arolwg ymgynghori gyfanswm o 1,726 o ymatebion (1,500 ar-lein a 226 ar bapur).

Cafwyd 191 o ymatebion gan weithwyr Gwasanaeth Tân ac Achub Gogledd Cymru.

Daeth dros 400 o bobl i ddigwyddiadau ymgysylltu â'r gymuned a mynychodd mwy na 480 grwpiau ffocws Cydraddoldeb, Amrywiaeth a Chynhwysiant neu ymgysylltwyd â'r Swyddog Cydraddoldeb, Amrywiaeth a Chynhwysiant fel rhan o'r ymgynghoriad.

Derbyniwyd cyfanswm o 119 o ymholiadau a/neu wrthwynebiadau i'r ECR yn ystod y cyfnod ymgynghori, gyda'r mwyafrif o'r rhain ar ffurf e-byst. Derbyniwyd niferoedd llai fel llythyrau, galwadau ffôn ac ymholiadau wyneb yn wyneb.

Roedd ymholiadau/gwrthwynebiadau yn cynnwys ymatebion gan aelodau'r Senedd, aelodau Seneddol, ymgeiswyr y pleidiau, awdurdodau lleol, cynghorau tref, cynghorwyr, cynrychiolwyr y llywodraeth a chyrrff cynrychioliadol. Derbyniwyd pum deiseb hefyd yn ystod y cyfnod ymgynghori.

Ymatebodd Gwasanaeth Tân ac Achub Gogledd Cymru gan ymateb i adborth drwy gydol y cyfnod ymgynghori.

Lluniwyd adroddiad cryno terfynol gan ymgynghorydd ymchwil annibynnol. Cyflwynwyd yr adroddiad hwn i'r Awdurdod Tân ac Achub Llawn ar 16 Hydref 2023, gellir dod o hyd iddo [yma](#).

Crynodeb o Ganfyddiadau'r Dadansoddiad o'r Effaith ar Gydraddoldeb

Roedd adborth cynhwysfawr a gasglwyd yn ystod y cyfnod ymgynghori yn galluogi'r Gwasanaeth i nodi ac asesu'r effeithiau posibl i randdeiliaid allanol a mewnol.

Mae'r adran hon yn crynhoi'r themâu cydraddoldeb lluosog a ddaeth i'r amlwg a'r mesurau amrywiol y bydd y Gwasanaeth yn eu rhoi ar waith i liniaru'r effaith ar bobl, ond yn bwysicach fyth, i ddileu gwahaniaethu.

Defnyddiwyd isadrannau i roi rhywfaint o sylwebaeth ar bob nodwedd warchoddedig a themâu eraill sy'n ymwneud â chydraddoldeb sy'n cysylltu â'r Gymraeg, statws economaidd-gymdeithasol a lleoliad daearyddol.

Oed

Rhanddeiliaid Allanol

Poblogaeth yn heneiddio: Gyda chyfran sylweddol o boblogaeth Gogledd Cymru yn 65 oed a throsodd, codwyd pryderon yn ystod yr ymgynghoriad ynghylch effaith bosibl newidiadau ar unigolion hŷn, yn enwedig mewn ardaloedd lle gallai amseroedd ymateb brys arafach effeithio ar eu diogelwch.

Oed ac anabledd: Amlygodd yr adroddiad nifer gynyddol o achosion o anabledd mewn gwahanol grwpiau oedran, a allai effeithio ar anghenion ymateb brys a gallu rhai unigolion i ddianc yn ystod argyfyngau, megis tanau.

Heriau ymgysylltu: Roedd anawsterau ymgysylltu â demograffeg iau (25 ac iau) yn y broses ymgynghori. Gwnaed ymdrechion i gynyddu cyfranogiad ymhlith ieuenctid ac oedolion ifanc, gan gynnwys trefnu grwpiau ffocws mewn gwahanol grwpiau ieuenctid a cholegau.

Rhwystrau ieithyddol a diwylliannol: Codwyd pryderon am aelodau hŷn o'r gymuned Fwslimaidd yn wynebu risgiau oherwydd symudedd cyfyngedig, rhwystrau iaith, ac arferion diwylliannol sy'n effeithio ar fesurau diogelwch tân. Mae'r cynnig yn awgrymu darparu ymyriadau diogelwch tân a chefnogaeth wedi'u teilwra i'r gymuned hon.

Pryderon seilwaith a mynediad: Codwyd materion ynghylch mynediad i'r gwasanaethau brys mewn ardaloedd ag adeiladau hŷn, mynediad cul, a nifer cyfyngedig o leoedd parcio. Yn ogystal, amlygwyd pryderon am gyfyngiadau cyflymder sy'n effeithio ar amseroedd ymateb brys.

Ymdrechion Lliniaru ar gyfer Rhanddeiliaid Allanol

Strategaethau ymgysylltu: Gwnaeth y Gwasanaeth ymdrechion i ymgysylltu â grwpiau heb gynrychiolaeth ddigonol, gan gynnwys unigolion hŷn a phobl ifanc, trwy grwpiau ffocws, digwyddiadau cyhoeddus, a chydweithio â sefydliadau cymunedol.

Ymyriadau wedi'u teilwra: Cynigiwyd camau gweithredu penodol i fynd i'r afael â risgiau a nodwyd, megis cynnig Gwiriadau Diogel ac Iach, trefnu ymweliadau grŵp, a hyrwyddo ymgyrchoedd ymwybyddiaeth ynghylch materion parcio a mynediad.

Risgiau Gweddilliol

Mae'n bosibl y bydd rhai pryderon ynghylch amseroedd ymateb brys arafach ar gyfer rhai demograffeg, er gwaethaf ymdrechion i fynd i'r afael â'r rhain drwy egluro polisi a strategaethau ymgysylltu, yn parhau.

Rhanddeiliaid Mewnol (Diffoddwyr Tân)

Pryderon teithio a blinder: Mynegodd diffoddwyr tân bryderon ynghylch amseroedd teithio cynyddol sy'n effeithio ar flinder, yn enwedig i ddiffoddwyr tân hŷn sy'n cymudo pellteroedd hirach, gan effeithio ar eu lles o bosibl.

Croestoriadedd: Roedd pryderon ynghylch effaith pellteroedd teithio hirach ar ddiffoddwyr tân benywaidd sy'n profi symptomau menopos eithafol.

Ymdrechion Lliniaru ar gyfer Rhanddeiliaid Mewnol

Hyblygrwydd lleoliad gwaith: Bydd ymdrechion yn cael eu gwneud i ddarparu ar gyfer lleoliadau gwaith dewisol diffoddwyr tân, er na ellir gwarantu hyn i bawb.

Cefnogaeth ar gyfer anghenion penodol: Mae polisiâu a mecanweithiau cymorth ar waith, gan gynnwys ymdrin ag anabledd a datblygiad diweddar polisi menopos newydd, i fynd i'r afael â phryderon penodol a darparu cymorth angenrheidiol.

Risgiau Gweddilliol

Yn gyffredinol, mae'r Asesiad Effaith ar Gydraddoldeb yn tynnu sylw at ymdrechion amrywiol a wnaed i fynd i'r afael â phryderon a lliniaru risgiau i randdeiliaid allanol a diffoddwyr tân mewnol. Fodd bynnag, gall rhai risgiau gweddilliol, sy'n arbennig o gysylltiedig ag amseroedd ymateb brys arafach sy'n effeithio ar ddemograffeg penodol a phryderon unigol diffoddwyr tân, barhau.

Anabledd

Rhanddeiliaid Allanol

Poblogaeth ag anableddau: Mae gan gyfran sylweddol o boblogaeth Gogledd Cymru anableddau neu gyflyrau iechyd hirdymor, fel yr amlygwyd gan ddata'r Cyfrifiad diweddaraf.

Casglwyd adborth cynhwysfawr trwy ddigwyddiadau ymgysylltu â'r cyhoedd a grwpiau ffocws cydraddoldeb a drefnwyd gydag amrywiol sefydliadau partner.

Mynegwyd pryderon: Yn ystod yr ymgynghoriad, mynegwyd pryderon am y boblogaeth sy'n heneiddio, pa mor agored i syrthio, ac anawsterau wrth ddianc rhag tanau, yn enwedig ar gyfer unigolion â phroblemau symudedd neu gyflyrau iechyd cyfyngedig. Tynnwyd sylw hefyd at faterion mynediad ac effaith y terfyn cyflymder 20mya newydd, yn enwedig mewn ardaloedd penodol fel Conwy, Glannau Dyfrdwy, Treffynnon a Wrecsam.

Ymgysylltu â grwpiau penodol: Gofynnodd cynrychiolwyr o Autistic UK am eglurhad ynghylch sut mae'r Gwasanaeth yn rhyngweithio ag unigolion awtistig ac anabl, gan bwysleisio'r angen am well ymgysylltiad a dealltwriaeth. Gwnaethpwyd ymdrechion i gysylltu ag elusennau a phartneriaid perthnasol i wella allgymorth a gwasanaethau.

Ymdrechion Lliniaru ar gyfer Rhanddeiliaid Allanol

Ymgysylltu ac ymwybyddiaeth: Gwnaeth y Gwasanaeth ymdrechion sylweddol i ymgysylltu ag unigolion ag anableddau neu gyflyrau iechyd hirdymor a chael adborth ganddynt trwy amrywiol ddigwyddiadau a phartneriaethau.

Hyfforddiant a chefnogaeth: Rhoddwyd sicrwydd bod fîm atal y Gwasanaeth wedi ceisio cysylltu â grwpiau rhanddeiliaid cynrychioliadol yng Ngogledd Cymru ac amlinellwyd cynlluniau i sicrhau bod staff yn derbyn hyfforddiant Ymwybyddiaeth Awtistiaeth i wella rhyngweithio a chefnogaeth i unigolion niwroamrywiol.

Risgiau Gweddilliol

Er gwaethaf ymdrechion ymgysylltu, gallai heriau sy'n ymwneud â materion mynediad, yn enwedig mewn ardaloedd penodol â strydoedd cul, pryderon ynghylch cwmpadau a pha mor fregus yw poblogaethau sy'n heneiddio, ac anawsterau posibl wrth ddarparu ar gyfer anghenion penodol yn ystod argyfyngau i unigolion ag anabledau neu gyflyrau iechyd, barhau.

Rhanddeiliaid Mewnol (Diffoddwyr Tân)

Pryderon a godwyd: Mynegodd diffoddwyr tân bryderon am effeithiau andwyol posibl ar eu hiechyd corfforol a meddyliol oherwydd pellteroedd teithio cynyddol ar draws Gogledd Cymru. Roedd yna bryderon am ddiflastod, ystum gwael, a blinder o ganlyniad i sifftiau a phellteroedd hirach.

Effaith ar ddiffoddwyr tân benywaidd: Roedd pryderon y byddai pellteroedd teithio hirach yn effeithio'n anghymesur ar ddiffoddwyr tân benywaidd, yn enwedig y rhai sy'n profi symptomau menapos eithafol, a allai effeithio ar eu perfformiad, eu gallu i ganolbwyntio, a'u lles cyffredinol.

Amgylchiadau penodol a chyfrifoldebau gofalu: Datgelodd rhai diffoddwyr tân gyfrifoldebau gofalu am aelodau o'r teulu â chyflyrau cronig neu anabledau. Mynegwyd pryderon am adleoli posibl gan effeithio ar eu gallu i ddarparu gofal a chymorth.

Ymdrechion Lliniaru ar gyfer Rhanddeiliaid Mewnol

Cymorth iechyd a lles: Gwnaed ymdrechion i roi cyngor ar arferion gyrru diogel i liniaru pryderon iechyd corfforol yn ymwneud â phellteroedd teithio hirach. Yn ogystal, amlinellwyd cynlluniau ar gyfer darparu ar gyfer ceisiadau am leoliadau gwaith a darparu addasiadau rhesymol.

Ystyriaethau ar gyfer cyfrifoldebau gofalu: Mae'r Gwasanaeth yn anelu at ystyried a darparu ar gyfer anghenion penodol diffoddwyr tân sydd â chyfrifoldebau gofal yn ystod proses adleoli, gan sicrhau nad oes unrhyw wahaniaethu neu effeithiau andwyol oherwydd eu hamgylchiadau.

Risgiau Gweddilliol

Er gwaethaf ymdrechion i ddarparu ar gyfer dewisiadau a darparu cymorth, gallai heriau barhau yn ymwneud ag effaith pellteroedd teithio hirach ar iechyd a lles diffoddwyr tân, yn enwedig ar gyfer diffoddwyr tân benywaidd

sy'n profi symptomau'r menopos, ac anawsterau posibl wrth ymdopi â chyfrifoldebau gofalu.

Mae'r adroddiad yn pwysleisio pwysigrwydd mynd i'r afael â'r pryderon hyn ar gyfer rhanddeiliaid allanol ag anableddau neu gyflyrau iechyd a rhanddeiliaid mewnol, yn enwedig diffoddwyr tân, trwy sicrhau ymgysylltiad, cefnogaeth, a llefy lle bynnag y bo modd.

Iechyd Meddwl a Lles

Rhanddeiliaid Allanol

Iechyd Meddwl a Lles: Mae'r adroddiad yn cydnabod bod pryderon iechyd meddwl a lles, sy'n cwmpasu hwyliau isel, straen, pryder ac iselder, yn gyffredin ymhlith y cyhoedd. Gwnaed ymdrechion ymgysylltu cynhwysfawr i ganfod yr effeithiau hyn ar y cyhoedd a gweithlu'r Gwasanaeth.

Adborth a blaenoriaethau'r cyhoedd: Datgelodd yr ymgynghoriad bryderon am les y gweithlu, gan bwysleisio pwysigrwydd gweithlu effeithlon sydd wedi'i hyfforddi'n dda, cynnal cydbwysedd bywyd a gwaith, a mynd i'r afael ag effeithiau posibl ar staff a'u teuluoedd. Teimlwyd mai Opsiwn 1 oedd yn darparu'r gwasanaeth tân gorau gan 68% o'r ymatebwyr, gyda phryderon yn cael eu codi am ansicrwydd swydd ac effeithiau andwyol ar iechyd meddwl yn gysylltiedig ag opsiynau eraill.

Ymdrechion Lliniaru ar gyfer Rhanddeiliaid Allanol

Ymgysylltu â barn y cyhoedd: Gwnaed ymdrechion i gasglu a mynd i'r afael â phryderon y cyhoedd ynghylch lles y gweithlu, sicrwydd swyddi, ac effaith opsiynau arfaethedig, yn enwedig o ran iechyd meddwl. Roedd Opsiwn 1 yn cael ei ffafrio ar gyfer ei amddiffyniad canfyddedig o swyddi diffoddwyr tân.

Deall Canfyddiad y Cyhoedd: Er bod y cyhoedd yn gweld bod Opsiwn 1 yn cael cyn lleied o effeithiau andwyol â phosibl, nodwyd bod ymgynghori pellach â staff yn dangos y gallai fod effeithiau mwy, yn enwedig ar iechyd meddwl.

Risgiau Gweddilliol i Rhanddeiliaid Allanol

Er gwaethaf ffafriaeth y cyhoedd tuag at Opsiwn 1, roedd pryder, er bod y cyhoedd yn gweld effeithiau andwyol bychan iawn, y gallai'r effeithiau gwirioneddol ar staff y Gwasanaeth fod yn fwy sylweddol.

Rhanddeiliaid Mewnol (Diffoddwyr Tân)

Pryderon iechyd corfforol a meddyliol: Mynegodd diffoddwyr tân bryder ynghylch mwy o amser teithio sy'n effeithio ar eu hiechyd corfforol a meddyliol. Roedd effeithiau andwyol ar iechyd meddwl o ganlyniad i

ansicrwydd a newidiadau posibl mewn systemau dyletswydd neu leoliadau gweithleoedd yn gyffredin.

Cymorth a chyfathrebu: Mae'r Gwasanaeth yn cydnabod ac yn mynd i'r afael â'r pryderon iechyd meddwl hyn drwy ddarparu mecanweithiau cymorth a chyfathrebu â diffoddwyr tân yr effeithir arnynt.]

Effaith ar fywyd cymdeithasol ac iechyd meddwl: Lleisiodd diffoddwyr tân bryderon am newidiadau posibl sy'n effeithio ar eu bywydau cymdeithasol, gan arwain at beryglu iechyd meddwl. Amlygwyd pwysigrwydd rheoli amgylchiadau unigol yn ystod y broses adleoli er mwyn lleihau effeithiau negyddol.

Ymdrechion Lliniaru ar gyfer Rhanddeiliaid Mewnol

Mynd i'r afael â phryderon: Gwneir ymdrechion i liniaru risgiau trwy ganiatáu i ddiffoddwyr tân fynegi eu lleoliadau gwaith dewisol a sefyllfaoedd unigol yn ystod unnryw broses adleoli. Bydd mecanweithiau cymorth a chynghor perthnasol yn cael eu darparu i helpu i reoli straen, blinder a straen corfforol oherwydd mwy o amser teithio.

Risgiau Gweddilliol i Rhanddeiliaid Mewnol

Er gwaethaf ymdrechion i fynd i'r afael â phryderon a darparu cymorth, erys risgiau gweddilliol posibl o ran effaith andwyol mwy o amser teithio ar iechyd corfforol, iechyd meddwl a bywydau cymdeithasol diffoddwyr tân oherwydd newidiadau mewn systemau dyletswydd neu leoliadau gweithle.

Mae'r adroddiad yn tanlinellu pwysigrwydd deall a mynd i'r afael â phryderon iechyd meddwl ar gyfer rhanddeiliaid allanol, megis y cyhoedd, a rhanddeiliaid mewnol, yn benodol diffoddwyr tân, wrth weithredu newidiadau a chynnal ymgynghoriadau.

Rhywedd

Rhanddeiliaid Allanol

Ymgysylltu â grwpiau rhywedd: Ymgysylltodd y Gwasanaeth â sefydliadau amrywiol ar sail rhywedd i gysylltu â grwpiau rhywedd penodol a chasglu adborth.

Mynegwyd pryderon ynghylch newidiadau posibl i'r system ddyletswydd sy'n effeithio ar fenywod, yn enwedig gofalwyr cynradd a rhieni. Nodwyd anghydbwysedd rhwng y rhyweddau mewn rolau gofalwyr, gan godi materion yn ymwneud â chyfrifoldebau gofal plant a statws economaidd-gymdeithasol.

Tebygolrwydd ac effaith: Mynegwyd pryderon ynghylch effaith newidiadau i'r system ddyletswydd ar gyfranogiad menywod a chyfrifoldebau gofalwyr.

Graddiwyd y tebygolrwydd o effeithiau o'r fath yn gymedrol, gyda sgôr effaith gyffredinol yn dangos pryder sylweddol.

Ymdrechion Lliniaru ar gyfer Rhanddeiliaid Allanol

Rhagor o ymchwil ac arolygon: Mae hyn yn cynnwys cynlluniau ar gyfer arolygon canfyddiad y cyhoedd ar draws gwahanol grwpiau oedran i archwilio pryderon ymhellach a chasglu tystiolaeth a defnyddio arolygon staff diweddar i lywio penderfyniadau sy'n ymwneud â menywod a chyfrifoldebau rhianta.

Deall croestoriadedd: Mae cydnabod pryderon croestoriadol megis yr effaith ar unigolion sy'n byw ar eu pen eu hunain, mewn adrannau amrywiol o'r adroddiad hwn (h.y. Oedran).

Risgiau Gweddilliol i Randdeiliaid Allanol

Pryderon effaith rhywedd: Er gwaethaf arolygon a gynlluniwyd a'r defnydd o adborth staff, mae perygl o anwybyddu pryderon penodol, yn enwedig y rhai sy'n effeithio ar fenywod fel gofalwyr sylfaenol, yn ystod newidiadau posibl i'r system ddyletswydd.

Rhanddeiliaid Mewnol (Diffoddwyr Tân)

Pryderon rhianta: Amlygodd yr adborth bryderon ymhlith diffoddwyr tân gwrywaidd a benywaidd am eu rolau fel prif ofalwr. Pwysleisiwyd effaith bosibl newidiadau i'r system ddyletswydd neu leoliad ar gyfrifoldebau rhianta, costau gofal plant ac arferion teuluol.

Beichiogrwydd a mamolaeth: Mynegodd diffoddwyr tân bryderon y gallai newidiadau rwystro recriwtio a chadw rhieni ifanc, yn enwedig menywod, oherwydd materion cydbwysedd rhwng bywyd a gwaith, amseroedd teithio a chostau gofal plant.

Ymdrechion Lliniaru ar gyfer Rhanddeiliaid Mewnol

Cwrdd ag anghenion unigol: Mae hyn yn cynnwys cynlluniau i ganiatáu i ddiffoddwyr tân fynegi eu dewisiadau yn ystod unryw adleoli, a fydd yn ystyried eu hamgylchiadau unigol, eu hanghenion a'u dewisiadau cydraddoldeb, yn enwedig ar gyfer staff beichiog neu'r rhai sy'n dychwelyd o gyfnod mamolaeth.

Mynd i'r afael â phryderon recriwtio: Ymdrechion i liniaru pryderon am ddarpar ddiffoddwyr tân benywaidd sy'n gadael trwy ystyried anghenion, dewisiadau unigol, a darparu cefnogaeth ar gyfer materion sy'n ymwneud â mamolaeth.

Risgiau Gweddilliol i Randdeiliaid Mewnol

Heriau recriwtio a chadw: Er gwaethaf ymdrechion i ddarparu ar gyfer dewisiadau a chefnogi staff beichiog, mae risg weddilliol o rwystro recriwtio a chadw diffoddwyr tân benywaidd oherwydd heriau posibl o ran cydbwysedd rhwng bywyd a gwaith a materion gofal plant.

Mae'r adroddiad yn nodi pryderon sylweddol ynghylch effeithiau rhywedd benodol, yn enwedig yn ymwneud â chyfrifoldebau gofalu, rhianta a heriau recriwtio. Mae'n pwysleisio pwysigrwydd ystyried anghenion a dewisiadau unigol wrth weithredu unrhyw newidiadau mewn systemau dyletswydd neu leoliadau i liniaru effeithiau andwyol ar randdeiliaid mewnol ac allanol.

Beichiogrwydd a mamolaeth

Rhanddeiliaid Allanol

Nid oedd ymgysylltu ag unigolion beichiog a'r rhai ar absenoldeb mamolaeth yn datgelu unrhyw faterion cydraddoldeb penodol yn ymwneud â beichiogrwydd neu famolaeth. Roedd cydweithio â sefydliadau el Canolfan Menywod Gogledd Cymru, Pride Gogledd Cymru, a phrifysgolion yn hwyluso cysylltiadau â'r gynulleidfa darged. Mynegodd rhai myfyrwyr ddiddordeb yn y system ddyletswydd yr Opsiynau ond codwyd pryderon am hyblygrwydd, yn enwedig i unigolion â babanod newydd.

Liniaru ar gyfer rhanddeiliaid allanol

Ymgysylltiad organig: Anelir ymagwedd y Gwasanaeth at ymgysylltu cynhwysfawr heb dargedu unigolion yn benodol ar sail beichiogrwydd a mamolaeth, gan sicrhau bod safbwyntiau amrywiol yn cael eu cofnodi.

Risg Gweddilliol i Randdeiliaid Allanol

Pryderon anhysbys posibl: Er na chododd unrhyw bryderon penodol, mae risg weddilliol o hyd o faterion heb eu harchwilio sy'n gysylltiedig â phriodas neu bartneriaethau sifil na fyddent efallai wedi cael eu lleisio yn ystod yr ymgynghoriad.

Rhanddeiliaid Mewnol (Diffoddwyr Tân)

Effaith yn y dyfodol: Mynegodd diffoddwyr tân heb blant ond sy'n meddwl am deuluoedd yn y dyfodol, bryderon ynghylch adleoli posib i orsafoedd newydd sy'n effeithio ar recriwtio a chadw.

Heriau recriwtio: Cododd pryderon ynghylch effaith y tri opsiwn ar recriwtio rhieni ifanc, yn enwedig menywod, oherwydd cydbwysedd rhwng bywyd a gwaith, costau teithio a chostau gofal plant.

Lliniaru ar gyfer rhanddeiliaid mewnol

Ystyriaeth unigol: Mae'r mesurau a gynigir yn cynnwys caniatáu mewnbyn mewn dewisiadau yn y gweithle yn ystod unrhyw adleoli ac ystyried anghenion unigol yn ystod y broses, yn enwedig i unigolion beichiog a'r rhai sy'n dychwelyd o gyfnod mamolaeth

Risgiau gweddilliol i rhanddeiliaid mewnol:

Er gwaethaf mesurau lliniaru, mae heriau posibl yn parhau i gadw a recriwtio rhieni ifanc, yn enwedig menywod, oherwydd materion cydbwysu rhwng gwaith a bywyd canfyddedig, cyfyngiadau teithio a chostau gofal plant. Gallai cydbwysu anghenion y Gwasanaeth ag anghenion unigol fod yn her barhaus.

Ailbennu Rhywedd / Hunaniaeth

Rhanddeiliaid Allanol (Unigolion Trawsryweddol a/neu Anneuaidd)

Ymgysylltu a themâu: Roedd ymgysylltu â chymunedau trawsryweddol ac anneuaidd yn rhoi adborth cynhwysfawr, gan dynnu sylw at bryderon am rwystrau posibl. Mynegodd Rhwydwaith Trawsryweddol Unigryw ddiddordeb mewn gwaith atal ac ymgysylltu â'r gwasanaeth tân. Codwyd pryderon ynghylch cau gorsafoedd, newidiadau i'r system ddyletswydd, a'r effaith ar gyfranogiad y Gwasanaeth mewn digwyddiadau cymunedol fel Pride.

Ymdrechion Lliniaru ar gyfer Rhanddeiliaid Allanol

Eglurhad ar weithgareddau'r Gwasanaeth: Eglurodd y Gwasanaeth rolau ei adrannau anweithredol o ran ymgysylltu â'r gymuned, gan bwysleisio y gallai newidiadau arfaethedig wella allgymorth cymunedol mewn lleoliadau allweddol.

Risgiau Gweddilliol i Rhanddeiliaid Allanol

Pryderon canfyddiad: Er gwaethaf yr esboniadau, mae risg weddilliol y gallai canfyddiadau o lai o staff neu orsafoedd yn cau effeithio ar allu'r Gwasanaeth i ymgysylltu â'r gymuned drawsryweddol a'r gymuned ehangach.

Rhanddeiliaid Mewnol (Diffoddwyr Tân)

Ymgysylltu â grwpiau mewnol: Ymgynghorodd y Swyddog Cydraddoldeb, Amrywiaeth a Chynhwysiant â Rhwydwaith Staff LHDTC+ FirePride yn ystod y broses cyn ymgynghori, ac ni chodwyd unrhyw bryderon yn ymwneud yn benodol ag unigolion trawsryweddol a/neu anneuaidd yn ystod grwpiau ffocws mewnol.

Asesiad risg isel: Gan na ddaeth unrhyw bryderon uniongyrchol i'r amlwg mewn grwpiau ffocws mewnol, mae'r risg sy'n ymwneud ag unigolion trawsryweddol a/neu anneuaidd yn cael ei hystyried yn isel yn fewnol.

Yn gyffredinol, mae'r adroddiad yn awgrymu bod pryderon gan rhanddeiliaid trawsryweddol allanol ac anneuaidd yn ymwneud yn bennaf ag effeithiau posibl cau gorsafoedd a newidiadau yn y gwasanaethau a ddarperir. Mae'r Gwasanaeth yn anelu at liniaru'r pryderon hyn trwy bwysleisio'r gallu allgymorth ehangach mewn lleoliadau strategol. Yn fewnol, mae diffyg pryderon penodol gan grwpiau staff yn dangos risg is yn ymwneud â materion trawsryweddol a/neu anneuaidd o fewn y Gwasanaeth. Fodd bynnag, efallai y bydd risgiau gweddilliol o hyd wrth reoli canfyddiadau rhanddeiliaid allanol ynghylch galluoedd ymgysylltu cymunedol y Gwasanaeth.

Cyfeiriadedd Rhywiol

Rhanddeiliaid Allanol (Cymuned LHD+)

Ymgysylltu â phroffil: Roedd ymgysylltu â'r gymuned LHD+ yn cynnwys partneriaethau ag elusennau LHDTC+, grwpiau cymorth, a digwyddiadau pride, gyda'r nod o gasglu adborth cynhwysfawr. Nododd canran sylweddol (10%) o'r ymatebwyr fel LHD+. Roedd adborth yr ymgynghoriad yn awgrymu mai Opsiwn 1 oedd yn cael ei ffafrio, gyda gwrthwynebiad i Opsiynau 2 a 3.

Canfyddiad cyffredinol: Nid oedd y gymuned LHDTC+ ehangach yn mynegi pryderon ynghylch effeithiau uniongyrchol neu anuniongyrchol newidiadau arfaethedig. Roedd safbwyntiau'r gymuned LHD+ ar yr opsiynau yn cyd-fynd â'r rhai oedd yn nodi eu bod yn heterorywiol neu'n syth.

Lliniaru ar gyfer Rhanddeiliaid Allanol

Cynrychiolaeth gynhwysfawr: Ystyriwyd bod yr adborth a gasglwyd gan y gymuned LHD+ yn ystod yr ymgynghoriad yn gynhwysfawr ac yn gynrychioliadol.

Risgiau Gweddilliol i Rhanddeiliaid Allanol

Gwahaniaethau posibl yn y canfyddiad o effaith: Er na chodwyd unrhyw bryderon uniongyrchol, mae'n bosibl y byddai risgiau'n weddill oherwydd

anghydweddu rhwng effeithiau canfyddedig yr opsiynau o fewn y gymuned LHD+.

Rhanddeiliaid Mewnol (Diffoddwyr Tân)

Ymgysylltu Cydraddoldeb, Amrywiaeth a Chynhwysiant (EDI): Bu'r Swyddog EDI yn cydweithio gyda Rhwydwaith Staff LHDTTC+ FirePride cyn yr ymgynghoriad heb nodi unrhyw bryderon penodol. Fodd bynnag, yn ystod y prif ymgynghoriad, datgelodd grwpiau ffocws mewnol rai pryderon yn ymwneud â rhianta, gofal plant, a chyfrifoldebau gofalu o fewn perthnasoedd un rhyw.

Amlygodd heriau: Datgelodd trafodaethau mewn grwpiau ffocws mewnol yr heriau potensial a wynebwr gan unigolion mewn perthnasoedd un rhyw yn ymwneud â phrosesau rhianta fel IVF a mabwysiadu. Pwysleisiodd y diffoddwyr tân y rhwystrau ychwanegol y gallai unigolion LHD+ eu hwynebu yn ystod prosesau mabwysiadu neu IVF, gan amlygu pryderon am effaith adleoli posibl ar eu rhwydweithiau cymorth a mynediad i ddarpariaeth gofal plant.

Lliniaru ar gyfer Rhanddeiliaid Mewnol

Ystyriaeth unigol: Nod y Gwasanaeth yw ystyried anghenion unigol yn ystod adleoliadau posibl yn y gweithle i liniaru risgiau a lleihau effeithiau, gan gydnabod pwysigrwydd darparu ar gyfer strwythurau teuluol amrywiol ac anghenion cymorth.

Risgiau Gweddilliol i Rhanddeiliaid Mewnol

Heriau straen a chynhwysiant: Mae risg weddilliol yn gysylltiedig â lefelau straen uwch ymhlith diffoddwyr tân oherwydd ansicrwydd ynghylch yr ECR a'r effeithiau posibl ar unigolion LHD+ o ran mynychu apwyntiadau critigol pe baent yn cael eu hadleoli.

Mae'r adroddiad yn tanlinellu'r angen am ystyriaeth bersonol mewn adleoliadau posibl yn y gweithle, yn enwedig ar gyfer unigolion mewn perthnasoedd o'r un rhyw, i fynd i'r afael â'u heriau unigryw a'u rhwydweithiau cymorth. Mae risgiau gweddilliol yn parhau o ran sicrhau lleihau straen a darparu ar gyfer anghenion cymorth amrywiol yng nghanol newidiadau posibl.

Priodas neu Bartneriaeth Sifil

Er nad yw priodas a phartneriaeth sifil yn dod o dan Ddyletswydd Cydraddoldeb y Sector Cyhoeddus, roedd y Gwasanaeth yn dal i fod eisiau rhoi sylw dyledus i'r nodwedd warchoddedig hon ar sail y ffaith y gallai pobl sydd mewn perthynas neu yn 'sengl' gael eu rhoi dan anfantaes o ganlyniad i'r newidiadau arfaethedig.

Rhanddeiliaid Allanol

Ymgysylltu a risgiau a nodwyd: Mae tua 48.1% o unigolion 16 oed a throsodd yn briod neu mewn partneriaeth sifil⁵⁰. Roedd y Gwasanaeth yn rhagweld ymgysylltiad organig yn ystod y broses cyn ymgynghori ac yn teimlo'n hyderus i gael adborth cynhwysfawr. Yn ystod yr ymgynghoriad, ni ddaeth unrhyw bryderon penodol i'r amlwg mewn sesiynau cyhoeddus na grwpiau ffocws cydraddoldeb ynghylch statws perthynas person, gan ddangos risg isel.

Lliniaru ar gyfer Rhanddeiliaid Allanol

Ymgysylltu organig: Roedd ymagwedd y Gwasanaeth yn anelu at ymgysylltu cynhwysfawr heb dargedu unigolion yn benodol ar sail statws perthynas, gan sicrhau bod safbwyntiau amrywiol yn cael eu dal.

Risgiau Gweddilliol i Rhanddeiliaid Allanol

Pryderon anhysbys posibl: Er na chododd unrhyw bryderon penodol, erys risg weddilliol o faterion heb eu harchwilio yn ymwneud â phriodas neu bartneriaethau sifil na chawsant eu lleisio o bosibl yn ystod yr ymgynghoriad.

Rhanddeiliaid Mewnol (Diffoddwyr Tân)

Croestoriadedd o bryderon: Datgelodd grwpiau ffocws mewnol bryderon ymhlith diffoddwyr tân a oedd yn effeithio'n uniongyrchol neu'n anuniongyrchol ar eu partneriaid neu gyn-bartneriaid ynghylch gofal plant a statws perthynas. Mae'r adran hon o'r adroddiad yn archwilio sut y gallai'r newidiadau arfaethedig effeithio ar statws perthnasoedd unigolion, gan groestorri â nodweddion gwarchodedig eraill.

Effaith rhywedd a rhianta: Gallai diffoddwyr tân benywaidd, sy'n aml yn ofalwyr sylfaenol, wynebu mwy o effaith yn sgil newidiadau arfaethedig, yn enwedig os ydynt yn rhieni sengl, yn unol ag ystadegau cenedlaethol sy'n nodi canran uwch o aelwydydd un rhiant ymhlith menywod.

Croestoriad â chyfeiriadedd rhywiol: Mae data'n awgrymu tebygolrwydd uwch o fod yn sengl ymhlith unigolion sy'n nodi eu bod yn Lesbiaidd, Hoyw neu Ddeurywiol. Mae mewnwelediadau o'r fath yn galluogi dealltwriaeth ddyfnach o sut mae statws perthynas yn amrywio ymhlith gwahanol grwpiau, a allai effeithio ar sefyllfaoedd ariannol.

Lliniaru ar gyfer Rhanddeiliaid Mewnol

Ystyriaeth unigol: Gan gydnabod croestoriad statws perthynas â nodweddion gwarchodedig eraill, mae'r Gwasanaeth yn anelu at ystyried

⁵⁰ Llywodraeth Cymru (2022) Cylchlythyr Demograffeg Ystadegau Cymru: Rhagfyr 2022, l'w weld yn: <http://www.gov.wales/statistics-wales-demography-newsletter-december-2022-html#:~:text=In%20Wales%2C%2043.8%25%20of%20all,or%20in%20a%20civil%20partnership>

anghenion unigol yn ystod unryw broses adleoli, gan annog tryloywder ynghylch statws perthynas i lywio penderfyniadau a lliniaru effeithiau posibl.

Risgiau Gweddilliol i Randdeiliaid Mewnol

Dealltwriaeth anghyflawn: Er gwaethaf mewnwelediad i statws perthynas, mae yna risg weddilliol o anwybyddu heriau neu effeithiau penodol sy'n gysylltiedig â phriodas neu fod yn sengl, yn enwedig o ran ystyriaethau ariannol, a fydd yn cael eu harchwilio'n fanylach yn yr adran statws economaidd-gymdeithasol. Rhaid i'r Gwasanaeth barhau i fod yn agored i ddeialog barhaus er mwyn nodi unrhyw bryderon nad ydynt yn cael sylw.

Crefydd a/neu Gred

Rhanddeiliaid Allanol

Amrywiaeth crefyddol: Mae gan Ogledd Cymru gysylltiadau crefyddol amrywiol, gyda Christnogaeth y mwyaf (46.3%), ac yna grwpiau llai fel Mwslemiaid, Hindŵiaid, Bwdhyddion, Sikhiaid, Iddewig, Pagan, Ysbrydegwyr ac eraill. Mae bron i hanner y boblogaeth (46.5%) yn adrodd nad oes unrhyw ymlyniad crefyddol, sy'n golygu bod manau addoli yn ddelfrydol ar gyfer ymgysylltu.

Strategaethau ymgysylltu: Hyrwyddodd y Gwasanaeth yr ymgynghoriad yn helaeth o fewn grwpiau crefyddol, sefydliadau ffydd, a manau addoli, gan gysylltu â chymunedau amrywiol. Nod yr ymgysylltiad oedd casglu adborth a hyrwyddo negeseuon diogelwch tân.

Risgiau a Nodwyd a Lliniaru

Llai o bryderon am yswiriant tân: Mynegwyd rhywfaint o'r adborth bryderon ynghylch llai o ofal tân, yn enwedig mewn ardaloedd â chrynodiadau uwch o gymunedau crefyddol. Nod ymdrechion ymgysylltu oedd mynd i'r afael â'r pryderon hyn drwy esbonio timau diogelwch tân pwrpasol a threfnu ymweliadau i hyrwyddo gwasanaethau.

Pryderon Canolfan Islamaidd Wrecsam: Roedd pryderon penodol gan y grŵp hwn yn amlygu effaith bosibl adleoli trydydd peiriant tân Wrecsam ar waith nad yw'n waith brys, gan bwysleisio pwysigrwydd gweithgarwch atal ac ymgysylltu â'r gymuned. Mae'r Gwasanaeth yn bwriadu cysylltu â sefydliadau o'r fath i sicrhau cefnogaeth barhaus.

Risgiau Gweddilliol i Randdeiliaid Allanol

Cyfeirio at bryderon ymgysylltu sydd heb dderbyn sylw: Er gwaethaf ymdrechion, mae'n bosibl y bydd pryderon neu adborth nad ydynt yn cael sylw o hyd ynghylch ymgysylltiad y Gwasanaeth â chymunedau crefyddol a'i effaith ar negeseuon a gwasanaethau diogelwch tân.

Rhanddeiliaid Mewnol (Diffoddwyr Tân)

Cyn ymgynghori a phrif ganfyddiadau'r ymgynghoriad: Cydweithiodd y Swyddog Cydraddoldeb, Amrywiaeth a Chynhwysiant gyda Staff y Rhwydwaith Hil, Ethnigrwydd a Threftadaeth Ddiwylliannol yn y cyfnod cyn ymgynghori. Yn ystod y prif ymgynghoriad, ni ddaeth unrhyw bryderon uniongyrchol ynghylch crefydd i'r amlwg ymhlith rhanddeiliaid mewnol, gan nodi risg isel.

Risgiau Gweddilliol i Rhanddeiliaid Mewnol

Pryderon posibl heb eu lleisio: Er na adroddwyd unrhyw bryderon, efallai y bydd materion neu bryderon heb eu datgelu ymhlith rhanddeiliaid mewnol ynghylch agweddau crefyddol nad ydynt wedi'u lleisio yn ystod yr ymgynghoriad.

Hil

Rhanddeiliaid Allanol (Amrywiaeth Ethnig, Iaith a Diwylliant)

Amrywiaeth ethnig: Mae Gogledd Cymru wedi gweld cynnydd mewn grwpiau lleiafrifoedd ethnig, gan godi o 4.4% yn 2011 i 6.2% yn 2021. Y grŵp mwyaf oedd "Gwyn Arall," gydag ethnigrwydd amrywiol ar draws awdurdodau lleol. Yn ogystal, cynyddodd aelwydydd ag ethnigrwydd lluosog i 5.3% o 4.2% yn 2011.

Iaith a diwylliant: Nodwyd rhwystrau ieithyddol a diwylliannol fel heriau posibl. Gwnaed ymdrechion i ymgysylltu â chymunedau amrywiol, trefnu cyfieithiadau, a darparu gwybodaeth mewn gwahanol fformatau ac ieithoedd, gan sicrhau hygyrchedd.

Risgiau a Nodwyd a Lliniaru

Rhwysterau ieithyddol: Codwyd pryderon am rwysterau ieithyddol a bylchau cyfathrebu, yn enwedig mewn cymunedau nad ydynt yn siarad Saesneg. Roedd lliniaru yn cynnwys gwasanaethau cyfieithu, creu deunyddiau mewn ieithoedd amrywiol, mewn fformatau hawdd eu darllen a threfnu grwpiau ffocws ar gyfer adborth.

Ymgysylltu â'r gymuned Amlygodd adborth bryderon ynghylch presenoldeb llai o ddiffoddwyr tân gan effeithio ar waith cymunedol, yn enwedig wrth gynnal Gwiriadau Diogel ac Iach. Eglurodd y Gwasanaeth rolau ei dimau tasg anweithredol a'u hymrwymiad i ymgysylltu â'r gymuned waeth beth yw nifer y peiriannau tân.

Risgiau i'r gymuned oedrannus: Codwyd pryderon am aelodau hŷn y gymuned Fwslimaidd, yn enwedig y rhai nad oedd Saesneg na'r Gymraeg yn iaith gyntaf iddynt. Nod y Gwasanaeth yw recriwtio staff dwyieithog a darparu gwybodaeth amlieithog i fynd i'r afael â hyn ac mae'n cydgysylltu

â'i adran diogelwch tân ar gyfer cymorth cymunedol. Bydd cyfathrebiadau o'r Gwasanaeth yn cael eu darparu'n amlieithog, gyda chydlynu rhwng timau atal a chyfathrebu corfforaethol i sicrhau bod negeseuon yn cyrraedd calon ein cymunedau amrywiol.

Risgiau Gweddilliol i Randdeiliaid Allanol:

Pryderon recriwtio sydd heb dderbyn sylw: Er y nodwyd awgrymiadau ar gyfer gweithlu mwy amrywiol, mae'r mesurau neu'r strategaethau pendant i fynd i'r afael â'r pryder hwn yn dal heb dderbyn sylw.

Rhanddeiliaid Mewnol (Diffoddwyr Tân)

Canfyddiadau'r ymgynghoriad: Ni adroddwyd am unrhyw bryderon uniongyrchol am hil, ethnigrwydd na chenedligrwydd yn ystod y prif ymgynghoriad. Er bod y risg bresennol yn cael ei hystyried yn isel, mae ystyriaeth barhaus o arferion diwylliannol yn hanfodol, yn enwedig o ran cyfrifoldebau gofalu am henoed ymhlith rhai grwpiau ethnig.

Risgiau Gweddilliol i Randdeiliaid Mewnol

Polisi ac ystyriaethau diwylliannol: Mae polisiâu presennol yn ymdrin ag ystyriaethau sy'n ymwneud â systemau dyletswydd a lleoliad gweithleoedd ar gyfer diffoddwyr tân, ond mae sylw parhaus i arferion diwylliannol yn parhau i fod yn hanfodol. Efallai y bydd angen rhoi mwy o sylw ac ystyriaeth bellach i rai naws ddiwylliannol mewn cyfrifoldebau gofalu o fewn y sefydliad.

Dyletswydd Economaidd-gymdeithasol

Mae'r ddyletswydd hon, sy'n dod i rym ar 31 Mawrth 2021, yn ei gwneud yn ofynnol i gyrff cyhoeddus yng Nghymru ystyried lleihau anghydraddoldebau sy'n gysylltiedig ag anfantais economaidd-gymdeithasol. Mae'r Gwasanaeth wedi defnyddio dull cynhwysfawr i ddadansoddi agweddau economaidd-gymdeithasol fel addysg, cyflogaeth, iechyd, safonau byw, cyfiawnder, a chyfranogiad yng Ngogledd Cymru.

Rhanddeiliaid Allanol

Proffil rhanbarthol: Mae tirwedd a phoblogaeth amrywiol Gogledd Cymru o 687,000 yn cwmpasu chwe sir. Amlygwyd amddifadedd mewn ardaloedd fel y Rhyl, Bae Cinmel, ac eraill, gan ysgogi ymgysylltiad helaeth yn yr ardaloedd difreintiedig hyn.

Rhwystrau i ymgysylltu: Gwnaed ymdrechion i ymgysylltu â'r rhai sy'n wynebu rhwystrau rhag cymryd rhan, gan ystyried mynediad i'r rhyngwyd, trafnidiaeth, a chyfyngiadau ariannol. Defnyddiwyd dulliau lluosog fel digwyddiadau cyhoeddus, sesiynau ar-lein, a holiaduron printiedig i ehangu hygyrchedd. Mynychodd y Swyddog Cydraddoldeb, Amrywiaeth a

Chynhwysiant amrywiol grwpiau cydraddoldeb fel ffordd o sicrhau bod pobl na fyddent fel arfer yn mynd i'r digwyddiadau ymgysylltu â'r cyhoedd yn gallu cael llais a rhoi adborth.

Addysg a chyflogaeth: Ni ddaeth yr adborth i'r amlwg ar themâu cydraddoldeb penodol ond datgelodd wahaniaethau mewn cyfraddau Nad ydynt mewn Addysg, Cyflogaeth na Hyfforddiant (NEET), cyflogaeth, a thlodi mewn gwaith ar draws gwahanol ddemograffeg. Cafodd Opsiwn 1 gefnogaeth sylweddol gan ymatebwyr.

Safonau iechyd a byw: Er bod adborth cyffredinol wedi dod i'r amlwg, roedd materion cydraddoldeb penodol yn gyfyngedig. Nodwyd pryderon ynghylch yr argyfwng costau byw sy'n effeithio ar iechyd a phobl hŷn, yn enwedig y rhai ag anabledd ac yn llai abl i ddianc rhag sefyllfa o argyfwng.

Rhanddeiliaid Mewnol

Anfantais Economaidd-gymdeithasol: Tynnwyd sylw gan grwpiau ffocws mewnol at gostau uwch posibl sy'n effeithio ar ddiffoddwyr tân, gan gynnwys teithio, gofal plant, cyfrifoldebau gofalu, a lles anifeiliaid anwes. Roedd strategaethau lliniaru arfaethedig yn cynnwys amsugno costau sy'n gysylltiedig ag adleoli ac ystyried amgylchiadau unigol yn ystod adleoli posib.

Lliniaru a Risgiau sy'n Weddill

Ystyriaethau Unigol: Mae strategaethau'n cynnwys amsugno costau ychwanegol ar gyfer unrhyw weithwyr sydd â'r potensial o gael ei adleoli, ystyried gofal plant a chyfrifoldebau gofalu, a galluogi gweithwyr i egluro anghenion unigol yn ystod adleoli.

Risgiau gweddilliol: Er gwaethaf ymdrechion lliniaru arfaethedig, erys anfanteision ariannol posibl i ddiffoddwyr tân oherwydd costau uwch ar ôl adleoli, sy'n golygu bod angen ystyriaeth barhaus ac asesiadau unigol.

Yn gyffredinol, mae'r Gwasanaeth wedi defnyddio dull amlochrog i ymgysylltu â rhanddeiliaid allanol, nodi anghydraddoldebau, a lliniaru risgiau. Fodd bynnag, mae risgiau gweddilliol sy'n gysylltiedig ag anfanteision ariannol posibl i ddiffoddwyr tân ar ôl adleoli yn parhau, sy'n gofyn am sylw parhaus a chymorth unigol.

Y Gymraeg

Rhanddeiliaid Allanol

Ystyriaeth iaith: Mae'r Adolygiad o Ddarpariaeth Frys wedi'i gyfathrebu yn y Gymraeg ac yn Saesneg, gan sicrhau hygyrchedd gwybodaeth. Nodir poblogrwydd cynyddol y Gymraeg, yn enwedig mewn ardaloedd fel Gwynedd a Môn.

Effaith ar siaradwyr Cymraeg: Gallai Opsiwn 3, sef cau gorsafoedd tân ar alwad neu system RDS, effeithio ar ardaloedd â phoblogaethau uchel o siaradwyr Cymraeg fel Cerrigydrudion, Llanberis, Abersoch, a Biwmares. Gall hyn rhwystro rhyngweithio cyhoeddus yn y Gymraeg ac effeithio ar gyfleoedd cyflogaeth i siaradwyr Cymraeg mewn ardaloedd gwledig.

'Cadarnleoedd' y Gymraeg: Mae gorsafoedd tân fel Conwy, er nad ydynt yn 'Gadarnleoedd' Cymraeg uniongyrchol, yn gweithredu fel canolfannau cyflogaeth dwyieithog ac maent yn arwyddocaol mewn ardaloedd sy'n sensitif i ddirywiad iaith.

Lliniaru ac Effaith Bositif

Adleoli staff: Gallai creu gorsafoedd â staff dydd yng 'Nghadarnleoedd' Cymraeg ddylanwadu'n gadarnhaol ar ymgysylltiad â'r Gymraeg a chanfyddiad o'r Gwasanaeth fel gwasanaeth dwyieithog.

Canfyddiad y cyhoedd: Mae cadw diffoddwyr tân presennol sy'n siarad Cymraeg o dan Opsiwn 1 yn cael ei weld yn gadarnhaol gan 68% o'r ymatebwyr ac mae'n cefnogi'r Gymraeg o fewn y Gwasanaeth.

Rhanddeiliaid Mewnol

Ymatebion staff: Mae sylwadau mewnol yn ymwneud ag amrywiaeth cyflogaeth a'r Gymraeg. Mae sbectwm o farn ynghylch yr angen am hyfedredd yn y Gymraeg, gyda rhai yn ei weld yn hanfodol ar gyfer recriwtio ac eraill yn ei ystyried yn gyfyngol.

Ymrwymiad y gwasanaeth: Wrth gydbwyso sgiliau a gofynion iaith ar gyfer rolau, mae'r Gwasanaeth wedi ymrwymo i gwrdd â Safonau'r Gymraeg i sicrhau mynediad cyfartal i wasanaethau yn y Gymraeg a'r Saesneg.

Lliniaru a Risg Gweddilliol

Ymdrechion lliniaru: Yn ystod unrhyw achos potensial o adleoli staff, byddai cadw diffoddwyr tân sy'n siarad Cymraeg o dan Opsiwn 1 yn anelu at gefnogi'r Gymraeg o fewn y Gwasanaeth.

Risgiau gweddilliol: Mae'n bosibl y bydd y safbwyntiau amrywiol ymhlith staff ynghylch gofynion y Gymraeg yn peri heriau parhaus o ran recriwtio ac amrywiaeth, a gallai hynny o bosib effeithio ar alluoedd ieithyddol y Gwasanaeth. Gallai cau gorsafoedd mewn ardaloedd Cymraeg eu hiaith o dan Opsiwn 3 gael effaith negyddol ar ryngweithio cyhoeddus a chyfleoedd cyflogaeth Cymraeg eu hiaith, er gwaethaf ymdrechion lliniaru.

Lliniaru Effeithiau Niweidiol Posibl ar Gydraddoldeb

Mae amryw o risgiau posib wedi eu hamlygu o fewn yr EIA ac mae sut fydd y Gwasanaeth yn lliniaru'r risg yma wedi ei egluro yn y rhan fwyaf o'r rhannau. Fodd bynnag, ar lefel unigol, mae rhai risgiau sy'n gysylltiedig â diffoddwyr tân a allai o bosibl weithio system ddyletswydd wahanol neu gael eu hadleoli i weithle arall yn anhysbys o hyd.

Trefnodd y Swyddog Cydraddoldeb, Amrywiaeth a Chynhwysiant grwpiau ffocws mewnol a welodd risgiau posibl amrywiol yn dod i'r amlwg ac mae'r Gwasanaeth wedi egluro sut maent yn lliniaru'r risgiau posibl hyn. Bydd yr ymarfer blaenoriaethu a gynhelir fel rhan o'r posibilrwydd o adleoli diffoddwyr tân yn helpu i nodi risgiau pellach lle gellir ystyried a gweithredu mesurau lliniaru lle bo modd.

Mae creu fîm gweithredu i fynd i'r afael yn gynhwysfawr ag effeithiau posibl ar gydraddoldeb yn hanfodol i lwyddiant yr ECR. Bydd y fîm hwn yn cynnwys amrywiaeth o arbenigedd o fewn GTAGC. Ei phrif amcan fydd gwerthuso a strategaethu'n drylwyr ffyrdd o liniaru unrhyw effeithiau andwyol ar ddiffoddwyr tân a'u teuluoedd oherwydd unrhyw newidiadau arfaethedig.

Bydd cyfansoddiad y fîm yn cynnwys cynrychiolwyr o wahanol adrannau a rolau o fewn y Gwasanaeth, gan sicrhau agwedd gyfannol ac aml-ddisgyblaethol. Bydd yn cynnwys unigolion ag arbenigedd mewn cydraddoldeb ac amrywiaeth, rheolaeth weithredol, ymgysylltu â'r gymuned, adnoddau dynol, ac unrhyw randdeiliaid perthnasol eraill.

Bydd y fîm hwn yn sicrhau bod yr ECR nid yn unig yn cadw at safonau cydraddoldeb cyfreithiol a moesegol ond hefyd yn ymgorffori ymrwymiad i greu fframwaith gweithredol teg a chynhwysol.

Dylid nodi nad oes disgwyl i unrhyw sefydliadau eraill fod yn rhan o'r gwaith o fynd i'r afael ag effeithiau posibl ar gydraddoldeb, ond bydd GTAGC yn anelu at barhau i gydweithio ag asiantaethau a phartneriaid eraill fel y mae eisoes.

Crynodeb o'r Effaith ar Gydraddoldeb yn ôl Opsiynau

Fel y disgrifiwyd yn gynharach yn yr adroddiad hwn, (ynghlwm fel Atodiad 3) cwblhawyd EqlA llawn yn seiliedig ar yr ymgysylltiad a'r ymgynghoriad gyda grwpiau cydraddoldeb penodol a staff (tudalen 25). Fel y disgrifiwyd uchod, roedd y sesiynau ymgysylltu hyn yn cynnwys cyflwyno'r holl opsiynau o fewn yr Adolygiad o'r Ddarpariaeth Frys. Fodd bynnag, ni dderbyniwyd adborth i alinio â phob opsiwn unigol ond fe'i rhoddwyd yn erbyn yr Adolygiad o'r Ddarpariaeth Frys a'r holl opsiynau yn ei gyfanrwydd. Roedd rhai arsylwadau

yn ystod y sesiynau hyn y gellir eu priodoli i opsiynau penodol ac mae rhain yn cael eu hadlewyrchu yn y tablau canlynol. Mae'r sgôr risg o fewn y tablau canlynol yn cefnogi modelu penderfyniadau lle mae'r dull gweithredu arfaethedig (Opsiyau 1-3) yn cael ei ystyried yng nghyd-destun risg cydraddoldeb, h.y. pa mor debygol yw'r effaith dybiedig ar unrhyw grwpiau gwarchodedig o ddigwydd.

Graddfa Risg	Disgrifiad
1 – 4 Modd ei reoli	Gall y risg fod mor isel nes bod y Gwasanaeth yn dewis derbyn y risg ac yn syml gofnodi ei fod wedi ei nodi ac, oherwydd ei debygolrwydd neu effaith isel, na fydd angen cymryd camau pellach. Fel arall, efallai y bydd mân ystyriaethau ar ôl gweithredu. Fel arall, efallai y bydd angen ymdrin â mân ystyriaethau wrth eu gweithredu.
5 – 10 Canolig	Bydd perchennog yr AEG yn lliniaru risgiau a nodwyd drwy wneud gwelliannau bach neu weithredu rheolaethau pellach i leihau neu ddileu'r risg. Fel arall, gallai'r perchennog gadarnhau bod pob cam rhesymol wedi'i gymryd i lliniaru'r risg ac nad oes unrhyw gamau rhesymol pellach yn bosibl.
12 – 15 Uchel	Ni ellir cyflwyno'r polisi, y prosiect neu'r gwasanaeth hwn nes ein bod wedi ymgynghori'n fanwl yn allanol ac / neu'n fewnol gyda'r rhai y mae'r maes gwaith hwn yn effeithio arnynt.
16 – 25 Uchel iawn	Mae risg uchel wedi'i nodi, felly gweithredwch ar unwaith. Os yw camau cyfreithiol yn debygol, yna ni all y Gwasanaeth fwrw ymlaen â'r polisi heb ei newid yn sylfaenol. Os yw'r effaith yn parhau'n Tudalen ddifrifol hyd yn oed ar ôl cymryd camau lliniaru, yna bydd yn rhaid ymgynghori â grwpiau mewnol ac / neu allanol.

Nodwedd Gwarchoddedig neu Thema Cydraddoldeb	Opsiw 1	Opsiw 2	Opsiw 3
Oedran - Rhanddeiliaid Allanol	Cododd rhai pryderon y gallai pobl hŷn sy'n llai symudol fod yn llai tebygol o ddianc mewn tân sy'n datblygu, roedd hyn yn pwysleisio pryderon ynghylch amseroedd ymateb oherwydd newidiadau sifft.	Roedd pobl ifanc yng ngrŵp Islamaidd Wrecsam yn poeni am yr effaith ar waith cymunedol ac ymweliadau diogel ac iach pe bai niferoedd staff yn cael eu lleihau.	Roedd pobl ifanc yng ngrŵp Islamaidd Wrecsam yn poeni am yr effaith ar waith cymunedol ac ymweliadau diogel ac iach pe bai niferoedd staff yn cael eu lleihau.
		Cododd rhai pryderon y gallai pobl hŷn sy'n llai symudol fod yn llai tebygol o ddianc mewn tân sy'n datblygu, roedd hyn yn pwysleisio pryderon ynghylch amseroedd ymateb oherwydd newidiadau sifft.	Gwrthwynebiadau a godwyd i gau gorsafoedd oherwydd trigolion bregus sy'n byw yn yr ardaloedd yr effeithiwyd arnynt yn uniongyrchol .
			Cododd rhai pryderon y gallai pobl hŷn sy'n llai symudol fod yn llai tebygol o ddianc mewn tân sy'n datblygu, pwysleisiodd hyn bryderon o gwmpas amseroedd ymateb oherwydd newidiadau sifft.
Oedran - Rhanddeiliaid Mewnol	Rhaid pryderon gan staff sy'n cynghori bod ganddynt gyfrifoldeb gofalu	Rhaid pryderon gan staff sy'n cynghori bod ganddynt gyfrifoldeb gofalu	Rhaid pryderon gan staff sy'n cynghori bod ganddynt gyfrifoldeb gofalu

Nodwedd Gwarchoddedig neu Thema Cydraddoldeb	Opsiwn1	Opsiwn 2	Opsiwn 3
	am naill ai plentyn neu berthynas hŷn.	am naill ai plentyn neu berthynas hŷn.	am naill ai plentyn neu berthynas hŷn.
Anabledd - Rhanddeiliaid Allanol	Ni nodwyd unrhyw effeithiau cydraddoldeb.	Ni nodwyd unrhyw effeithiau cydraddoldeb.	Gwrthwynebiadau a godwyd i gau gorsafoedd oherwydd trigolion bregus sy'n byw yn yr ardaloedd yr effeithiwyd arnynt yn uniongyrchol.
Anabledd - Rhanddeiliaid Mewnol	Pryderon a godwyd gan nifer fach o staff sydd â chyfrifoldebau gofalu am blentyn ag anabledd neu anabledd tybiedig	Pryderon a godwyd gan nifer fach o staff sydd â chyfrifoldebau gofalu am blentyn ag anabledd neu anabledd tybiedig	Pryderon a godwyd gan nifer fach o staff sydd â chyfrifoldebau gofalu am blentyn ag anabledd neu anabledd tybiedig.
Iechyd Meddwl a Lles - Rhanddeiliaid Allanol	Dim effeithiau cydraddoldeb wedi'u nodi	Roedd pryderon yn codi y byddai gostyngiad yn nifer y diffoddwyr tân yn effeithio ar iechyd meddwl staff drwy 'ansicrwydd swyddi'.	Gwrthwynebiadau a godwyd i gau gorsafoedd oherwydd trigolion bregus sy'n byw yn yr ardaloedd yr effeithiwyd arnynt.
			Roedd pryderon yn codi y byddai gostyngiad yn nifer y diffoddwyr tân yn effeithio ar iechyd meddwl staff drwy 'ansicrwydd swyddi'
Iechyd Meddwl a Lles - Rhanddeiliaid Mewnol	Roedd pryderon yn codi y byddai newidiadau mewn patrymau shifftiau yn effeithio ar les staff.	Roedd pryderon yn codi y byddai newidiadau mewn patrymau shifftiau yn effeithio ar les staff.	Roedd pryderon yn codi y byddai newidiadau mewn patrymau shifftiau yn effeithio ar les staff.

Nodwedd Gwarchodedig neu Thema Cydraddoldeb	Opsiwn1	Opsiwn 2	Opsiwn 3
Rhyw - Rhanddeiliaid Allanol	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi
Rhyw - Rhanddeiliaid Mewnol	Mynegwyd pryderon y gallai pellteroedd teithio hirach i'r gwaith gael effaith niweidiol ar y rhai sy'n profi symptomau'r menopos.	Mynegwyd pryderon y gallai pellteroedd teithio hirach i'r gwaith gael effaith niweidiol ar y rhai sy'n profi symptomau'r menopos.	Mynegwyd pryderon y gallai pellteroedd teithio hirach i'r gwaith gael effaith niweidiol ar y rhai sy'n profi symptomau'r menopos.
	Mynegwyd pryderon am newidiadau i systemau dyletswydd a fyddai'n cael mwy o effaith ar fenywod (fel gofalwyr cynradd/rhieni)	Mynegwyd pryderon am newidiadau i systemau dyletswydd a fyddai'n cael mwy o effaith ar fenywod (fel gofalwyr cynradd/rhieni)	Mynegwyd pryderon am newidiadau i systemau dyletswydd a fyddai'n cael mwy o effaith ar fenywod (fel gofalwyr cynradd/rhieni)
	Mynegwyd pryderon y gallai pob opsiwn effeithio ar recriwtio rhieni ifanc, yn enwedig menywod.	Mynegwyd pryderon y gallai pob opsiwn effeithio ar recriwtio rhieni ifanc, yn enwedig menywod.	Mynegwyd pryderon y gallai pob opsiwn effeithio ar recriwtio rhieni ifanc, yn enwedig menywod.
Beichiogrwydd a Mamolaeth - Rhanddeiliaid Allanol	Mynegwyd pryderon am newidiadau i systemau dyletswydd a fyddai'n cael mwy o effaith ar fenywod (fel gofalwyr cynradd/rhieni)	Mynegwyd pryderon am newidiadau i systemau dyletswydd a fyddai'n cael mwy o effaith ar fenywod (fel gofalwyr cynradd/rhieni)	Mynegwyd pryderon am newidiadau i systemau dyletswydd a fyddai'n cael mwy o effaith ar fenywod (fel gofalwyr cynradd/rhieni)
Beichiogrwydd a Mamolaeth - Rhanddeiliaid Mewnol	Mynegwyd pryderon nad yw newidiadau i batrymau sifftiau yn addas i deuluoedd ac y byddant yn effeithio ar y rhai sy'n feichiog neu sydd â theuluoedd ifanc.	Mynegwyd pryderon nad yw newidiadau i batrymau sifftiau yn addas i deuluoedd ac y byddant yn effeithio ar y rhai sy'n feichiog neu sydd â theuluoedd ifanc.	Mynegwyd pryderon nad yw newidiadau i batrymau sifftiau yn addas i deuluoedd ac y byddant yn effeithio ar y rhai sy'n feichiog neu sydd â theuluoedd ifanc.

Nodwedd Gwarchoddedig neu Thema Cydraddoldeb	Opsiwn1	Opsiwn 2	Opsiwn 3
Ail-aseiniad/hunaniaeth rhywedd - Rhanddeiliaid Allanol	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi
Ail-aseiniad/hunaniaeth rhywedd - Rhanddeiliaid Mewnol	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi
Cyfeiriadedd rhywiol - Rhanddeiliaid Allanol	Dim effeithiau cydraddoldeb wedi'u nodi	Pryderon y gallai gostyngiadau yn nifer y staff effeithio'n negyddol ar allu'r gwasanaethau i gynnal gwaith atal pwysig.e. Mynychu digwyddiadau Pride.	Pryderon y gallai gostyngiadau yn nifer y staff effeithio'n negyddol ar allu'r gwasanaethau i gynnal gwaith atal pwysig.e. Mynychu digwyddiadau Pride.
Cyfeiriadedd rhywiol - Rhanddeiliaid Mewnol	Roedd pryderon yn codi y gallai unrhyw newidiadau i systemau sifft wneud mynychu apwyntiadau mabwysiadu/IVF yn heriol.	Roedd pryderon yn codi y gallai unrhyw newidiadau i systemau sifft wneud mynychu apwyntiadau	Roedd pryderon yn codi y gallai unrhyw newidiadau i systemau sifft wneud mynychu apwyntiadau
	Mae data'n dangos bod LHD+ yn fwy tebygol o fod yn sengl, neu'n byw ar ei ben ei hun gyda aelwyd incwm sengl bosibl, gallai hyn fod yn fwy effeithiol mewn proses adleoli.	Mae data'n dangos bod LHD+ yn fwy tebygol o fod yn sengl, neu'n byw ar ei ben ei hun gyda aelwyd incwm sengl bosibl, gallai hyn fod yn fwy effeithiol mewn proses adleoli	Mae data'n dangos bod LHD+ yn fwy tebygol o fod yn sengl, neu'n byw ar ei ben ei hun gyda aelwyd incwm sengl bosibl, gallai hyn fod yn fwy effeithiol mewn proses adleoli
Priodas neu Bartneriaeth Sifil - Rhanddeiliaid Allanol	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi

Nodwedd Gwarchoddedig neu Thema Cydraddoldeb	Opsiwn1	Opsiwn 2	Opsiwn 3
Priodas a Phartneriaeth Sifil - Rhanddeiliaid Mewnol	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi
Crefydd a/neu Gred - Rhanddeiliaid Allanol		Rhai pryderon y byddai gostyngiad mewn gorchudd tân yn dod o ardaloedd sydd â chrynodiadau uwch o bobl grefyddol, yn enwedig y rhai o gefndiroedd lleiafrifoedd ethnig.	Rhai pryderon y byddai gostyngiad mewn gorchudd tân yn dod o ardaloedd sydd â chrynodiadau uwch o bobl grefyddol, yn enwedig y rhai o gefndiroedd lleiafrifoedd ethnig.
		Pryderon y byddai lleihau yswiriant tân yn lleihau gallu'r gwasanaethau i gymryd rhan mewn gwaith nad yw'n argyfwng, fel mynychu digwyddiadau cymunedol.	Pryderon y byddai lleihau yswiriant tân yn lleihau gallu'r gwasanaethau i gymryd rhan mewn gwaith nad yw'n argyfwng, fel mynychu digwyddiadau cymunedol.
Crefydd a/neu Gred - Rhanddeiliaid Mewnol	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi
Hil - Rhanddeiliaid Allanol	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi
Hil - Rhanddeiliaid Mewnol	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi
Dyletswydd Economaidd Gymdeithasol - Rhanddeiliaid Allanol	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi	Gwrthwynebiadau a godwyd i gau gorsafoedd oherwydd trigolion bregus sy'n byw yn yr

Nodwedd Gwarchoddedig neu Thema Cydraddoldeb	Opsiwn1	Opsiwn 2	Opsiwn 3
			ardaloedd yr effeithiwyd arnynt.
Dyletswydd Economaidd Gymdeithasol - Rhanddeiliaid Mewnol	Roedd pryderon yn codi y gallai newidiadau i systemau sifft olygu costau cynyddol i staff e.e. teithio a gofal plant.	Roedd pryderon yn codi y gallai newidiadau i systemau sifft olygu costau cynyddol i staff e.e. teithio a gofal plant.	Roedd pryderon yn codi y gallai newidiadau i systemau sifft olygu costau cynyddol i staff e.e. teithio a gofal plant.
Y Gymraeg - Rhanddeiliaid Allanol			Byddai cau gorsafodd mewn ardaloedd traddodiadol Cymraeg yn sensitif yn ieithyddol, gan leihau'r cyfle i gyfathrebu â'r Gwasanaeth yn y Gymraeg a chyfleoedd cyflogaeth i siaradwyr Cymraeg.
Y Gymraeg - Rhanddeiliaid Mewnol	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi	Dim effeithiau cydraddoldeb wedi'u nodi

Casgliad ac Argymhellion

O safbwynt allanol, mae poblogaeth Gogledd Cymru yn parhau i dyfu, mae pobl yn byw'n hirach, mae mwy o bobl yn byw mewn tldi, troseddau casineb a cham-drin domestig yn parhau i fod yn uchel ac mae pryderon cynyddol ynghylch iechyd meddwl a chorfforol. Mae ystyriaethau eraill, fel pobl ag anableddau, cyflyrau iechyd a byw ar eu pennau eu hunain, yn rhai o'r ffactorau sy'n effeithio ar bobl mewn cymdeithas a'u risgiau i dân ac argyfyngau eraill.

Cyflwynodd yr Adolygiad o'r Ddarpariaeth Frys dri opsiwn ar gyfer gwella gorchudd argyfwng ledled Gogledd Cymru er mwyn galluogi'r Gwasanaeth i fod mewn sefyllfa well i gadw pobl yn ddiogel trwy waith atal ac ymateb yn effeithiol i ddigwyddiadau brys pan fyddant yn digwydd. Dangosodd yr ymgynghoriad gefnogaeth ysgubol i Opsiwn 1 (neu fersiwn wedi'i haddasu o hyn) - a fydd yn galluogi'r Gwasanaeth i gyflawni hyn (gweler adroddiad canlyniadau ymgynghoriad ECR). Roedd ymateb brys o'r neilltu, pob un o'r tri opsiwn yn cyflwyno buddion mewn gwerth cymdeithasol ac yn cynyddu gallu'r Gwasanaeth i gynnal gweithgarwch atal pwysig ac ymgysylltu â'r cymunedau y mae'n eu gwasanaethu.

Ar draws gwahanol grwpiau oedran, mynegwyd pryderon ynghylch amseroedd ymateb a symudedd yn ystod argyfyngau tân. Amlygwyd unigolion hŷn, a allai fod yn llai symudol, mewn pryderon ynghylch newidiadau sifftiau a effeithiodd ar eu gallu i ddianc rhag datblygu tanau. Yn yr un modd, mynegodd rhanddeiliaid mewnol, yn enwedig staff â chyfrifoldebau gofalu am blant neu berthnasau hŷn, bryderon ar draws pob opsiwn.

O ran anabledd, tynnodd rhanddeiliaid allanol sylw at bryderon yn Opsiwn 3 yn bennaf oherwydd gwrthwynebiadau yn erbyn cau gorsafoedd, a allai effeithio ar drigolion bregus. Yn fewnol, mynegodd grŵp bach o staff â chyfrifoldebau gofalu am blant ag anableddau bryderon ar draws y tri opsiwn.

Daeth iechyd meddwl a lles i'r amlwg fel thema bwysig, yn enwedig yn Opsiynau 2 a 3. Lleisiodd rhanddeiliaid allanol bryderon am lai o ddiffoddwyr tân o bosibl gan achosi ansicrwydd swyddi ac effeithio ar iechyd meddwl staff. Yn fewnol, roedd yr holl opsiynau yn codi pryderon am newidiadau mewn patrymau sifft sy'n effeithio ar les staff.

Nodwyd ystyriaethau sy'n ymwneud â rhywedd yn fewnol, yn enwedig o ran effaith cymudo hirach ar symptomau menopos. Daeth pryderon recriwtio ar gyfer rhieni ifanc, yn enwedig menywod, i'r afael â'r holl opsiynau ymhlith rhanddeiliaid mewnol.

Ar gyfer beichiogrwydd a mamolaeth, mynegodd rhanddeiliaid allanol bryderon ar draws pob opsiwn ynghylch newidiadau sy'n effeithio ar unigolion beichiog neu'r rhai â theuluoedd ifanc. Yn yr un modd, tynnodd rhanddeiliaid mewnol sylw at bryderon am batrymau sifftiau nad ydynt yn gyfeillgar i deuluoedd yn gyffredinol.

Ni amlygwyd pryderon ynghylch ailbennu rhywedd neu hunaniaeth yn benodol ar gyfer rhanddeiliaid allanol neu fewnol ar draws yr opsiynau.

O ran cyfeiriadedd rhywiol, mynegodd rhanddeiliaid allanol bryderon yn Opsiynau 2 a 3 ynghylch llai o staff sy'n effeithio ar gyfranogiad y

gwasanaeth mewn digwyddiadau fel Pride. Yn fewnol, nodwyd heriau wrth fynychu apwyntiadau mabwysiadu/IVF oherwydd newidiadau mewn systemau sifftiau ar draws yr holl opsiynau.

Ni ddaeth ystyriaethau priodas neu bartneriaeth sifil i'r amlwg fel pryderon sylweddol i randdeiliaid allanol neu fewnol ar draws y tri opsiwn.

Amlygwyd goblygiadau crefyddol gan randdeiliaid allanol, gan fynegi pryderon am lai o orchudd tân mewn ardaloedd â chrynodeiadau crefyddol uwch. Yn fewnol, ni nodwyd unrhyw effeithiau penodol ar draws pob opsiwn.

Ni chodwyd ystyriaethau sy'n ymwneud â hil yn benodol gan randdeiliaid allanol neu fewnol ar draws yr opsiynau.

Ar gyfer dyletswydd economaidd-gymdeithasol, mynegodd rhanddeiliaid allanol a mewnol bryderon am gostau uwch i staff (e.e., teithio, gofal plant) ar draws y tri opsiwn.

O ran y Gymraeg, roedd rhanddeiliaid allanol yn poeni am gau gorsafoedd sy'n effeithio ar ardaloedd Cymraeg, gan leihau'r cyfleoedd ar gyfer cyfathrebu a chyflogaeth Gymraeg.

Mae'r Gwasanaeth yn gweld ei bobl fel ei ased mwyaf a bydd unrhyw effeithiau posibl yn cael eu lliniaru lle bynnag y bo modd. Mae amryw o effeithiau posibl wedi dod i'r amlwg sy'n canolbwyntio ar gostau cynyddol sy'n gysylltiedig â'r newidiadau arfaethedig i systemau dyletswydd a/neu newid lleoliad gwaith. Mae'r costau hyn yn ymwneud â thanwydd, traul a defnydd ar gerbyd personol a gofal plant diffoddwyr tân. Mae materion eraill yn ymwneud â chydbwysedd gwaith/bywyd, gallu cyfyngedig posibl i reoli trefniadau gofal plant gyda phartneriaid ac aelodau o'r teulu a lles anifeiliaid anwes teulu. Bydd y Gwasanaeth yn rhoi sylw dyledus i'r holl risgiau a nodwyd yn ystod yr ymgynghoriad ac unrhyw risgiau ychwanegol a allai ddod i'r amlwg yn ystod ymarfer corff ffafriol a chyfarfodydd unigol sy'n digwydd fel rhan o adleoli diffoddwyr tân.

Gellir dod o hyd i fanylion penodol ynghylch risgiau a lliniaru a nodwyd yn yr Aseiad o'r Effaith ar Gydraddoldeb (Cyfnod Ymgynghori a Gwneud Penderfyniadau), Atodiad 3.

Atodiad 1

Strategaeth Ymgynghori ac Ymgysylltu Yr Adolygiad o'r Ddarpariaeth Frys (ECR) Awdurdod Tân ac Achub Gogledd Cymru

Cynhyrchwyd strategaeth gyfathrebu gynhwysfawr i gefnogi ymgynghoriad cyhoeddus Awdurdod Tân ac Achub Gogledd Cymru fel rhan o'r Adolygiad o'r Ddarpariaeth Frys.

Bu Gwasanaeth Tân ac Achub Gogledd Cymru yn gweithio gyda'r Sefydliad Ymgynghori, corff cynghori annibynnol, dielw, arfer gorau drwy gydol y broses i sicrhau bod yr ymgynghoriad cyhoeddus yn cael ei gyflawni i'r safonau gofynnol.

Roedd arfer gorau yn cynnwys cynnal ymarfer mapio rhanddeiliaid manwl a gweithdy proffilio risg cyn dechrau unrhyw ymgynghoriad.

Meithrinwyd ymgysylltu adeiladol â chymunedau a rhanddeiliaid allweddol ar draws Gogledd Cymru, gan gynnwys staff a'u cyrff cynrychioliadol, gwleidyddion lleol ac arweinwyr cynghorau, grwpiau cymunedol, awdurdodau lleol a gwasanaethau brys eraill.

Roedd mandad yr ymgynghoriad yn gwahodd y rhai sy'n byw, yn gweithio ac yn teithio yng Ngogledd Cymru i rannu eu barn ar ba risgiau sy'n peri'r pryder mwyaf iddynt, pa feini prawf gwneud penderfyniadau sy'n bwysig iddynt, a sut roeddent yn teimlo bod yr opsiynau a gyflwynwyd yn diwallu anghenion eu cymunedau.

Er mwyn helpu i ddatblygu opsiynau ar gyfer y dyfodol, fel ymarfer cyn-ymgynghori, bu GTAGC yn gweithio gyda staff a chyrrff cynrychioliadol, y cyhoedd, cynrychiolwyr cynghorau, grwpiau bregus lleol ac aelodau o'u Hawdurdod Tân i ddeall beth sy'n wirioneddol bwysig pe baen nhw neu rywun maen nhw'n gofalu amdano neu'n ei gynrychioli, angen eu gwasanaethau mewn argyfwng.

Defnyddiwyd yr adborth o ymgysylltu cyn ymgynghori, ynghyd â barn broffesiynol, modelu, a phroffilio risg, yn y cam arfarnu opsiynau i ddatblygu opsiynau dichonadwy ar gyfer dyfodol gwasanaethau cyflenwi brys ar draws Gogledd Cymru. Cynhaliwyd yr ymgynghoriad ffurfiol rhwng 21 Gorffennaf a 30 Medi 2023. Estynnwyd dyddiad cau gwreiddiol yr ymgynghoriad o 22 Medi i 30 Medi yn dilyn adborth/ceisiadau gan randdeiliaid a'r cyhoedd.

Mabwysiadwyd amrywiaeth o sianeli cyfathrebu, negeseuon, a chynulleidfaoedd targed i sicrhau bod y broses ymgynghori ac ymgysylltu yn cael ei chyflawni'n effeithiol.

Datblygwyd deunyddiau cyfathrebu clir a chryno i ymgysylltu â rhanddeiliaid, gan gynnwys cynnwys printiedig, hawdd ei ddarllen a digidol dwyieithog, i ddarparu gwybodaeth hygyrch am y trefniadau cyflenwi brys a'r broses ymgynghori ac ymgysylltu, er mwyn sicrhau y gellid ymgorffori safbwyntiau amrywiol yn y broses adolygu.

Roedd sianeli cyfathrebu lluosog yn cynnwys deunyddiau printiedig, cyfryngau cymdeithasol, gwefan, cyfarfodydd wyneb yn wyneb, a chyfryngau traddodiadol, i gyrraedd cynulleidfaoedd amrywiol a chynyddu ymgysylltiad.

Roedd sesiynau briffio a gweithdai ar-lein ac wyneb yn wyneb yn darparu cyfleoedd ar gyfer ymgysylltu uniongyrchol, rhannu gwybodaeth, a chasglu mewnbwn.

Sefydlwyd llwyfan ymgynghori ac ymgysylltu ar-lein, wedi'i gyfeirio drwy wefan y Gwasanaeth a'r cyfryngau cymdeithasol, a'i gynnal ar ganolbwynt ymgynghori i alluogi mynediad at wybodaeth a'r gallu i gyflwyno adborth yn ymwneud â'r adolygiad o'r ddarpariaeth frys. Roedd holiaduron printiedig hefyd ar gael i'w dychwelyd trwy Rhadbost.

Mae rhagor o wybodaeth am y dull cyfathrebu a fabwysiadwyd wedi'i chynnwys yn yr adroddiad ar yr ymateb i'r ymgynghoriad a gyflwynwyd i aelodau'r Awdurdod Tân ac Achub ar 16 Hydref, a gellir dod o hyd iddo [yma](#). Gellir dod o hyd i ddiweddariad yn dilyn ystyriaeth i'r adroddiad hwn gan Aelodau'r Awdurdod Tân ac Achub [yma](#).

[Atodiad 2: ASESU EFFAITH CYDRADDOLDEB \(Cyfnod cyn ymgynghori\)](#)

[Atodiad 3: Aseu Effaith Cydraddoldeb \(Cyfnod Ymgynghori a Gwneud Penderfyniadau\)](#)