

North Wales Fire and Rescue Authority

Strategic Equality Plan

Annual Report

2015 - 2016

Published September 2016

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Equality Statement

North Wales Fire and Rescue Authority is pleased to publish its Strategic Equality Plan Annual Report 2015-2016. This report is the final report against the Authorities Strategic Equality Plan 2012-2016 and is a record of the progress we have made towards achieving our equality objectives and promoting the priorities identified within our Strategic Equality Plan.

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 set 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

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 intends 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 annual report focuses on the period April 2015 through to 31st March 2016.

The 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.

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

This annual report also marks our commitment to improving the lives of people in North Wales and communicating that progress to our communities. It also demonstrates how we are complying with legislation, and is evidence of our ongoing determination to progress the equality agenda.

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'.

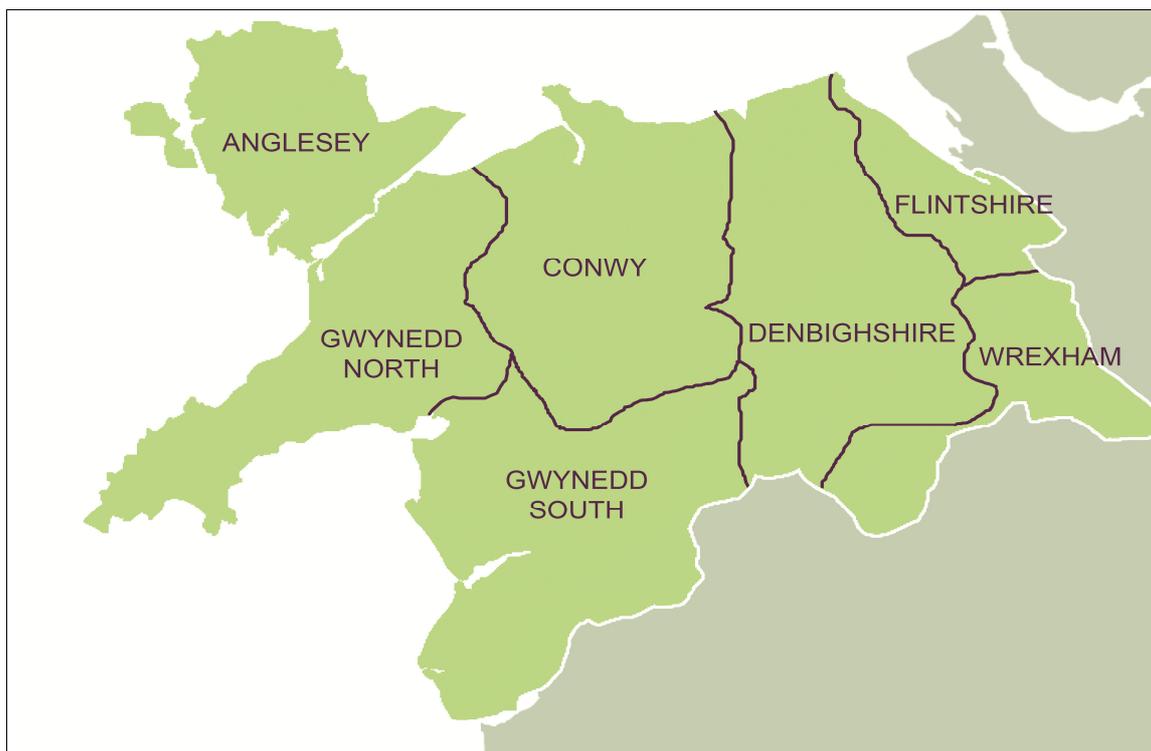
The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

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

Human Resources

Maternity, Paternity and Adoption Policy

The Service's Maternity, Paternity and Adoption policy has been updated to comply with recent changes in legislation, good practice and professional guidance. The right to request parental leave for employees with Children up to the age of 18 years. Entitlement is subject to the employee having a minimum one-year's continuous service. The employee having parental responsibility for the child in question and the leave being taken for the purpose of caring for a child. The maximum amount of ordinary unpaid parental leave is eighteen weeks for each child. A maximum of four weeks per year.

The Service will always try to accommodate an employee's request and will only postpone ordinary parental leave where there is no other option and where there is evidence that it would cause undue business disruption.

This approach ensures that decisions made regarding parental 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 working arrangements that enable them to balance their working life with other priorities, including parental.

Apprenticeships

Many 18 to 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. Last year we had the opportunity to develop a new three-year firefighting apprenticeship, offering ten young people the opportunity to become modern firefighters trained to protect their community. North Wales Fire and Rescue Service are supportive of the apprenticeships being developed across 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 for Whole-time Recruitment Campaign

The Service undertook a Whole-time recruitment campaign in 2015. Positive Action Days were held at Rhyl Community Fire Station, aimed at encouraging women and those from black or ethnic minority backgrounds to consider a career as a firefighter.

The aim of these events was to allow those attending to gain an insight into the role of a firefighter and the selection process. Our objective is to achieve a workforce that reflects the diversity of our communities, and at present women and people from black and ethnic minority groups are under-represented within the Service. We want to deliver the best possible fire and rescue service to the people of North Wales and these events are key to this vision.

The positive action days aim to raise awareness amongst identified under-represented groups within the workforce. All candidates compete openly and fairly once the selection process begins.

Employment Data Update

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. The existing Management Information System (MIS) is reaching the end of its life. A project to identify a replacement MIS has been initiated with a part time Implementation Manager employed in November 2015. A new MIS 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.

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. As part of a home safety check our staff offer older drivers help with a basic vehicle safety check to establish 'roadworthiness'. This is of particular help for those who may have relied on a partner to undertake this type of check in the past.

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.

All persons who are linked to the telecare system have already or will in the future benefit from having smoke alarms linked to the telecare system. Previously this was an optional extra but will now be provided free of charge for telecare customers across North Wales.

A Falls Risk Assessment Tool has formed the basis of a pilot in Denbighshire as part of a home safety check. Those over 65 years of age are asked five simple questions and if three of the five are answered positively a referral is made to the Denbighshire Single Point of Access and the Falls Referral Team. Following the success of the Denbighshire pilot the service is now rolling out the use of the Falls Risk Assessment Tool throughout North Wales.

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. The service has for the last two years been short listed for the Action on Hearing Loss annual awards.

We engage with those suffering from mental health conditions through home 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 are aware that they should where appropriate refer to the Dementia helpline, along with the mental health helpline (C.A.L.L.), together with the drug and alcohol helpline. All Community Safety staff have recently undergone mental health awareness training and the service has become a Dementia friendly organisation.

All staff members have been engaged in 'Brief Interventions' and the principles of 'Making Every Contact Count'. Staff will if appropriate enter into discussion around mental wellbeing, drug or alcohol taking, healthy eating, physical exercise and smoking, with a view to signposting for those who wish to make some changes to their lives.

The Service has recently launched a pilot Community Assistance Team, which sees Fire and Rescue Service staff being mobilised to non-injury fallers on behalf of Welsh Ambulance Service Trust. The pilot that is now in operation in Denbighshire will provide a more timely response to non-injury fallers and subsequently prevent the need for an ambulance to attend or for the faller to be admitted to hospital.

Women and people with differing ethnic backgrounds

NWFRS holds 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). 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. In Wrexham, our staff have been commissioned to provide target hardening interventions for victims of domestic abuse.

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. In Wrexham NWFRS staff are also undertaking the installation of target hardening equipment.

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 NWFRS 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.

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.
- There is greater awareness throughout the North Wales community of the services provided by NWFRS and how these can be adopted to meet differing requirements.
- Reduction in the number 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 require less intervention from the health service.

Business Fire Safety

What difference did the engagement make?

- All fire safety engagement is designed to make premises safer from fire in order 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. The solutions that are developed take into account the needs of the people who are present to create an 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 however NWFRS will provide education and support where possible. NWFRS reserves the right to take enforcement action against those who do not make their premises safe from fire.

Equality Impact Assessments

Equality impact assessment is a structured process that tries to ensure, that when we make a decision, develop a strategy or policy, or do anything else that affects our service users or staff, that we do so in a fair, accountable and transparent way taking into account the needs and rights of those who might be affected 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).

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 round of equality risk assessment training over the following two years. 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 level of improvement in understanding around the need for, and processes involved in carrying out impact assessments is very positive.

Publishing and Monitoring Results

The Authority has been collecting employment data for a number of years in line with the protected characteristics of the Equality Act 2010. This gives us the most comprehensive picture of who we employ. Additional questions are required in Welsh language and national identity. Current workforce data is published in appendix 1.

The Authority annually publishes information on its service delivery performance.(see Appendix 2) This information is available via the NWFRS internet and as a hard copy on request.

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 2015 to 31 st March 2016	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 is 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 2015 to 31 st March 2016	<p>The engagement and consultation strategy drafted and approved by the Service's Executive Group 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. 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. NWFRS developed a strategy for the public consultation on the Service Improvement Plan Objectives last year and this will be modified for the consultation which will take place in the Autumn of 2016.</p> <p>In support of this, a new Engagement and Consultation Recommendations report has recently been agreed by the NWFRS Executive Group. This report comes about following an identified need to adopt an organisational approach to public engagement and consultation. The report is informed by a study carried out by Participation Cymru into the changes felt needed to improve the engagement activities of NWFRS.</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

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 2015 to 31 st March 2016	<p>In June 2015, the Service implemented a six month pilot to trial three different methods of collecting equalities data at operational incidents. The Service area was divided, geographically, into three areas and crews were trained in the purpose of the pilot and its delivery. The three methods of data collection piloted were:</p> <ul style="list-style-type: none"> • Face to Face questioning on the scene of an operational incident; • Questioning by correspondence following attendance at an operational incident; • Questioning through the use of an online electronic portal. <p>The information collected was an expansion of that which was already being collected during the home safety check and ensured that the Service was in a position to analyse incident information and determine if there were members of the community, that fell under the protected characteristics, that may be at greater risk of being involved in an incident whether a fire, road traffic collision or other incident that the Service may attend. This would allow for the development of and targeting of specific initiatives to reduce any risk.</p> <p>The Service attended a total of 552 qualifying incidents during the trial period with only 167 generating any responses from the people involved in the incidents. The incidents were fairly evenly spread across the 3 areas and the greater number of responses were generated from the face-to-face questioning which was conducted in Wrexham and Flintshire.</p> <p>The incidents and responses were broken down as follows:</p> <p>Wrexham/Flintshire - 205 incidents -134 returns (Face to face) Conwy/Denbighshire - 164 incidents - 5 returns (Electronic System) Gwynedd/ Ynys Mon - 183 incidents - 28 returns (Letter)</p> <p>The responses revealed limited information, possibly due to the nature of incidents attended and didn't provide anything of note in terms of increased risk for people within the protected characteristics. Crews carrying out the face-to-face interviews found the very personal nature of protected characteristic questioning difficult and the service had to provide training and continuous support.</p> <p>The use of the electronic online method and the postal service for correspondence resulted in a return of only 33 questionnaires from a total of 347 incidents.</p>

	<p>The collected equalities information was analysed and compared with the information given within the National Census. The information collected was comparable to the Census with no obvious differences or spikes within any of the protected characteristics.</p> <p>Scoping for the alternative record management system described during the previous reporting period has begun and a meeting has been held with the existing software providers in relation to costs and benefits of making adaptations to the existing systems. This work will not be complete within this reporting period and will continue into 2016/17.</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 2015 to 31 st March 2016	<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 and scrutinise data to inform our future prevention focus.</p> <p>In addition to the activities identified during the previous reporting period there are now a variety of targeted campaigns throughout the year that are aimed towards particular groups or characteristics. During these activities staff members now have the opportunity to engage, discuss and understand the impact of the Authority's activities from the service user's perspective. This is now considered to be business as usual and a completed objective.</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 2015 to 31 st March 2016	<p>A protocol has been in place with North Wales Police during the past 12 months. Issues or threats of Arson toward people based on their protected characteristic have been referred to the Arson Reduction Team (ART) for a priority Home Safety Check (HSC). Target hardening measures such as letter box security plates are available and advice about crime reduction activities is given.</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. This increases the opportunity for referrals prior to an 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> <p>All the progress made in the previous reporting period has continued and is now considered to be business as usual. In addition, staff in the Wrexham area have been commissioned directly by Wrexham County Borough Council to provide a target hardening service for victims of domestic abuse and hate crime. This objective is now considered to be complete.</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 2015 to 31 st March 2016	<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 has 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>A new Engagement and Consultation Strategy report has recently been agreed by the NWFRS Executive Group. This report comes about following an identified need to adopt an organisational approach to public engagement and consultation. The report is informed by a study carried out by Participation Cymru into the changes felt needed to improve the engagement activities of NWFRS.</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 2015 to 31 st March 2016	<p>The three Welsh Fire and Rescue Services jointly reviewed their equality impact assessment process. The review was comprehensive resulting in amendments to both the guidance and forms utilised in the process.</p> <p>The three Services began a training programme that was rolled out across Wales supported by the Welsh Government. The final equality impact assessment training has now taken place. Each Service has trained Senior and Middle Managers on a one-day course.</p> <p>The training provider highlighted the need to have examples of good quality equality impact assessments available for those with the responsibility to conduct assessments. Equality impact assessments are available on the Service website.</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 2015 to 31 st March 2016	<p>Management Information System</p> <p>With the appointment of an MIS Project/Implementation Manager, in November 2015, work has commenced on the Service's procurement of a Management information System. The Service is looking for a system that will provide a flexible reporting suite allowing an authorised / remote user with relevant access rights to create a report on any data held within the System, e.g. Establishment Detail, Employee Records, Job Roles, Time & Attendance information, Sickness, Recruitment etc. The reporting tool will have the capability to provide relevant and up to date information for presentation to individual users, self-service screens or dashboards, including in graphical format where appropriate (graphs, tables, charts etc.). This will include personal dashboards for staff for self-service functionality, and dashboards for managers providing information relating to their team.</p>

Introduction of a self-service function will ensure more accurate and up to date information is maintained on the Service's Human Resources database and assist with report writing and statistical requirements. The information will be used to inform equality impact assessments for policies and Fire Authority/Welsh Government documents. There is a requirement for the system to be bilingual.

Apprentice Firefighters

Last year the Service had the opportunity to develop a firefighter apprenticeship programme. Ten young people were offered the opportunity to participate in the programme to become firefighters trained to meet the current and future challenges of protecting their community. It is considered important to investment in the young people of our region to help safeguard the safety of our communities. North Wales Fire and Rescue Service are supportive of the apprenticeships being developed across the Service.

Positive Action Campaign for Wholetime Duty System Recruitment

The Service undertook a Wholetime recruitment campaign in 2015 (in collaboration with other Welsh FRSs). Positive action days were held in North Wales aimed at encouraging women and those from black or ethnic minority backgrounds to consider a career as a firefighter.

The purpose of these events was to allow those attending to gain an insight into the role of a firefighter and the selection process. The Service's aim is to achieve a workforce that reflects the diversity of our communities, and at present women and people from black and ethnic minority groups are under-represented within the Service. We want to deliver the best possible fire and rescue service to the people of North Wales and these events are key to this vision.

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 2015 to 31 st March 2016	<p>The Service reviewed the equality training needs analysis conducted by the Welsh Local Government Association on the three Welsh Fire and Rescue Services and is now preparing a training strategy.</p> <p>A review was conducted of the current training packages to ensure they are tailored to the relevant requirements of individual staff and the role they undertake in the Service. Subsequently a series of training courses focused on personal impact and unconscious bias have been delivered. During this financial year, all senior and middle managers attended the course along with all departmental members of staff were invited to attend. In total 204 members of staff undertook this development. The programme is being evaluated and will continue during the next financial year.</p> <p>Training on the Equality Act 2010 and General and Specific Duties The learn Pro Equality and Diversity e-learning module has been evaluated and updated to meet the needs of NWFRS, and will be made available to all members of staff as a mandatory module during 2016 – 2018.</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 2015 to 31 st March 2016	<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 2016)

Total Number of Staff in Post - April 2015 to March 2016

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	2	11	6
	25-34	8	163	28
	35-49	14	339	51
	50-54	7	102	21
	55-59	1	22	27
	60 Plus	0	6	24
		32	643	157
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	6	3
	Mental Impairment	0	5	1
	Long standing Illness or Health Condition	4	0	2
	Other Disfigurement	0	0	0
	Physical Impairment	0	1	1
	Sensory Impairment	0	2	1
		4	14	8
Marriage and Civil Partnership	Civil Partnership (registered same sex)	0	10	2
	Living With Partner	3	66	14
	Divorced	1	27	12
	Married	16	269	83
	Single	9	123	38
	Separated	0	14	1
	Widowed	0	2	1
	Not Stated	3	12	6
		32	643	157
Pregnancy and Maternity	Pregnant in the last year	1	3	6
	Maternity in the last year	1	5	8
		1	5	8
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>	31	628	151
	White Other	1	1	2
	Not Stated	0	8	4
		32	643	157
Religion and Belief	Buddhist	0	4	1
	Christian (All Denominations)	18	324	90
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	1	0
	Sikh	0	0	0
	Any other Religion	0	9	0
	No Religion	0	211	3
Not Stated	14	94	63	
		32	643	157
Sex	Female	28	37	89
	Male	4	606	68
		32	643	157
Sexual Orientation	Bisexual	0	1	0
	Gay or Lesbian	1	3	2
	Heterosexual (or Straight)	28	570	134
	Other	0	0	0
	Prefer not to say/Not Stated	3	69	21
		32	643	157
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	0	0

Staff Welsh Speaking Skills 2015-2016

2016										
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	740	77	130	203	68	64	186	1	11	740
Level 3	18	0	0	3	9	2	4	0	0	18
Level 4	75	2	2	7	0	18	45	0	1	75
Level 5	1	0	0	0	0	0	1	0	0	1
	834	79	132	213	77	84	236	1	12	834

The number of staff by skills level, per county

Staff based in	Total jobs	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 staff
Anglesey	55	0	3	3	12	15	22	0	0	55
Conwy	159	9	34	52	11	11	40	1	1	159
Denbighshire	254	27	33	64	33	27	65	0	5	254
Flintshire	84	21	22	26	2	5	5	0	3	84
Gwynedd North	123	0	6	24	14	15	63	0	1	123
Gwynedd South	75	0	9	18	5	7	36	0	0	75
Wrexham	84	22	25	26	0	4	5	0	2	84
Total	834	79	132	213	77	84	236	1	12	834
Gwynedd Total	198	0	15	42	19	22	99	0	1	198

Total Staff Applications received for Employment- April 2015 to March 2016

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	0	Due to the online application process, it was not possible to collect this data	24
	25-34	0		20
	35-49	0		20
	50-54	0		10
	55-59	0		7
	60 Plus	0		0
	Not Stated	0		7
		0	1245	88
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	8	3
	Mental Impairment	0	0	0
	Long standing Illness or Health Condition	0	0	1
	Other Disfigurement	0	3	0
	Physical Impairment	0	0	1
	Sensory Impairment	0	0	0
		0	11	5
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	4	0
	Black/African/Caribbean/Black British	0	3	0
	Mixed/Multiple Ethnic Groups	0	17	0
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	0	1184	85
	White Other	0	4	2
	Not Stated	0	33	1
		0	1245	88
Religion and Belief	Buddhist	0	4	0
	Christian (All Denominations)	0	543	50
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	0	0
	Sikh	0	0	0
	Any other Religion	0	12	0
	No Religion/Not Stated	0	686	38
		0	1245	88
Sex	Female	0	131	38
	Male	0	1114	50
		0	1245	88
Sexual Orientation	Bisexual	0	27	0
	Gay or Lesbian	0	36	1
	Heterosexual (or Straight)	0	1137	79
	Other	0	0	0
	Prefer not to say / Not Stated	0	45	8
		0	1245	88
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 2015-2016

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	0	9	2
	25-34	0	10	10
	35-49	0	9	2
	50-54	0	0	0
	55-59	0	0	3
	60 Plus	0	0	1
		0	28	18
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	1	0
	Mental Impairment	0	0	0
	Long standing Illness or Health Condition	0	0	0
	Other Disfigurement	0	0	0
	Physical Impairment	0	0	0
	Sensory Impairment	0	0	0
		0	28	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>	0	26	13
	White Other	0	1	2
	Not Stated	0	0	3
		0	28	18
Religion and Belief	Buddhist	0	0	0
	Christian (All Denominations)	0	9	6
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	0	0
	Sikh	0	0	0
	Any other Religion	0	1	0
	No Religion	0	18	9
	Not Stated	0	0	3
		0	28	18
Sex	Female	0	2	9
	Male	0	26	9
		0	28	18
Sexual Orientation	Bisexual	0	0	0
	Gay or Lesbian	0	1	0
	Heterosexual (or Straight)	0	24	18
	Other	0	0	0
	Prefer not to say/Not Stated	0	3	0
		0	28	18
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	0	0
		0	28	18

Top 5% of Earners - April 2015 to March 2016

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)	24	3
White Other	0	0
BME Total	0	0
Total	24	3

All Staff Involved in Grievance Procedures - April 2015 to March 2016

(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)	4	0
White Other	0	0
BME Total	0	0
Total	4	0

All Staff Involved in Disciplinary Procedures - April 2015 to March 2016

(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)	3	0
White Other	0	0
BME Total	0	0
Total	3	0

Number of Leavers - April 2015 to March 2016

Number of Operational Staff Leaving the Service	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	1	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	0	0
White (Welsh/English/Scottish/Northern Irish/British)	63	3
White Other	1	0
BME Total	2	0
Total	65	3

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	1
White Other	0	0
BME Total	0	0
Total	0	1

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)	3	6
White Other	0	1
BME Total	0	1
Total	3	7

North Wales Fire and Rescue Authority

Service Delivery Data

(As At 31st March 2016)

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	25	14	7965	273
	16-24	18	62	3716	157
	25-34	14	30	4393	126
	35-49	36	27	5682	293
	50-54	8	10	2029	130
	55-59	2	8	1710	137
	60 Plus	66	53	14120	1777
	Not Known /specified	2	54	4402	273
Disability Impairment (self-declaration)	Learning Disability	<i>Not collected</i>	<i>Not collected</i>	267	19
	Mental Impairment	<i>Not collected</i>	<i>Not collected</i>	441	32
	Long Standing Illness or Health Condition	<i>Not collected</i>	<i>Not collected</i>	598	170
	Other Disfigurement	<i>Not collected</i>	<i>Not collected</i>	632	521
	Physical Impairment	<i>Not collected</i>	<i>Not collected</i>	3410	590
	Sensory Impairment	<i>Not collected</i>	<i>Not collected</i>	968	83
Race	Asian/Asian British (<i>Indian/Pakistani/Bangladeshi/Chinese</i>)	2	4	243	12
	Black/African/Caribbean/Black British	0	0	89	0
	Mixed/Multiple Ethnic Groups	0	0	96	9
	White (<i>Welsh/English/Scottish/Northern Irish/British</i>)	160	215	29952	3004
	White Other	2	9	54	0
	<i>Not Stated</i>	7	30	13583	141
	<i>Any Other</i>	0	0	0	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	81	110	23515	1746
	Male	90	136	19571	1386
	Not Known	0	12	2931	34
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 428 dwelling fires in this period (accidental and deliberate).

Personal details were taken from a total of 171 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).

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.

HSC's: Comments

A total of 22750 properties received a HSC during 2015/2016, involving a total of 47183 occupiers. The HSC data is calculated on the occupier data. No data is collected during HSC visits about religion, sexual orientation or transgender