



Ymghwngyl Ffwr a Gwladys
Ffrwyd a Gwladys

North Wales Fire and Rescue Authority

Strategic Equality Plan

2016-2020

Easy Read

Published April 2016

Equality for people in North Wales

This is an easy read version of North Wales Fire and Rescue Services document called

Strategic Equality Plan 2016 – 2020



You can get the full document



On the internet

If you need this document in another format

Large print

Large Print



Braille



CD

Please contact the equalities officer



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What is the Strategic Equality Plan?

Equality is about treating everyone fairly



Diversity is how people can be different from each other



What is the Strategic Equality Plan? Plan



A Plan is a document that says what will happen

Being treated fairly



Everyone should be treated fairly

Everyone has the right to get the things that they need to

- Be well
- Be safe
- Feel respected

Why is there a Strategic Equality Plan?



The Service has a Strategic Equality Plan to make sure it does what the law says

The law says that North Wales Fire and Rescue Service must treat all people fairly



The Strategic Equality Plan helps to make sure that the Service treats everyone in North Wales fairly

It helps to make everyone feel safe and respected



It helps to make sure that everyone can get what they need

It helps to make sure that people are not treated differently

People should not be treated differently because of

Age



If they are **old** or **young**

Disability



If they are **disabled**

Gender



If they are **male** or **female**

People should not be treated differently because of their sexuality



If someone is **straight**
If a **women** loves a **man**
If a **man** loves a **woman**



If someone is **gay**
If a **man** loves another **man**



If someone is a **lesbian**
If a **woman** loves another **woman**



If someone is **bisexual**
If someone loves **men** or **women**



People should not be treated differently because of their



Race

If they come from another country or if they have different coloured skin



Language

If they speak a different language



Religion or belief

If they believe in something or not

People should not be treated differently because of their

Gender Identity



If they are born as a **male** but choose to live their life as a **female**



If they are born as a **female** but choose to live their life as a **male**

Marital status



A **man** and **woman** are married



If two **men** are married or in a civil partnership



If two **women** are married or in a civil partnership



Pregnancy

If a women is pregnant



If a woman has recently had a baby

The plan is to ensure:



People who **live** in North Wales are treated fairly



People who **work** in North Wales are treated fairly



People who **visit** North Wales are treated fairly



Who helps write the **plan**?

Fire and Rescue Service **Managers** and **Staff**



Community groups and different organisations



People who **live** in **North Wales**



They help the Service decide what should be written in the plan

They help the Service decide what the plan will try and do for the next 4 years

Who will make sure the plan happens



All the staff working for the Service and the Fire Authority Members make sure that everyone is treated fairly

What will the Service Do?

The Service will:



Make sure it talks to people about the work the Service is planning

Reduce Dwelling Fires



Increase the employment prospects of people who might otherwise find it difficult to gain equal access to the world of work.



Reduce the risk of death or injury from fires in North Wales



Encourage more people to involve themselves in the process of determining the way fire and rescue services are delivered in North Wales.



Improve access to information and communications with the Service, and improve physical access to fire and rescue service buildings the public access.



How the service makes sure the plan happens?



It is important to the Service that they are treating everyone fairly



The Service achieves this with equality impact assessments



An equality impact assessment looks at the thing the Service does to check that they are fair to everyone



The plan promises that they will carry on doing equality impact assessments for the next 4 years.

How will the Service make sure the plan happens?



The Service will check the plan very carefully to make sure that it is helping people in North Wales



Every year the Service will write a report on how much work has been done in the plan

You can get the reports if you contact the Services Equality Adviser at:



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