

North Wales Fire and Rescue Authority

Strategic Equality Plan

Annual Report

2014 - 2015

Published September 2015

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Executive Summary

North Wales Fire and Rescue Authority is required to produce an annual report by 31st March each year. The information should cover the complete financial year finishing twelve months prior to the reporting deadline.

Following the production of the first report, it was concluded that the Authority would benefit if the report were produced in the autumn of the reporting year this would afford departments with equality objectives the opportunity to implement changes and incorporate those changes into the business planning process for the coming financial year.

North Wales Fire and Rescue Authority is required to report annually against the following information.

- the steps the authority has taken to identify and collect relevant information
- how the authority has used this information in meeting the three aims of the general duty
- any reasons for not collecting relevant information
- a statement on the effectiveness of the authority's arrangements for identifying and collecting relevant information
- progress towards fulfilling each of the authority's equality objectives
- a statement on the effectiveness of the steps that the authority has taken to fulfil each of its equality objectives
- specified employment information, including information on training and promotion

Introduction and Background

The Equality Act 2010 brought together over 116 separate pieces of legislation into one single Act. Where possible the Authority will try to exceed the demands of the law in our work in encouraging equality, diversity and cohesion as both an employer and a service provider.

The Equality Act 2010 establishes both a General Duty and the Wales Specific Duties for public bodies like North Wales Fire and Rescue Authority. The law establishes that the protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

Details on how North Wales Fire and Rescue Authority intend to achieve compliance under the new Equality Act are set out in the Authority's Strategic Equality Plan, which can be found at:

http://www.nwales-fireservice.org.uk/media/91733/final_strategic_equality_plan_english-cover.pdf

This fourth annual report focuses on the period of 2nd April 2014 through to 31st March 2015.

This report focuses primarily on data linked to our activity during the set timeframe. In order to establish consistency, this document is laid out according to the Wales specific duties, the key required data being held in the appendices.

Equality Statement

North Wales Fire and Rescue Authority is pleased to publish its Strategic Equality Plan Annual Report 2014-2015. This report is a record of the progress we have made towards achieving our equality objectives and promoting the priorities identified within our Strategic Equality Plan, this will be a continuous process.

North Wales Fire and Rescue Authority is committed to providing the best service we can to the people of North Wales. As an employer, we are also committed to equality and valuing diversity within our workforce. This commitment is reinforced by our Core Values, which are embedded in our day-to-day working practices with all our service users, colleagues and partners. We are committed to achieving equality for all by reducing discrimination in employment and service delivery.

The three aims of the general equality duty are as follows:

- To eliminate unlawful discrimination, harassment and victimisation, by tackling prejudice and promoting understanding
- To advance equality of opportunity between people who share a protected characteristic and those who do not by
- Foster good relationships between people who share a protected characteristic and those who do not

The Service is working toward

- Removing or minimising disadvantage suffered by people due to their protected characteristic
- Meeting the needs of people with certain protected characteristics where these are different to the needs of other people, including taking steps to take account of disabled people's needs

Our Strategic Equality Plan was published in April 2012, it sets out our on-going commitment to ensuring fairness for the residents, elected members, staff members and all visitors to the North Wales.

Simon A Smith

Chief Fire Officer

Councillor Meirick Lloyd Davies

Chair – Fire and Rescue Authority

Legislative Requirements

The Equality Act 2010

The General Public Sector Equality Duty (April 2011)

The Equality Act 2010 amalgamated previous disparate pieces of equality legislation, harmonising and strengthening equality legislation under one new Act. The Act includes a public sector equality duty that requires public sector bodies, in the exercise of their functions, to have due regard to the need to:

- **eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
- **advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- **foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

The Equality Act lists a number of characteristics which must not be used as a reason to treat some people worse than others. These are the 'protected characteristics'.

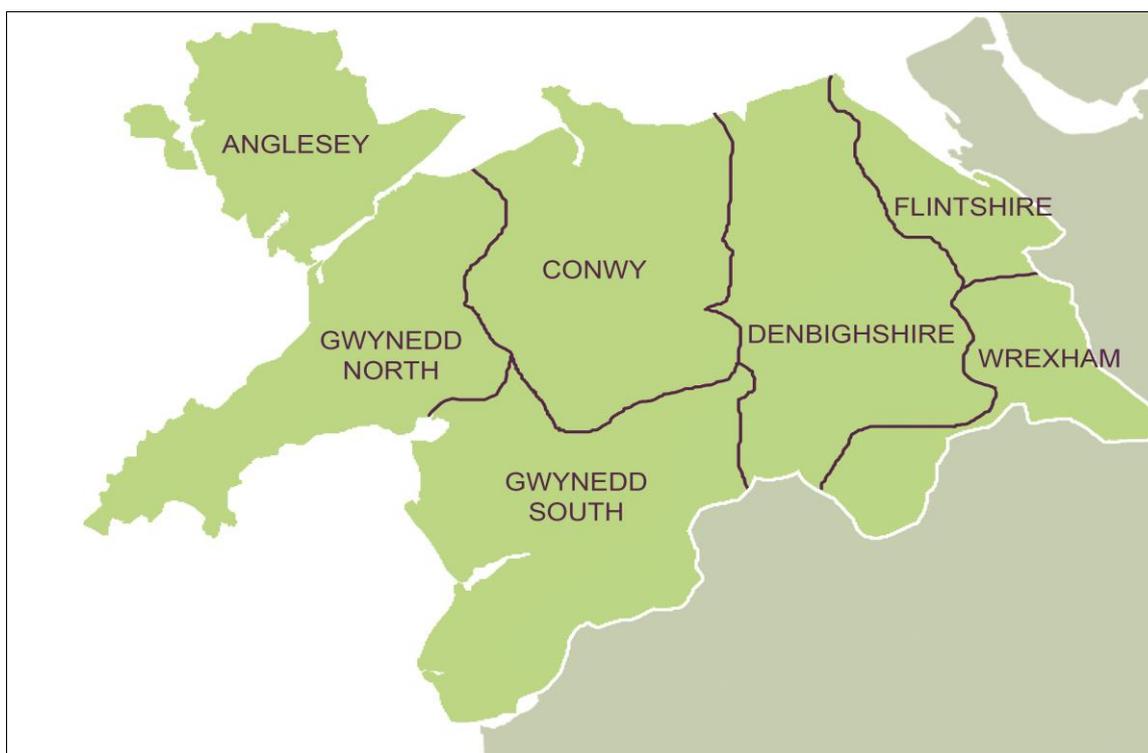
The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

There are also associated specific statutory equality duties for Wales (Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011) that enable a public authority in Wales to meet the general duty. The specific regulations include:

- publishing Equality Objectives;
- publishing a Strategic Equality Plan;
- engagement and involvement provisions for protected characteristic groups;
- ensuring published material is accessible;
- assessing impact of relevant policies and practices;
- training and collection of employment information;
- promoting knowledge and understanding amongst employees of the Equality Act;
- addressing unfair pay differences;
- reviewing progress on the Strategic Equality Plan and associated Equality Objectives;
- procurement practice provisions.

The broad purpose of the specific duties in Wales are to help listed bodies in their performance of the general duty and to aid transparency.

Information about North Wales Fire and Rescue Authority



Map of North Wales Fire and Rescue Authority area

Fire and Rescue Authority

North Wales Fire and Rescue Authority is one of three in Wales. The role of the Authority is to:

- perform all the duties and responsibilities of a Fire and Rescue Authority in accordance with appropriate legislation and regulations, in particular the Fire and Rescue Services Act 2004, the Regulatory Reform Order (Fire Safety) Order 2005 - which came into force on 1 October 2006, and the 1995 Combination Scheme;
- agree the annual Authority plans, the revenue and capital budgets and the contribution for the constituent councils;
- monitor the revenue and capital budgets and deal with any significant variations, including decisions on any supplementary contributions.

The Authority was established in April 1996, and comprises of 28 councillors from the six unitary authorities of North Wales: Anglesey County Council (3); Conwy County Borough Council (5); Denbighshire County Council (4); Flintshire County Council (6); Gwynedd Council (5); Wrexham County Borough Council (5). The number of representatives from each constituent authority is determined on a population basis.

The Fire and Rescue Authorities Core Values

The Fire and Rescue Service is headed by the Chief Fire Officer, who has overall corporate management and operational responsibility for the Service and provides professional advice to the Fire and Rescue Authority. The Service core values summarise the principles by which we operate and the personal values that staff are encouraged to adopt and demonstrate.

These core values are:

Service to the community

Valuing service to the community by:

- Working with all groups to reduce risk
- Treating everyone fairly and with respect
- Being answerable to those we serve
- Striving for excellence in all we do

People

Valuing all our employees by practising and promoting:

- Fairness and respect
- Recognition of merit
- Honesty, integrity and mutual trust
- Personal development
- Co-operative and inclusive working

Diversity

Valuing diversity in the Service and the community by:

- Treating everyone fairly and with respect
- Providing various solutions for different needs and expectations
- Promoting equal opportunities in employment with progression within the Service
- Challenging prejudice and discrimination

Improvement

Valuing improvement at all levels of the Service by accepting responsibility for our performance by:

- Being open-minded
- Considering criticism thoughtfully
- Learning from our experience
- Consulting others

Organisation

Human Resources

Flexible Working

The Service's Flexible Working policy has been updated in order to extend the right to request flexible working to all employees (not just those with parental responsibility for a child, or caring responsibilities for an adult). The Service takes a 'reason neutral' approach to flexible working therefore employees are not required to disclose the reason for their flexible working request.

This approach ensures that decisions made regarding flexible working requests are not subjective and are based purely on business reasons, removing any bias and thus ensuring fair treatment to all. The Service recognises the importance of helping its employees by offering flexible working arrangements that enable them to balance their working life with other priorities, including parental and other caring responsibilities, life-long learning, charity work, leisure activities and other interests.

Variable Working Hours (Flexi-Time)

A variable working hours policy is being introduced enhancing the existing flexi-time scheme. The policy widens the current flexi time bands to offer a more flexible choice for employees regarding their working hours thus assisting with work-life balance for all employees. This in turn can have a positive impact on the productivity of employees thus meeting the needs of the Service and the community it serves. The policy is intended to ensure fair treatment for all those employees who wish to manage their hours in order to improve their work-life balance to care for young dependants or older relatives or improve their work-life balance generally.

Internships

Many 18-24 year olds find it difficult to gain employment in the current economic climate. A lack of work experience can be a real barrier for young people. In light of this, the Service has created an innovative partnership with Glyndwr University to assist young people into employment. The initiative has introduced a Collaboration Research Agreement with Glyndwr University enabling two masters level students to undertake paid work within the Fire and Rescue Service. The students base their masters level qualification on research conducted whilst they undertake the role which provides a business benefit to the Service.

For young people who lack work experience, the opportunity to undertake real work and adjust to the routines and habits of working life can significantly improve their employment prospects along with the provision of a reference at the end of the internship.

Positive Action

The Service plans to undertake a range of positive action events to encourage under-represented minority groups to consider a career with North Wales Fire and Rescue Service. We aim to have a workforce that reflects the diversity of the community we serve as we believe this will improve the service we deliver to the community.

The numbers of operational employees who are women or who are from black and ethnic minority backgrounds are significantly lower than we would like them to be for a modern Fire and Rescue Service. The positive action days aim to raise awareness amongst identified under-represented groups within the workforce. Positive action days provide an insight into the role of a firefighter and an awareness of what to expect from the recruitment and selection process. All candidates compete openly and fairly once the selection process begins.

Collection of Employment Information

An Authority must collect employment information on those who share one or more of the protected characteristics. This data must be published by the 31st March of the following year.

Employment Data

The Human Resource department initiated a data validation exercise to which 65% of employees responded. Follow up work was needed to remind employees who had not refreshed their personal data of the importance of responding and the significance of the Service holding valid data.

A new Management Information System will assist with data collection, enhancing accuracy, access to timely and meaningful information which will assist with decision-making. Such a system will improve the quality of the information available when conducting equality impact assessments. An officer will be temporarily employed to draw-up a specification for the system.

Service Delivery

Engagement - Community Safety

The Authority has a statutory duty to engage with **all** members of the community both in its own activities, and in collaboration with other public bodies and the Third Sector.

The following outlines some of the work being undertaken by the Authority with specific protected characteristics and vulnerable groups:

Age

NWFRS continues to assist in improving the safety of older and/or disabled occupiers in delivering home safety checks, specialist interventions and working with Local Authorities to fit remote care monitoring systems.

Age Connect currently has a service level agreement with NWFRS to deliver home safety checks. Those eligible for a blue badge are offered a home safety check whenever they apply or renew their blue badges in Gwynedd and Ynys Môn.

The older driver's scheme which assesses the skills of older drivers is also supported by NWFRS. Our Revolution Project and the Deadly Impacts Programme are both targeted at influencing the behaviour of young drivers that are at risk on the roads.

Intervention and education for children and young people is carried out through the Phoenix Project. Our Educationalists deliver community safety messages to Key Stage 1, 2 and 3 pupils not only in schools but also in pupil referral units.

We engage with children as young as three years of age if there has been inappropriate fire interaction or fascination with fire through Fire Awareness Child Education (FACE) together with staff from the Fire Safe scheme.

Disability

The Service partners with agencies such as Cartrefi Cymru, who provide independent living solutions to those with disabilities. We have a service level agreement with Baywater Healthcare, the Oxygen provider to vulnerable people in North Wales, to deliver home safety checks. All oxygen user dwellings in North Wales are tagged with the Fire Control (999 Centre).

NWFRS provides a range of interventions according to individual needs, such as wireless hard of hearing smoke detectors and also Ultraguard misting systems which are fitted in properties where it is deemed that the person is of high risk of death or serious injury should there be a fire, coupled with their inability to escape and being confined to one room due to their disabilities.

The Ultraguard systems are fitted where people wish to continue to live in their own homes, but have complex needs and lifestyle issues that make them vulnerable.

Deaf and hard of hearing persons - We engage directly with people that are deaf or hard of hearing during home safety checks and through a service level agreement we have with North Wales Deaf Association who also deliver home safety checks on our behalf. When appropriate the Deaf Association will refer individuals back to NWFRS for specialist interventions such as Bellman Systems. The Service has also developed links with the National Deaf Children's Society and has personnel trained in British Sign Language. All our personnel carry an identity card which is overwritten in braille whilst NWFRS sites have hearing induction loops.

We engage with those suffering from mental health conditions through home fire safety checks and through liaison with the Mental Health Teams. We attend case meetings and joint visits and this work is underpinned by a memorandum of understanding (MOU) for home safety check referrals. All Community Safety staff have information to pass on to the Dementia helpline, along with the mental health helpline (C.A.L.L.), together with the drug and alcohol helpline.

People Vulnerable following release from hospital are assisted via agencies such as the British Red Cross and Royal British Legion. NWFRS has a service level agreement (SLA) with those organisations for them to deliver home safety checks on the Service's behalf.

Women and people with differing ethnic backgrounds

NWFRS hold Positive Action days prior to recruitment aimed at attracting women and people from ethnic minority backgrounds to consider a career in the Fire and Rescue Service. Currently they are underrepresented within the Service.

North Wales Regional Equality Network (NWREN) assists people who arrive in Wales as migrants and also undertake extensive work within the LGBT community. The Service has made home safety check referral arrangements with NWREN. Similarly we have contact with Black Association of Women Step Out (BAWSO) and the Service's Third Sector Co-ordinator for providing HSC referrals. BAWSO delivers specialist services to people from Black and Ethnic Minority (BME) backgrounds that are affected by domestic abuse and other forms of abuse, including Female Genital Mutilation, Forced Marriage, and Modern Slavery.

Religion

Wrexham and Flintshire Neighbourhood Wardens have visited mosques in the region to discuss fire safety in the home utilising NWFRS Fire Safety Literature. The corporate communications department use social media to publicise the dates of the religious festivals along with a relevant fire safety message.

LGBT

Representatives from NWFRS attend Pride Events in North Wales and Chester and the Service is a Stonewall Diversity Champion and has Stonewall Role Models amongst its staff. The Service operates a colleague support scheme with one supporter specifically supporting LGBT staff.

Sex

The Service attends Multi Agency Risk Assessment meetings which deal with domestic abuse and sexual violence cases. The Service also supports and attends meetings in support of the 10,000 Safer Lives project which assists victims of domestic abuse by setting minimum service standards and encouraging multi-agency partnership working. We have a specific Domestic Abuse and Sexual Violence Policy with a clearly defined reporting procedure should staff wish to report any concerns within the workplace or regarding members of the public that they may encounter in the course of their role.

Poverty

Members of staff have received Financial Inclusion training in order to signpost and refer people where they are struggling financially. Also, persons suffering from fuel poverty are referred to NEST. NEST is a Welsh Government scheme working to help reduce the number of households in fuel poverty making homes more energy-efficient and also safer as the occupants will no longer have the necessity to utilise less cost effective or unsafe means to heat their homes, such as gas heaters, for example.

Victims of Modern Slavery

Members of staff have received awareness training on Modern Slavery, in order to assist North Wales Police with intelligence led reports and increase understanding of what constitutes Modern Slavery.

Victims of Hate Crime

Victims of hate crime can be assisted by target hardening their dwellings, in collaboration with the Arson Reduction Team during home safety checks and via agencies such as Flintshire Wardens and Pen Cartref.

Homeless People

Homeless people from a variety of different backgrounds are assisted through charities such as The Wallich in Rhyl and Shelter Cymru. The Service works with both charities as and when people are rehomed in order to raise awareness and prevent fires. Both the Wallich and Shelter Cymru will refer all of their previously homeless people for a Home Safety Check undertaken within the first days of them taking up a new tenancy and our staff will attend the property and provide education and smoke detectors where required.

Engagement - Business Fire Safety

The takeaway initiative, whereby North Wales Fire and Rescue Service provides business fire safety education to owners and managers of takeaway premises deemed to be potentially high risk (i.e. with sleeping accommodation above the shop that does not have an independent means of escape). The initiative has involved working with people from a wide range of ethnic backgrounds many of whom have English as their second language. This service is also offered in Welsh.

The care environment is an area of identified high risk. In this sector the Service has regular engagement through the audit/inspection programme with the elderly, people with mental health issues and vulnerable young people. We have provided fire safety advice and education, usually on request, in a range of places of worship assisting in the provision of an environment safe from the risk of fire.

Collection of Service Delivery Information

During the development of the Strategic Equality Plan a gap analysis indicated that although some of the Service Delivery information was collected further work was required in this area. Over the last two years, efforts have been made to collect the relevant equality information.

This focus has resulted in the development of a supplementary post incident system for the collection of Service Delivery equality data in addition to the current monitoring data. The Service is proposing to undertake a 6 month trial which will start in June 2015 where equality monitoring information is collated following specific operational incidents:

- Road Traffic Collisions (RTC)
- Special Service Calls
- Dwelling Fires

This information may assist the Service in ensuring that it is engaging with all people within the community, and also determine whether any of those protected under the Equality Act are more at risk of having a fire, or being involved in an RTC. The trial will utilise various data collection methods, using both written forms, face to face interviews and online submissions.

How the Authority has used the Information

Community Safety

What difference did the engagement make?

- Safer homes across North Wales through proactive Community Safety work, Home Safety Checks, free smoke detectors and other interventions determined and tailored to individual needs.
- More sectors of the communities within North Wales are now aware of the services provided by NWFRS and how these can be adopted to meet their requirements.
- Reduction in the amount of accidental dwelling fires by home safety checks, targeted interventions, intelligence gathering and partnership working.

- The reduction in youth and young driver related anti-social behaviour following the interaction with young people via the Phoenix, Revolution Projects and through FireSafe.
- Reduction in Arson related incidents.
- An increase in independent living for vulnerable persons, meaning that they are less of a burden on the health service.

Business Fire Safety

What difference did the engagement make?

- All fire safety engagement is designed to make premises safer from fire so as to make North Wales a safer place to work, live and visit.
- It is important to realise that business safety operates to make people safer in the built environment and the solutions created consider the needs of the people who are present to create this environment safe from fire. The protected characteristics of religion, ethnicity, age and disability may be important factors in the development of a safe solution for the premises.
- In law the responsibility for the development and maintenance of this safe environment lies with the Responsible Person but NWFRS will provide education and support where possible, but reserve the right to take enforcement action against those who do not make their premises safe from fire.

Equality Impact Assessments

In 2011 the three Welsh Fire and Rescue Services jointly reviewed their Equality Impact Assessment process. At the start of 2013 the three Services in Wales embarked on a new round of Equality Risk Assessment training that would take place over two years. North Wales Fire and Rescue Service concluded its final training session, with senior and middle managers completing a one day course; the course content was designed to include the legal and morale arguments for Equality Impact Assessment and has enabled managers to conduct impact assessments with confidence.

The Authority uses the Equality Impact Assessment process to ensure that departments consider the equality effects of decisions, policies or services on different communities, individuals or groups, particularly in relation to those most vulnerable in society in order to comply with the Equality Act General Duty 2010 and the Specific Duties 2011 (Wales).

The Authority has completed the following Equality Impact Assessment during this reporting year and copies can be found via the links or on our website.

- [Flexible Working Arrangements](#)
- [Public Interest Disclosure \(Whistleblowing\) and Bribery](#)
- [Recruitment and Selection](#)
- [Health and Fitness Procedures](#)

How to contact us

North Wales Fire and Rescue Authority will seek to ensure that information is available in alternative accessible formats. Other formats, such as coloured paper or audio would be available upon request. If you wish to give feedback or make a suggestion or if you wish to obtain a copy in an alternative format, please contact:

Post: The Equalities Adviser
North Wales Fire and Rescue
Service
Ffordd Salesbury
St Asaph Business Park
ST ASAPH
Denbighshire
LL17 0JJ

Phone: 01745 535250

Fax: 01745 535296

Email: sue.jones@nwales-fireservice.org.uk

Accessible Formats

This document and supporting documents will be published on the Authorities website in English and Welsh in Microsoft Word and PDF formats. Other accessible formats including large print, Braille, BSL DVD, easy-read, audio and electronic formats, and other languages will be available upon request

Our Objectives

Regulation 3 Regulation 3(2)	set and publish Equality Objectives publish a statement that sets out how the Authority will achieve their Equality Objectives
Regulation 4 Regulation 13 Regulation 14	prepare and review of Equality Objectives review all arrangements made under the Regulations requires an Authority to write a Strategic Equality Plan (SEP) by April 2012
Regulation 15 Regulation 16	the Authority will produce and review the SEP publish a report in each reporting period on the collection of relevant data

Setting Equality Objectives and writing a Strategic Equality Plan and reporting on the progress of the Plan.

Objective 1	Set and monitor the Equality Objectives contained within the Strategic Equality Plan and review the Objectives before the end of a four year period and report on progress annually. Publish an Equality Statement which sets out the steps it intends to take to achieve each Objective.
Reason	The Equality Objectives contained within the Strategic Equality Plan are evidence based formed by either engagement or consultation, specifically with those who represent or share the nine protected characteristics. This is a legal requirement of the Equality Act 2010. Set out in and supported by the Specific Duties 2011 (Wales).
Expected Outcome	The Authority will report on the Equality Objectives that will be incorporated into the relevant departmental business plans. The objectives will form part of the business reporting mechanism with progress being reviewed quarterly. The Objectives will lead to ensuring the Authority is focusing its resources on vulnerable people in the community and Authority staff, who are representative of one or more of the nine protected characteristics.
Whom will carry out this objective	The Strategic Equality Plan will be produced and monitored by the Equality Adviser via the department business plans of individual managers. The SEP will be reviewed annually and a report will be submitted to the Fire and Rescue Authority.
Progress from 1st April 2014 to 31 st March 2015	The 2012-2016 Strategic Equality Plan was published in April 2012 the equality objectives contained within the equality plan were each assigned a lead officer. The reporting mechanism will facilitate the incorporation of the equality objectives into the business planning process with quarterly monitoring updates. The quarterly monitoring update forms the basis of the Equality Objective update in the Annual Report to the Fire Authority. As each of the Equality Objectives are completed, they are signed off.

Equality Statement

The Authority will set Equality Objectives which will support our improvement objectives and will be monitored quarterly through the budget and business planning process and will be reported annually to the Fire and Rescue Authority. The Strategic Equality Plan will subsequently be kept under annual review and will receive a full review before the end of a four-year period.

Engaging and Involving Arrangements

Objective 2	Develop a Consultation Strategy involving stakeholders, members of the public and Authority staff who share one or more of the protected characteristics and are affected by our policies and service delivery procedures. The Strategy will set out how the Authority intends to engage with groups covered by one or more of the nine protected characteristics.
Reason	The Authority is required by the Specific Duties to involve and consult people affected by the decisions, policies and procedures taken by the Authority.
Expected Outcome	The development of the Equality Objectives and subsequent Action Plan should be informed by consultation and engagement with stakeholders, members of staff and members of the public who are covered by one or more of the nine protected characteristics. Consultation and involvement will lead to realistic objectives informed by members of the public and staff.
Whom will carry out this objective	The Corporate Communications Manager will be responsible for writing the Consultation and Engagement strategy and setting up a group of critical friends/consultation forum. The lead officer will also be required to investigate ways of using current contact with the public to engage and consult.
Progress from 1st April 2014 to 31 st March 2015	<p>The engagement and consultation strategy drafted and approved by the Service's Executive Group (and highlighted in our report last year) remains in place. This strategy was shared with the other two Fire and Rescue Services at the All Wales Communications Group and formally agreed across Wales as an All Wales Engagement and Consultation Memorandum of Understanding. The purpose of this MoU is to ensure all three fire and rescue services will adopt a collaborative approach towards public engagement and consultation across Wales.</p> <p>The document is aimed at providing direction and consistency on public engagement and consultation across all three fire and rescue services in Wales it has been agreed by the All Wales Communications Group and approval has been granted from each fire and rescue service. Determining how to deliver the common approach will be part of the All Wales Communication Group's forward work plan and the Corporate Communications Manager will report back to NWFRS on progress.</p> <p>Each fire and rescue service will retain more detailed individually tailored communications and engagement strategies which allow local issues and communities to be addressed. Such a strategy for NWFRS was developed for the public consultation on the Service Improvement Plan Objectives last year and will be modified for the consultation which will take place in the Autumn of 2015.</p> <p>In support of this, the Service has recently undertaken an in-depth audit of all its consultation and engagement activities with the help of Participation Cymru whose researchers have consulted staff and external representatives and carried out detailed participative workshops to identify and pin point the priorities for consultation and engagement for the future. The recommendations as a result of this exercise are currently in draft form and are expected to be approved by the summer; they will inform and shape a new all-encompassing consultation and engagement strategy for the Service.</p>

Equality Statement

The Authority will establish a Consultation and Engagement Strategy, this strategy will look at the way we currently consult and engage with the public, and will investigate ways of improving the process, and utilising current engagement with the public, especially vulnerable adults and children. The strategy will consider the use of a critical friends or partnership consultation groups.

**Regulation 5
Regulation 7
Regulation 16**

**engagement provisions
collection of information in compliance with the General Duty.
publish a report each reporting period on the collection of relevant
data**

Collection of Authority Data

Objective 3	Analyse the collection of Service Delivery data currently collected by the Authority and the way it is used to inform future Service Delivery and improvement. Identify ways to capture the relevant missing data, and develop a process for the collection of the data.
Reason	Engage in a process of continual improvement which is evidence based. Ensure we are gathering the required and relevant data on Service Delivery, and the data corresponds to one or more of the relevant protected characteristics.
Expected Outcome	The data we gather is measured and relevant and that it informs our future Service Delivery to vulnerable parts of the community.
Whom will carry out this objective	The responsibility for the capture of relevant Service Delivery data lies with Senior Fire Safety Manager and Senior Operations Manager.
Progress from 1st April 2014 to 31 st March 2015	<p>During this twelve month period the Service has collected data from a variety of groups in order to progress service improvement. This Service is intending to start a six month trial which will start in June 2015 where equality monitoring information is collated following specific operational incidents – Road Traffic Collisions, Special Service Calls and Dwelling Fires. This information is intended to assist the Service in ensuring that it is engaging with all persons within the community, and also determine whether any of those protected under the Equality Act are more at risk of having a fire, or being involved in an RTC.</p> <p>Data is also captured in relation to:</p> <ul style="list-style-type: none"> • Age • Gender • Ethnicity • Disability <p>More recently the Service has begun to capture data in relation to Sexual Orientation in order to identify if this protected characteristic has any bearing on a person’s risk from fire. This work is in the early stages.</p> <p>Anecdotally the Service is aware that certain religious groups have custom and practice that may place them at a heightened level of risk from fire. Lag B’Omer, the Jewish festival of light utilises candles extensively and this, as well as fireworks and bonfires have raised risk levels in other parts of the country. The Hindu festival of light Diwali has also led to an increase in fires in other parts of the country. Both of these religious festivals have not resulted in significant increases in incidents in North Wales as the concentration of communities from these groups are not as prevalent; however data will be captured within the Incident Recording System (IRS) if the fire is as the result of religious celebrations.</p> <p>Pregnancy and Maternity data is kept in relation to our staff, but not for the wider public, although provision is made for these groups, an example being the recent introduction of baby changing facilities at our Community Fire Station.</p> <p>The Service currently has no provision to capture data in relation to Gender Reassignment.</p>

	<p>A Record Management System is used to capture data in relation to our Business Fire Safety and Community Safety Activities. Records or data kept in relation to an individual, whether that be in relation to their vulnerability or their protected characteristic is stored against a property, and if there is more than one resident present at the property the records are kept together.</p> <p>During 2015/16 work will begin to scope an alternative system that will enable the Authority to capture information in relation to individuals, their vulnerabilities and their protected characteristics.</p>
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Equality Statement

The Authority will analyse the Service Delivery data we currently collect and ensure where possible we are collecting this data by one or more protected characteristics. The data we gather will help to inform and guide our provision of services to vulnerable people in the future

Quality Assuring Established Community Engagement

Objective 4	Ensure the Authority is scrutinising current engagement with members of the public, and the service we are providing is quality assured and relevant to the target audience.
Reason	The Authority is required to involve and consult such persons as the Authority considers is representative of the people who share one or more of the protected characteristics, and have an interest in the way that the Authority carries out its functions.
Expected Outcome	Feedback obtained during engagement will inform future Equality Objectives and help to improve the service provided by the Authority.
Who will carry out this objective	The information gathered during engagement will be scrutinised by the Equality Adviser, Corporate Communications Manager and the Community Fire Safety Manager.
Progress from 2 nd April 2014 to 31 st March 2015	<p>Information collated during incidents or through prevention activities will assist to target future resources. Currently we are aware that the age characteristic has an impact on a person being more or less at risk from fire, and as a result much of our prevention activity is targeted towards people based on their age.</p> <p>Home Safety Checks, falls referral work, and multi-agency risk assessments due to dementia are all targeted towards older people, whilst school visits, Phoenix, Revolution, and FACE are all aimed towards younger people.</p> <p>Work is ongoing to ensure that we capture the data and scrutinise it in the future in order to identify if we need to focus our efforts in other areas of prevention in the future.</p>

Equality Statement

We will quality assure the service we are currently offering the public and utilise this opportunity to ensure we are providing a consistent service that is meeting the needs of all who receive it. The opportunity to engage with members of the public should not be missed and should be used as an opportunity to consult and involve members of the public about the service we are providing and how we can enhance the service.

Information Sharing

Objective 5	Audit the information the Authority gathers and shares with other agencies. Ensure that information regarding hate crime affecting people who share one or more of the protected characteristics is made available to the Arson Reduction Team and a process is in place to advise victims.
Reason	Ensure the Authority is contributing to building stronger, safer and cohesive communities, whilst helping to protect the most vulnerable from hate crime, in particular arson.
Expected Outcome	<ul style="list-style-type: none"> • Reduction of arson and hate related crime. • Increased protection of vulnerable individuals.
Whom will carry out this objective	Community Fire Safety Manager and Arson Reduction Manager.
Progress from 1st April 2014 to 31 st March 2015	<p>A protocol that has been in place with North Wales Police during the past 12 months has worked well. Issues or threats of Arson toward people based on their protected characteristic will be passed through the Arson Reduction Team (ART) to receive a priority Home Safety Check (HSC). During this HSC target hardening measures will be taken these will include letter box security plates and advice about crime reduction activities.</p> <p>ART keep comprehensive records of these interventions and this enables the Service to identify themes or problem areas for more targeted activity in the future.</p> <p>PCSOs and PCs receive input from the Arson Reduction Team in order to raise their awareness of fire being used as a weapon in hate crime incidents in order for them to take action for referral prior to the incident escalating to actual fire setting, with the potential for injury or loss of life.</p> <p>Young people who have demonstrated fire setting behaviour are engaged in a variety of ways including FACE and Phoenix courses, all with the end goal of encouraging them to desist from this type of behaviour, whether motivated by hate or for other reasons.</p>

Equality Statement

In auditing the information we currently gather we will ensure we look specifically at hate crime directed toward specific protected characteristics. The Authority will assess if there is more it can contribute to the protection of vulnerable groups in relation to arson.

Accessibility of Information

Objective 6	The Authority will make available information it is required to hold in an accessible format when it is requested by persons who share one or more of the protected characteristics.
Reason	<ul style="list-style-type: none"> • Ensure that all communities can access information that will help to enable them to live safe and secure lives. • All members of our communities can participate in the Authority's involvement and consultation events using a method of communication of their choice. • Communities whose first language is not Welsh or English can access home fire safety information. • Business communities whose first language is not Welsh or English can access legislative fire safety information.
Expected Outcome	All members of the community can access information that enables them to live and work in a safe and secure environment; this will include communities whose first language is not Welsh or English who require legislative and community fire safety information.
Whom will carry out this objective	Publishing alternative formats, translation and web access will be the responsibility of Corporate Communications, Welsh Language Officer, Fire Safety and ICT.
Progress from 1st April 2014 to 31 st March 2015	<p>NWFRS has a variety of information outlets available to the public – including the 'Informative' newsletter (also available in libraries); it can be downloaded from NWFRS website, and can be requested by a distribution list. A variety of information and media is available including website (speech enabled), social networking sites (Facebook, Twitter, YouTube), specific email addresses, fire safety and legislative fire safety information, exhibitions, radio adverts, advertisements in publications, local media articles (broadcast, print and online), voicebank (used for media), presentations, events and visits to primary and secondary schools, colleges and training courses, Phoenix and fire safety toolkits for health practitioners to use with clients.</p> <p>A suite of all Wales fire safety leaflets have been produced via the All Wales Communications Group and are available to download on all three FRS websites – these were produced bilingually and in easy read format, with the flexibility at a later date dependent on demand and budget to be able to translate and produce in other languages if required.</p> <p>The new engagement and consultation strategy which will be adopted following the exercise involving Participation Cymru will also take into account recommendations made in terms of making information more easily available to the public.</p>

Equality Statement

The duties require the Authority to audit the information we make available to the public and to ensure that the information is accessible by persons who share one or more of the protected characteristics. The information will include web access, leaflets and information sheets distributed by The Legislative and Community Fire Safety and Corporate Communications Departments.

Equality Impact Assessment

Objective 7	The Authority's Equality Impact Assessment process must comply with the Equality Act 2010, and ensure staff are trained to undertake Equality Impact Assessments.
Reason	The Authority must make appropriate arrangements to assess the likely impact of its proposed policies and practices on its ability to comply with the General Duty 2010 and the Specific Duties 2011 (Wales).
Expected Outcome	The Authority will conduct and publish the results of EIAs conducted in line with the Equality Act 2010 and the Specific Duties (Wales) 2011.
Whom will carry out this objective	All managers and employees with the responsibility for policies, procedures and processes will conduct an initial EIA.
Progress from 1st April 2014 to 31 st March 2015	<p>The three Welsh Fire and Rescue Services jointly reviewed their Equality Impact Assessment process, the guidance and forms were reviewed and amended. The three Services began a training programme that was rolled out across Wales supported by the Welsh Government.</p> <p>The three Services in Wales have in the last year concluded the final Equality Impact Assessment training with Adele Baumgardt Consulting. Each Service has trained Senior and Middle Managers on a one-day course. During the course the trainer, highlighted the need to have good examples of Equality Impact Assessments.</p> <p>During the course of this first year, 2014 - 2015 North Wales Fire and Rescue Authority have trained new and existing members of staff on Equality Impact Assessment.</p>

Equality Statement

We will update and introduce a revised Equality Impact Assessment process and ensure all of the staff with responsibility for writing policies and procedures receive training in the new process. All completed EIAs will be made available on the intranet and North Wales Fire and Rescue Authority's website.

Collection and Reporting of Employment Data

Objective 8	An Authority must collect and publish by the 31st March each year commencing 2013, employment information on those who share one or more of the protected characteristics.
Reason	<p>An Authority must publish a plan to address any pay differences.</p> <ul style="list-style-type: none"> • the number of people employed by the Authority on the 31st March each year by protected characteristic; • men and women employed, by <ul style="list-style-type: none"> • job • grade, but only where an Authority operates a grade system in respect of its employees • pay • contract type (including, but not limited to permanent and fixed-term contracts) • working pattern (including, but not limited to full-time, part-time and other flexible working arrangements) • people who have applied for jobs with the Authority over the last year (excluding persons already employed by the Authority) • employees who have applied to change position within the Authority, identifying how many were successful in their application and how many were not • employees who have applied for training and the number who were successful (or otherwise) in their application • the Authority's employees who completed the training • the Authority's employees who were or are involved in grievance procedures by reason of either being the person who made an accusation against another or being the person against whom an accusation was made • employees subject of disciplinary proceedings • the Authority's employees who left the employment of the Authority
Expected Outcome	Compliance with the legislation and the collection of all necessary employment data
Whom will carry out this objective	Relevant HR, Training staff and Performance Manager.
Progress from 1st April 2014 to 31 st March 2015	<p>The Service undertook Data Validation collection exercises for all employees in 2006 and 2010. In 2014, this exercise will be repeated, with an up-to-date user-friendly version, before the migration to an electronic online self-service system for data validation. To date 65% of employees have responded. The Service is now in the process of sending out reminders to those employees who have not yet completed and returned their Data Validation forms.</p> <p>This will ensure more accurate and up to date information is maintained on the Service's Human Resources database. This information is being used to inform Equality Impact Assessments for policies and other Fire Authority documents.</p>

	<p>A review of the Equal Opportunities Monitoring form has been undertaken to ensure the correct data is gathered on current and prospective employees in line with legislative requirements. The amendments have also been incorporated into the HR Database so that it is also recorded electronically to assist report writing and statistical requirements for the Welsh Government. The updated form has also been translated into Welsh.</p> <p>A new Management Information System will assist with data collection, enhancing accuracy, access to timely and meaningful information which will assist with decision-making. Such a system will improve the quality of the information available when conducting equality impact assessments. An officer will be temporarily employed to draw-up a specification for the system.</p>
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Equality Statement

The Authority will audit the employment data we currently collect and ensure we are gathering data on all of the protected characteristics. Certain employee data is currently gathered and is reported via the North Wales Fire and Rescue Authority Improvement Plan as well as the Welsh Government Statistics. A continual programme of Data Validation needs to be carried out by HR to ensure the data is accurate.

Train Staff on the General Duty

Objective 9	Conduct an Equality Training Needs Analysis to identify the skills and knowledge required by staff in the execution of their duties.
Reason	<ul style="list-style-type: none"> • Conduct an analysis to assess the equality training needs of both operational and support staff. • The results of the analysis will be used directly to devise an equality training programme that fits with the needs identified.
Expected Outcome	There is a requirement of the Specific Equality Duties for public sector organisations to ensure their staff receives Equality Training in the General Duty of the Equality Act 2010.
Whom will carry out this objective	Training Manager in conjunction with the Equality Adviser. Welsh Local Government Association.
Progress from 1st April 2014 to 31 st March 2015	<p>The Service reviewed the Equality Training Needs Analysis conducted by the Welsh Local Government Association on the three Welsh Fire and Rescue Services, is now preparing a training strategy and reviewing the current training packages to ensure they are tailored to the relevant requirements of individual staff and the role they undertake in the Service.</p> <p>The information gathered has been used to engage courses of training on unconscious bias. This training has started and will be rolled out further to other departments during the course of this and the next financial year.</p> <p>A LearnPro equality training module is also currently being evaluated with a view to ensuring all members of staff undertake this equality training package during the course of the next two years.</p>

Equality Statement

The regulations require the Authority to promote knowledge and understanding of the general duties and the duties in the Public Sector regulations amongst its employees. To enable the achievement of this objective the Authority will conduct a Training Needs Analysis assisted by the Welsh Local Government Association. The analysis will identify the role specific equality training needs of the staff. Once complete the process will encourage individual staff to set personal equality and diversity objectives which will be monitored through the Individual Development Reviews.

Procurement

Objective 11	Comply with the Procurement regulation set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 to ensure we have a fair and auditable procurement process incorporating one or more of the protected characteristics
Reason	Where the Authority is required to procure works, goods or services, it will: <ul style="list-style-type: none"> • have due regard to whether it would be appropriate for the award criteria for that contract to include considerations to help meet the general duty; • have due regard to whether it would be appropriate to stipulate conditions relating to the performance of the contract to help meet the three aims of the general duty; • where possible consider SME as suppliers.
Expected Outcome	To ensure supplies and provided services are procured from respectable and fair organisations.
Planned Actions	<ul style="list-style-type: none"> • Assess the current position against the legal requirements. • Devise a prequalifying questionnaire that will require suppliers to provide evidence of equality and diversity practice and that the requirements are proportional to the size of the contract.
Measure of Success	Following assessment of the current situation we can show we are working toward compliance with the law.
Whom will carry out this objective	Relevant procurement departments: Stores, Estates and Procurement Managers, Fleet Manager and ICT.
Progress from 1st April 2014 to 31 st March 2015	<p>All major procurement projects are handled on behalf of NWFRS by North Wales Police Procurement Department, which promotes equality and fairness through all its business, whether that is internally amongst staff, members and volunteers or externally in its dealings with contractors and suppliers.</p> <p>NWFRS is a member of the National Procurement Service (NPS), across public sector collaboration to procure common and repetitive spend for Wales. All such procurement is carried out in accordance with the moral and legal obligations under the Equality Act 2010.</p>

Equality Statement

The Authority will review the current procurement process and ensure where the Authority procures goods and services it gives due regard to the award criteria including relevance to the suppliers performance of the general duty. Prequalifying questionnaires will require suppliers to provide evidence of equality and diversity practice and that the requirements are proportional to the size of the contract. Where smaller contractors are awarded contracts, they are willing to abide by the Service's Equality and Diversity Policy whilst working for the Service and on Authority Property

North Wales Fire and Rescue Authority

Employment Data

(As at 31st March 2015)

Total Number of Staff in Post - April 2014 to March 2015

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	0	28	6
	25-34	7	176	26
	35-49	14	365	57
	50-54	7	92	21
	55-59	0	23	24
	60 Plus	1	9	20
Disability Impairment (self-declaration) Occupational Health Certified				
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	8	3
	Mental Impairment	0	4	2
	Long standing Illness or Health Condition	1	2	3
	Other Disfigurement	0	0	0
	Physical Impairment	0	1	1
	Sensory Impairment	0	2	1
Marriage and Civil Partnership				
Marriage and Civil Partnership	Civil Partnership (registered same sex)	0	10	1
	Living With Partner	4	85	12
	Divorced	2	38	12
	Married	15	346	83
	Single	5	169	37
	Separated	0	20	1
	Widowed	0	2	2
	Not Stated	3	23	6
Pregnancy and Maternity				
Pregnancy and Maternity	Pregnant in the last year	2	7	8
	Maternity in the last year	1	6	5
Race				
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	2	0
	Black/African/Caribbean/Black British	0	1	0
	Mixed/Multiple Ethnic Groups	0	3	0
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	29	679	152
	White Other	0	5	2
	Not Stated		3	
Religion and Belief				
Religion and Belief	Buddhist	0	4	1
	Christian (All Denominations)	16	350	88
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	1	0
	Sikh	0	0	0
	Any other Religion	0	9	3
	No Religion	7	218	32
	Not Stated	6	111	30
Sex				
Sex	Female	25	39	92
	Male	4	654	62
Sexual Orientation				
Sexual Orientation	Bisexual	0	1	0
	Gay or Lesbian	1	2	2
	Heterosexual (or Straight)	25	588	124
	Other	0	0	0
	Prefer not to say/Not Stated	3	102	28
Transgender				
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	0	0

Staff Welsh Speaking Skills 2014-2015

Summary of Welsh Language Skills Levels										
2015										
Designation of job.	Number of filled posts designated at this Level.	Postholder at Level 0	Postholder at Level 1	Postholder at Level 2	Postholder at Level 3	Postholder at Level 4	Postholder at Level 5	Postholder at Level 6	No assessment or self-assessment completed	Total postholder records
Level 2	776	98	154	189	67	60	187	1	18	776
Level 3	13	0	0	2	8	1	2	0	0	13
Level 4	78	2	3	6	0	20	46	0	1	78
Level 5	1	0	0	0	0	0	1	0	0	1
	868	100	157	197	75	83	236	1	19	868

The Number of Staff by Skills Level, Per County Area 2014-2015					
2015					
Staff based in	Total Jobs	Postholder at Level 3 or above	Postholder at Level 4 or above	No assessment or self-assessment completed	Total staff
Conwy	160	58 (36.3%)	50 (31.3%)		160
Denbighshire	246	113 (45.9%)	83 (33.7%)		246
Flintshire	95	12 (12.6%)	10 (10.5%)		95
Gwynedd North	133	97 (72.9%)	81 (60.9%)		133
Gwynedd South	88	53 (72.9%)	48 (54.5%)		88
Wrexham	87	9 (60.2%)	9 (10.3%)		87
Anglesey	59	53 (89.8%)	39 (66.1%)		59
Total	868	395 (402 in 2014)	320 (337 in 2014)		868

Total Staff Applications received for Employment - April 2014 to March 2015

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	11	118	21
	25-34	9	140	23
	35-49	7	51	25
	50-54	0	4	7
	55-59	0	0	3
	60 Plus	0	1	1
	Not Stated	0	0	11
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	17	0
	Mental Impairment	0	Not Disclosed	0
	Long standing Illness or Health Condition	2	Not Disclosed	1
	Other Disfigurement	0	Not Disclosed	1
	Physical Impairment	0	Not Disclosed	0
	Sensory Impairment	0	Not Disclosed	1
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	1	0
	Black/African/Caribbean/Black British	0	0	0
	Mixed/Multiple Ethnic Groups	0		0
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	26	328	89
	White Other	0	3	0
	Not Stated	1	0	2
Religion and Belief	Buddhist	0	1	0
	Christian (All Denominations)	7	113	4
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	0	0
	Sikh	0	0	0
	Any other Religion	0	3	0
	No Religion/Not Stated	20	216	87
Sex	Female	15	37	39
	Male	12	296	52
Sexual Orientation	Bisexual	0	0	0
	Gay or Lesbian	1	0	0
	Heterosexual (or Straight)	25	0	9
	Other	0	0	0
	Prefer not to say / Not Stated	1	0	82
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	0	0

Total Number of Successful Application to the Service 2014-2015

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	2	19	1
	25-34	2	30	6
	35-49	0	8	2
	50-54	0	0	2
	55-59	0	0	0
	60 Plus	0	0	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	3	0
	Mental Impairment	0	Not Disclosed	0
	Long standing Illness or Health Condition *	0	Not Disclosed	0
	Other Disfigurement	0	Not Disclosed	0
	Physical Impairment	0	Not Disclosed	0
	Sensory Impairment	0	Not Disclosed	0
Race	Asian/Asian British (<i>Indian/Pakistani/Bangladeshi/Chinese</i>)	0	1	0
	Black/African/Caribbean/Black British	0	0	0
	Mixed/Multiple Ethnic Groups	0	0	0
	White (<i>Welsh/English/Scottish/Northern Iris/British</i>)	3	58	11
	White Other	1	0	0
Religion and Belief	Buddhist	0	0	0
	Christian (All Denominations)	3	17	4
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	0	0
	Sikh	0	0	0
	Any other Religion	0	1	0
	No Religion	1	41	2
Not Stated	0	0	5	
Sex	Female	4	5	7
	Male	0	53	4
Sexual Orientation	Bisexual	0	0	0
	Gay or Lesbian	0	0	0
	Heterosexual (or Straight)	4	0	9
	Other	0	0	0
	Prefer not to say/Not Stated	0	0	2
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	0	0

* Numbers so small it would lead to a disclosure of personal data

Staff Requesting Training as Part of Individual Development Reviews (IDR) 2014-2015

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	0	1	1
	25-34	1	8	3
	35-49	3	49	12
	50-54	2	14	4
	55-59	0	0	0
	60 Plus	0	0	1
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0	1
	Mental Impairment	0	1	0
	Long standing Illness or Health Condition	1	0	1
	Other Disfigurement	0	0	0
	Physical Impairment	0	1	0
	Sensory Impairment	0	0	0
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	0	0
	Black/African/Caribbean/Black British	0	0	0
	Mixed/Multiple Ethnic Groups	0	0	0
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	7	73	21
	White Other	0	0	0
Religion and Belief	Buddhist	0	0	0
	Christian (All Denominations)	5	35	13
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	0	0
	Sikh	0	0	0
	Any other Religion	0	0	0
	No Religion	1	21	6
	Not Stated	1	17	2
Sex	Female	6	3	4
	Male	1	70	17
Sexual Orientation	Bisexual	0	0	0
	Gay or Lesbian	0	0	0
	Heterosexual (or Straight)	7	72	21
	Other	0	0	0
	Prefer not to say/Not Stated	0	1	0
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	0	0

Top 5% of Earners - April 2014 to March 2015

All Staff	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	0	0
White (Welsh/English/Scottish/Northern Irish/British)	23	4
White Other	0	0
BME Total	0	0
Total	23	4

All Staff Involved in Grievance Procedures - April 2014 to March 2015

(Staff who lodged a Grievance)

All Staff	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	0	0
White (Welsh/English/Scottish/Northern Irish/British)	3	0
White Other	0	0
BME Total	0	0
Total	3	0

All Staff Involved in Disciplinary Procedures - April 2014 to March 2015

(Staff who were investigated and who went on to a Disciplinary Hearing)

All Staff	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	0	0
White (Welsh/English/Scottish/Northern Irish/British)	6	0
White Other	0	0
BME Total	0	0
Total	6	0

Number of Leavers - April 2014 to March 2015

Number of Operational Staff Leaving the Service	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	0	0
White (Welsh/English/Scottish/Northern Irish/British)	84	4
White Other	0	0
BME Total	0	0
Total	84	4

Number of Control Staff Leaving the Service	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	0	0
White (Welsh/English/Scottish/Northern Irish/British)	0	3
White Other	0	0
BME Total	0	0
Total	0	3

Number of FRS Staff Leaving the Service	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	0	0
White (Welsh/English/Scottish/Northern Irish/British)	7	6
White Other	0	0
BME Total	0	0
Total	7	6

North Wales Fire and Rescue Authority

Service Delivery Data

(As At 31st March 2015)

Service Delivery Data

1 st April 2014 – 31 st March 2015		Dwelling Fires	R T C	H F SC	Voluntary Organisations HFSC
Age	Under 16	17	40	9490	297
	16-24	22	37	4785	162
	25-34	34	36	5218	184
	35-49	12	7	6494	277
	50-54	5	11	2285	187
	55-59	45	70	1846	219
	60 Plus	3	95	15497	3775
	Not Known /specified	17	40	5210	198
Disability Impairment (self-declaration)	Learning Disability	<i>Not Collected</i>	<i>Not Collected</i>	240	22
	Mental Impairment	<i>Not Collected</i>	<i>Not Collected</i>	520	58
	Long Standing Illness or Health Condition	<i>Not Collected</i>	<i>Not Collected</i>	584	318
	Other Disfigurement	<i>Not Collected</i>	<i>Not Collected</i>	763	588
	Physical Impairment	<i>Not Collected</i>	<i>Not Collected</i>	3891	1528
	Sensory Impairment	<i>Not Collected</i>	<i>Not Collected</i>	1176	178
Race	Asian/Asian British (<i>Indian/Pakistani/Bangladeshi/Chinese</i>)	3	4	282	11
	Black/African/Caribbean/Black British	1	1	50	2
	Mixed/Multiple Ethnic Groups	0	0	114	2
	White (<i>Welsh/English/Scottish/Northern Irish/British</i>)	130	242	32885	5125
	White Other	2	4	47	0
	<i>Not Stated</i>	2	45	17420	159
	<i>Any Other</i>	0	0	27	0
Religion and Belief	Buddhist	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Christian (All Denominations)	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Hindu	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Jewish	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Muslim	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Sikh	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Any Other Religion	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	No Religion	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>

Sex	Female	60	134	27037	3004
	Male	78	148	22758	2230
	Not Known	0	14	1030	65
Sexual Orientation	Bisexual	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Gay or Lesbian	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Heterosexual (or straight)	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Other	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Prefer not to say	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
Transgender	Female	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Intersex	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Male	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>
	Prefer not to say	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>	<i>Not Collected</i>

FIRES: Comments

There were 438 dwelling fires in this period (accidental and deliberate).

Personal details were taken from a total of 166 people who were involved in these dwelling fire incidents. These figures will differ from those published as Performance Indicators, as for this exercise first aid, precautionary checks and rescued without injury categories have also been included (where personal details have been entered onto the IRS database).

28 people were aged between 0 - 15; these details have not been included within this Equality questionnaire.

RTCs: Comments

Personal details are not routinely collected from everyone involved in the RTC, but only those who were classed as a casualty (fatal or non-fatal) and some who were rescued without injury.

12 people were aged between 0 - 15; these details have not been included within this equality questionnaire