

**ATAL AMDDIFFYN YMATEB
PREVENTING PROTECTING RESPONDING**



Gwasanaeth Tân ac Achub
Fire and Rescue Service



North Wales Fire and Rescue Authority



Strategic Equality Plan Annual Report

2013 - 2014
Published 2014

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The duty requiring a Public Body in Wales to Report Annually

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 third Annual Report aims to meet Regulation 16 of the Wales Specific Duties, and will focus on the period of 2nd April 2013 through to 31st March 2014.

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.

Along with the Strategic Equality Plan, North Wales Fire and Rescue Authority is working towards a combined Risk Reduction and Improvement Plan. To see how we are working to mainstream equalities in the Fire and Rescue Authority, please look at our combined Improvement and Risk Reduction Plan, which can be found on our website

http://www.nwales-fireservice.org.uk/media/236401/microsoft_word_-_2013-14_final_published_ip_-_eng.pdf

Equality Statement

North Wales Fire and Rescue Authority is pleased to publish its Strategic Equality Plan Annual Report 2013-2014. 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.
- ❖ Encourage people with protected characteristics to participate in public life or in other activities where they are under-represented.

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'.

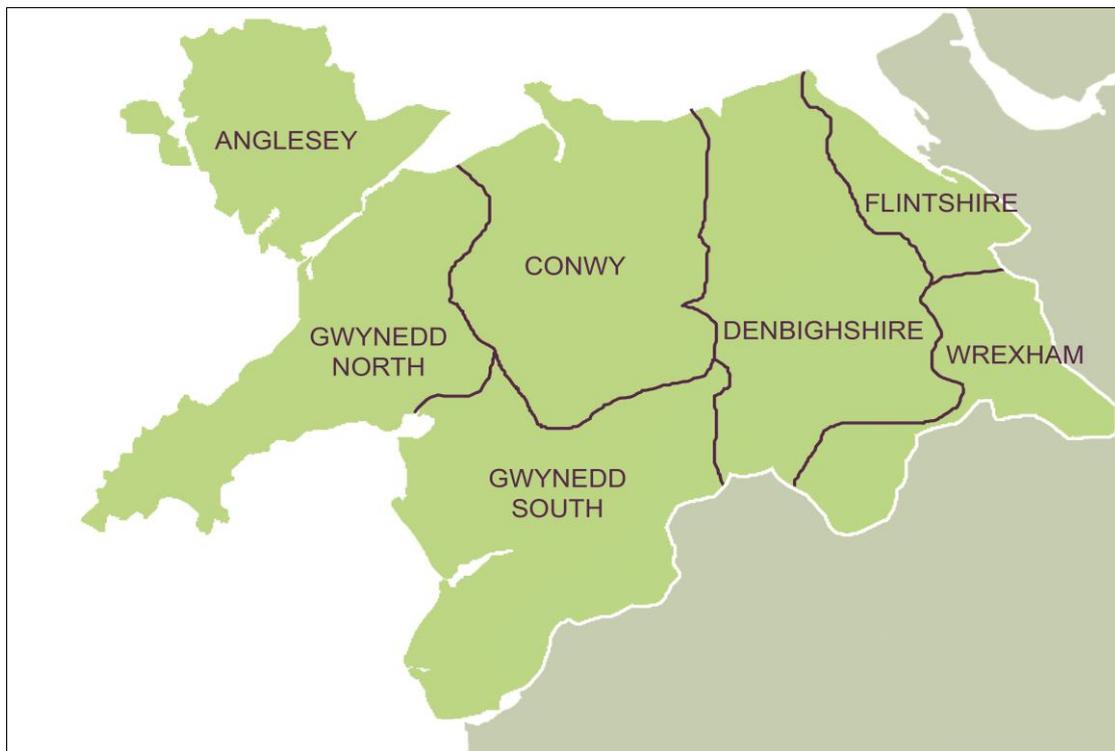
The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

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 Service 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

Collection of Relevant Information

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

Employment Data

Monitoring data for the diversity profile of staff was identified as part of the relevant information, which should be collected to support the Strategic Equality Plan. The Service has been collecting this employment data against each of the protected characteristics since 2006. The data was refreshed in 2010 and the information entered into the HR Management Information System. To ensure the data is current it was felt necessary to undertake a data validation exercise again and this is due to take place during the course of 2014 to 2015.

Staff monitoring data is used in a variety of ways to inform progress and to shape additional or new actions as required. The data is essential for the administration of the contract and payment of salaries it may also be used where necessary in considering appropriate adjustments to work arrangements, in conjunction with the member of staff concerned.

Employment monitoring data is also used to inform equality impact assessments where appropriate.

Job Evaluation – Equal Pay Data

The Authority has a job evaluation scheme in place. Job evaluation makes sure that there is a systematic way of determining the pay for a particular post. The process starts with job descriptions these are kept up to date for both new and amended posts, the posts are evaluated and moderated against the current job descriptions and the results of the evaluation are linked to the pay and grading system. This results in equal pay for work of equal value. Job evaluation is an ongoing process. The Authority in conjunction with the trade unions reviewed and put in place an agreed pay and grading system that was implemented on 1st April 2009. Achieving this helps us to pay people fairly.

Service Delivery Data

Collection of Service Delivery Data

Although some of the Service Delivery information was already collected, an initial gap analysis, undertaken during the development of the Strategic Equality Plan, identified some areas, which needed to be addressed. 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.

How the Authority has used the Information

Hate Crime Data

The Service has a joint protocol with North Wales Police designed to identify hate crimes. Once identified as a hate crime interventions are put in place by the Arson Reduction Team (ART). Additional support is provided through a partnership with Victim Support which has been created by work of the 3rd sector coordinator.

To identify potential crime types the Arson Reduction Team now record activities under specific intervention criteria.

To ensure that full awareness of the risk of the use of arson and deliberate fire setting in hate related crime (and other crimes), training of new PCSOs and PCs is delivered by the Arson Reduction Team and is considered to be essential development. To foster better community relations with young people some of whom have displayed fire setting behaviour PCSO's now attend as instructors on Phoenix courses.

Home Fire Safety Data

Data is collected on the Fire Recording Management System and is used to help inform and influence the delivery of community safety activity. Further work will be undertaken to cross reference the impact of all protected characteristics against key areas of service delivery.

Quality assurance is undertaken with voluntary sector delivery to ensure that the client's needs are being met.

A review of existing organisations delivering Home Fire Safety Checks (HFSC) on behalf of North Wales Fire Authority will be completed to ensure effective delivery to the target audience. The methodology of Quality Assurance of service delivery (HFSC) is to be considered for development on a pan Wales's basis.

Engagement

Engagement Strategy

The Authority has put in place a new public engagement strategy. This will help us to coordinate our engagement work. It will also help to make our engagement activity consistent across North Wales.

Consultation is recognised as a key mechanism for improving service delivery across the public and private sector and is a key theme of government policy.

It is a statutory duty for Fire and Rescue Authorities in Wales to consult with the public on specific areas of service delivery. Each Authority must consult with local communities, service users, businesses, partners and other stakeholders when setting service standards and performance targets, to develop a more citizen focused approach to ensure the effective delivery of services.

Public engagement and consultation is a key component of the requirements of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011,

The Authority recognise it is essential that the communities we serve have a voice in the decisions that impact upon them and an opportunity to help shape and influence the services we deliver along with how we deliver them.

Community engagement is an effective means of raising awareness and educating people about fire and road safety issues, providing an opportunity for feedback on specific needs and opinions. This feedback provides us with an opportunity to use this information in setting our priorities.

By adopting a common approach, we will be able to;

- ❖ Ensure consultation is timely, effective and meaningful
- ❖ Embed the principles of community engagement and consultation in the work of the Fire Authority
- ❖ Establish a coordinated and consistent approach to community engagement
- ❖ Ensure consultation outcomes are used to inform policies that reflect community need
- ❖ Improve consultation between Fire and Rescue Authority staff, stakeholders and partners
- ❖ Ensure better value for money by improving methodology and sharing notable best practice.

Recent Engagement

At the start of 2013 we decided to conduct a questionnaire consultation at the public events we planned to attend during July and August. We wanted to better understand the people we are engaging with and to inform attendance at future events such as International and National Eisteddfods, and County Shows.

The Corporate Planning, Fire Safety and Equalities teams devoted considerable time and attention to deciding on the questions to be included in the questionnaire with the aim of learning about the potential vulnerability to fire of the people we engaged with at the events.

Once the consultation was conducted and the findings analysed we were able to use the information in tailored and targeted campaigns to help raise fire safety awareness, to increase the ownership of smoke alarms and reduce the risk of fire.

The consultation was found to be valuable in helping to influence our activity and the Authority intends to continue to monitor progress at events in the future years.

The events attended by North Wales Fire and Rescue Authority during the summer of 2013, are listed below:

Event	Number of days
Llangollen International Eisteddfod	Attended 5 days
Eisteddfod Genedlaethol, Denbigh	Attended 8 days
Anglesey Show	Attended two day event and kept separate stats
Flint and Denbigh Show, Denbigh	1 day event
Meirionnydd Show,	1 day event
Cerrigydrudion Show	1 day event
Cartrefi Conwy event	1 day event

- ❖ The questionnaires were made available bilingually in both paper/hard copy format and in digital format via iPad.
- ❖ Completing the questionnaires was optional, and any question could be left blank if desired.
- ❖ Staff attending the events were briefed on how best to engage with visitors and to offer assistance in completing the questionnaires. Bilingual staff were available to help respondents wishing to complete their questionnaire in Welsh.

What did we learn about our community?

- ❖ A total of 798 questionnaires were completed, 51% by women and 13% by men (with approx. 34% choosing not to indicate their sex).
- ❖ Most lived in the North Wales Fire Authority service area - only 10% of those completing the questionnaires specified they were residents outside the North Wales Fire Authority service area (55% specified they lived within the North Wales Fire Authority service area and just over 33% did not provide a postcode indication for where they lived).
- ❖ 96% of those completing questionnaires said they owned a working smoke alarm, with 47% indicating their alarm was fitted by North Wales Fire Authority.
- ❖ Those completing questionnaires predominantly said they reside in households of 2-4 people (54%), with the majority owning their property or having a mortgage (76%), predominantly aged 35-49 (42%), and most in employment (56%, compared to 4.28% unemployed and 25% retired), with others in the household being mainly people in the under 16s and 35-49 age groups.
- ❖ Of those who provided information on their household, 13% said they lived alone.
- ❖ The number of those who revealed they were smokers (17%) or drank alcohol (31%) was relatively low.
- ❖ Just over 53% said those living with them had a disability (27% or 212 people chose not to answer this question), with 81% of those that supplied information in relation to themselves declaring they had no disability (39% or 319 people chose not to answer this question).
- ❖ 92% of those who provided information on their ethnicity described themselves as White British, with 252 deciding not to answer this question.
- ❖ 58% of those who answered the marital status questions said they were married, 25% single and 6% divorced, with 271 deciding not to answer this question.
- ❖ The split between those preferring communication in English or Welsh was reasonably equal (53% English and 47% Welsh) – not surprising perhaps with the Eisteddfod Genedlaethol included in the events attended and many of the events occurring in areas with a substantial Welsh population.
- ❖ Interestingly, the language split was slightly different when looking at completion of the questionnaire itself - 60% chose to complete their questionnaires in English and 40% completed them in Welsh.

- ❖ Searching for statistics on those made more vulnerable to fire as they did not have a smoke alarm, also drank alcohol and smoked, were elderly or lived alone are not meaningful as smoke alarm ownership was so high.
- ❖ Some events show that people are more at risk through a combination of factors such as age, living alone, drinking alcohol and smoking e.g. the Flint and Denbigh Show (more people living alone who drink and smoke).
- ❖ Of those who said they lived alone (13% or 75 respondents), just 14 indicated they were male and 52 female. Not all of these lived in the North Wales Fire Authority service area.
- ❖ We have consulted with a number of young and older residents on recent projects. Most of their feedback has been positive.

In 2013, we asked more protected groups for feedback on our work than we have before. We are pleased that there is an improvement in the number of people from protected groups that we are involving. The response was extremely positive and people were more than happy to complete the questionnaires.

The information gathered at these events is now being shared with Fire Safety and Operations Departments to ensure the information is considered when co-ordinating performance objectives for 2015-2016. The data collected is analysed to ensure that the most appropriate resourcing is applied to the relevant risk in both preventative and response work and in particular how a person with specific protected characteristic(s) may be more vulnerable to the risk of an accidental dwelling fire.

Equality Impact Assessments

In 2011 the three Welsh Fire and Rescue Services jointly reviewed their Equality Impact Assessment process. Following the review the process was re-launched with new Guidance Notes and underpinned by a training programme to be delivered over two years. At the start of 2013 the three Services in Wales embarked on a new round of Equality Risk Assessment training that would once again take place over two years. Each Service will train senior and middle managers on a one day course; the course content is designed to include the legal and morale arguments for Equality Impact Assessment and will enable managers to conduct impact assessments with confidence.

The Authority uses the Equality Impact Assessment process to ensure that departments consider the equality effects of its 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 on our website.

Health and Fitness Policy Initial Equality Impact Assessment ([LINK](#))

Health and Fitness Policy Full Equality Impact Assessment ([LINK](#))

Gender Based Violence, Domestic Abuse and Sexual Violence Policy Guidance ([LINK](#))

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 535266

Fax: 01745 535296

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

Equality Objectives - Competed and Sign Off

As the Fire Authorities Equality Objectives are achieved, the Chief Fire Officer will sign off the completed objectives. The following objective has been successfully achieved and completed in the year 2013-2014 and is now established in the Pay Policy Statement each year.

Regulation 11 and 12	
Equal Pay	
Objective 10	The Localism Act which came into being in November 2011 requires North Wales Fire and Rescue Authority to publish a Pay Policy Statement by the 31 st of March 2012 and each subsequent financial year providing information for the following financial year.
Reason	The Act requires the pay policy statement to range over disparate aspects of remuneration policy and must include the following: <ul style="list-style-type: none"> • a local authority's policy on the level and elements of remuneration for each chief officer; • a local authority's policy on the remuneration of its lowest paid employees (together with its definition of "lowest-paid employees" and its reasons for adopting that definition); • a local authority's policy on the relationship between the remuneration of its chief officers and other officers; • a local authority's policy on other specific aspects of chief officers' remuneration: remuneration on recruitment, increases and additions to remuneration, use of performance-related pay and bonuses, termination payments and transparency.
Expected Outcome	The statement must include: <ul style="list-style-type: none"> • the definition of "lowest paid employees" adopted by the authority for the purposes of the statement; and • the authority's reasons for adopting that definition.
Whom will carry out this objective	The Finance Manager will be responsible for the research and writing of the Pay Policy Statement.
Completion of Equality Objective 10	<p>Pay Policy Statement content was researched; to ensure compliance with Corporate Governance requirements in addition to compliance with Equality legislation.</p> <p>North Wales Fire and Rescue Authority is required by the Localism Act, which came into being in November 2011, to publish a Pay Policy Statement by the 31st of March 2012 and each subsequent financial year, which provides information for the following financial year. The Service is progressing towards integrating the Pay Policy Statement as an annual process which is fair and equitable. The Pay Policy Statement will automatically be taken forward each year to the Fire Authority.</p> <p>The Pay policy Statement was revised taking into account feedback from the Welsh Audit Office. The 2013/14 statement was approved by the FRA in March 2014 and incorporated into the Statement of Accounts.</p> <p>The Pay Policy statement will continue to be produced on an annual basis.</p>
Equality Statement	
<p><i>North Wales Fire and Rescue Authority is required by the Localism Act, which came into being in November 2011, to publish a Pay Policy Statement by the 31st of March 2012 and each subsequent financial year, which provides information for the following financial year. The Service will now produce a Pay Policy Statement. We will ensure the policy is fair and equitable across gender and the other protected characteristics</i></p>	

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 2013-to-31 st March 2014	The 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 will be fed into the Annual Report to the Fire Authority. As the Equality Objectives are completed, they will be 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.

Regulation 4

how the Authority intends to comply with the Engagement Provisions

Regulation 5

a requirement to comply with the Engagement Provisions

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 2012-to-31st March 2013	<p>An engagement and consultation strategy was drafted and approved by the Services Executive Group. This strategy has since been shared with the other two Fire and Rescue Service's at the All Wales Communications Group and is now 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>This 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. Each and high level (Executive Group at NWFRS) 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 individual communications and engagement strategies which allow local issues and communities to be addressed. Such a strategy for NWFRS has been developed for the public consultation on the Service Improvement Plan Objectives, which will take place in the Autumn of 2014.</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	<ul style="list-style-type: none"> • 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 2013-to-31 st March 2014	<p>The Service has identified that is currently collects data at operational incidents on Age, Gender, Ethnicity and Disability. This information is stored in two separate systems:</p> <ul style="list-style-type: none"> • Incident recording System; • Records Management System. <p>It has been recognised that the Service currently has no process for collecting and storing information on the following protected characteristics:</p> <ul style="list-style-type: none"> • Pregnancy and Maternity; • Gender reassignment; • Religion or belief; and • Sexual orientation. <p>We are currently developing a system to collect this information via a questionnaire. It is proposed that the questionnaire will be left with members of the community following and incident, or where this is not possible, posted directly to their home addresses. A mechanism for recording the responses received and also those not returned is now being developed. The Service has two methods of electronically recording Service Delivery information.</p> <p>Information on the RMS now further details information on disability in six areas along with occupier and household information on other vulnerabilities.</p> <p>The data that is collected is analysed to ensure that the most appropriate resourcing is applied to the relevant risk in both preventative and response work and in particular how a person with specific protected characteristic(s) may be more vulnerable to the risk of an accidental dwelling fire.</p>

	<p>The Service is currently considering methods for collecting and storing more information on the following protected characteristics:</p> <ul style="list-style-type: none"> • Pregnancy and Maternity; • Gender reassignment; • Religion or belief; and • Sexual orientation <p>Incident data shows that these individuals with protected characteristics are at no more risk than others by virtue of this characteristic.</p> <p>We are currently developing a system to collect this information via a questionnaire. It is proposed that the questionnaire will be left with members of the community following an incident, or where this is not possible, posted directly to their home addresses. A mechanism for recording the responses received included on non-response is now being developed.</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

**Regulation 5
Regulation 7**

**engagement provisions
collection of information in compliance with the General
Duty.**

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 2013-to-31 st March 2014	<p>Data is collected on RMS and used to help inform and influence service delivery of community safety. Further work will be undertaken to cross reference and impact of all protected characteristics against key areas of service delivery.</p> <p>Quality assurance is undertaken with voluntary sector delivery to ensure that the client's needs are being met.</p> <p>A review of existing organisations delivering HFSC on behalf of NWFRS will be completed to ensure effective delivery to the target audience.</p> <p>Methodology of QA of service delivery (HFSC) is to be considered for development on a pan Wales basis.</p> <p>End user group for the joint NWFRS and NWP Road Traffic Collision project for young people age 16 – 25 consulted with and used in both event content and logo design</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.

**Regulation 5
Regulation 7**

**engagement provisions
collection of information in compliance with the General
Duty.**

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 2013-to-31 st March 2014	<p>The Service has a protocol with North Wales Police where hate crimes are identified and interventions are put in place by the Arson Reduction Team (ART) where required. Work with victim support through the 3rd sector coordinator being established to provide additional support.</p> <p>Activities are now recorded under specific criteria for interventions by ART to identify potential crime types.</p> <p>Training of new PCSO's and PC's is now core development delivered by the Arson Reduction Team to ensure that full awareness of the risk of the use of arson and deliberate fire setting in hate related crime (and other crimes) PCSO's also now attend as instructors on Phoenix courses to foster better community relations with young people some of whom have displayed fire setting behaviour.</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.

**Regulation 6
Regulation 16**

**accessibility of published information
publish a report each reporting period on the collection of relevant data**

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 2013-to-31 st March 2014	<p>NWFRS currently 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 you can request to be placed on a distribution list. A variety of information and media is available including website (including 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 toolkit for health practitioners to use with clients.</p> <p>A suite of all Wales fire safety leaflets have now 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>Project Identity card with Braille commenced to provide ID cards that can be read by sight impaired persons. The Braille project is now nearing completion with the production and distribution of the new ID cards</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.

Regulation 8

impact and monitoring of Policies, Practices and Procedures

Equality Risk 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 Risk 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 ERA's 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 ERA.
Progress from 1st April 2013-to-31 st March 2014	<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 Assembly Government.</p> <p>Following on from the initial training, the three Services in Wales tendered and embarked on a new round of Equality Impact Assessment training with Adele Baumgardt Consulting. Each Service will undertake to train Senior and Middle Managers on a one-day course, there will be two days training each year for a period of two years. During the course of the training, Adele Baumgardt highlighted the need to have good examples of Equality Impact Assessments. The three Services have agreed to set up a bank of full Equality Impact Assessments and share theses as best practice, across the three Fire Authorities in Wales. Ms Baumgardt has agreed to review the equality impact assessments placed in this shared bank.</p> <p>During the course of this first year, 2013 – 2014 North Wales Fire and Rescue Authority have trained thirty-four members of staff on Equality Impact Assessment. There are further thirty training places available in the next financial year.</p>

Equality Statement

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

**Regulation 7
Regulation 9
Regulation 16**

**collection of information in compliance with the General Duty
collection and reporting of employment information
publish a report each reporting period on the collection of
relevant data**

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.
	<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 2013-to-31 st March 2014	<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.</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>
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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.

Regulation 10

requires an Authority to promote its employees knowledge and of the general and specific duties

Train Staff on 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 2013-to-31 st March 2014	<p>The Service has reviewed the Equality Training Needs Analysis conducted by the Welsh Local Government Association on the three Welsh Fire and Rescue Services. The Service 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 will be used to identify further training packages that will make certain the Service is moving to compliance with the Equality Act 2010 and the Specific Equality Duties 2011 to ensure that all staff are trained in the General Duty</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.

Regulation 18**public procurement****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 2013-to-31 st March 2014	<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>All three Welsh FRSs consult with each other and, when feasible to do so, procure goods and services on a joint, cooperative basis. 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 2014)

Number of Staff in Post - April 2013 to March 2014

Number of Operational Staff in post	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	2	0
Black/African/Caribbean/Black British	1	0
Mixed/Multiple Ethnic Groups	2	0
White (Welsh/English/Scottish/Northern Irish/British)	649	37
White Other	7	0
Not Stated	0	0
BME Total	12	0
Total	661	37

Number of Control Staff in post	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	27
White Other	0	0
Not Stated	0	0
BME Total	0	0
Total	4	27

Number of FRS Staff in post	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)	64	86
White Other	0	2
Not Stated	0	0
BME Total	0	2
Total	64	88

Total Number of Staff in Post - April 2013 to March 2014

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	0	33	4
	25-34	9	162	28
	35-49	15	385	59
	50-54	6	88	22
	55-59	0	25	24
	60 Plus	1	5	15
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	11	3
	Mental Impairment	0	4	2
	Long standing Illness or Health Condition	1	0	3
	Other Disfigurement	0	0	1
	Physical Impairment	0	4	2
	Sensory Impairment	0	1	1
Marriage & Civil Partnership	Civil Partnership (registered same sex) *	1	21	2
	Divorced	3	47	16
	Married	15	347	78
	Single	12	254	52
	Separated	0	21	2
	Widowed	0	4	2
	Not Stated	0	4	0
Pregnancy & Maternity	Pregnant in the last year	1	0	1
	Maternity in the last year	1	0	1
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	2	0
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	31	686	150
	White Other	0	7	2
Religion and Belief	Buddhist	0	1	0
	Christian (All Denominations)	18	359	84
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	1	0
	Sikh	0	0	0
	Any other Religion	2	6	3
	No Religion	6	169	29
Not Stated	5	162	36	
Sex	Female	27	37	88
	Male	4	661	64
Sexual Orientation	Bisexual	0	1	0
	Gay or Lesbian	0	2	1
	Heterosexual/Straight	25	543	105
	Other	0	0	0
	Prefer not to say/Not Stated	6	152	46
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	1	0
	Prefer not to say	0	0	0

*Inconsistency in the figures of Civil Partnership and the figures in Sexual Orientation are due to staff's misinterpretation of Civil Partnership

Staff Welsh Speaking Skills 2013-2014

Designation of job	Number of jobs 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	785	117	178	163	65	63	196	1	2	785
Level 3	11	0	1	3	5	1	1	0	0	11
Level 4	82	2	2	8	6	14	50	0	0	82
Level 5	1	0	0	0	0	0	1	0	0	1
	879	119	181	174	76	78	248	1	2	879

The Number of Staff by Skills Level, per County Area 2013-2014

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	64	0	6	2	15	17	24	0	0	64
Conwy	154	13	42	43	9	12	34	1	0	154
Denbighshire	250	40	50	48	27	26	58	0	1	250
Flintshire	95	39	19	26	1	5	5	0	0	95
Gwynedd North	141	0	12	27	8	16	78	0	0	141
Gwynedd South	87	0	12	22	4	7	42	0	0	87
Wrexham	86	25	38	10	1	8	4	0	0	86
Total	877	117	179	178	65	91	245	1	1	877
Gwynedd Total	228	0	24	49	12	23	120	0	0	228

Application for Employment - April 2013 to March 2014

Number of Operational Staff Applications received for Employment	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
Not Stated	0	0
BME Total	0	0
Total	3	0

Number of Control Staff Applications received for Employment	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)		
Black/African/Caribbean/Black British		
Mixed/Multiple Ethnic Groups		
White (Welsh/English/Scottish/Northern Irish/British)		
White Other		
Not Stated		
BME Total	0	0
Total	0	0

Number of FRS Staff Applications received for Employment	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)	214	81
White Other	0	0
Not Stated	15	1
BME Total	4	0
Total	233	82

Total Staff Applications received for Employment - April 2013 to March 2014

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	0	0	0
	25-34	0	2	0
	35-49	0	1	0
	50-54	0	0	0
	55-59	0	0	0
	60 Plus	0	0	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0	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
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	4
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	0	0	250
	White Other	0	0	0
	Not Stated	0	0	16
Religion and Belief	Buddhist	0	0	0
	Christian (All Denominations)	0	2	0
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	0	0
	Sikh	0	0	0
	Any other Religion	0	0	0
	No Religion/Not Stated	0	1	0
Sex	Female	0	0	82
	Male	0	3	233
Sexual Orientation	Bisexual	0	0	0
	Gay or Lesbian	0	0	0
	Heterosexual/Straight	0	3	0
	Other	0	0	0
	Prefer not to say/Not Stated	0	0	0
Transgender	Female	0	0	0
	Intersex	0	0	0
	Male	0	0	0
	Prefer not to say	0	0	0

Number of Successful Applications to the Service 2013-2014

Number of Operational Staff Successful Applications for Employment	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
Not Stated	0	0
BME Total	0	0
Total	3	0

Number of Control Staff Successful Applications for Employment	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)		
Black/African/Caribbean/Black British		
Mixed/Multiple Ethnic Groups		
White (Welsh/English/Scottish/Northern Irish/British)		
White Other		
Not Stated		
BME Total	0	0
Total	0	0

Number of Support Staff Successful Applications for Employment	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	1	0
White (Welsh/English/Scottish/Northern Irish/British)	4	4
White Other	0	0
Not Stated	0	0
BME Total	1	0
Total	5	4

Total Number of Successful Application to the Service 2013-2014

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	0	0	3
	25-34	0	2	5
	35-49	0	1	0
	50-54	0	0	1
	55-59	0	0	0
	60 Plus	0	0	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0	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
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	1
	White <i>(Welsh/English/Scottish/Northern Iris/British)</i>	0	0	0
	White Other	0	0	8
Religion and Belief	Buddhist	0	0	0
	Christian (All Denominations)	0	2	5
	Hindu	0	0	0
	Jewish	0	0	0
	Muslim	0	0	0
	Sikh	0	0	0
	Any other Religion	0	0	0
	No Religion	0	0	3
	Not Stated	0	1	1
Sex	Female	0	0	4
	Male	0	3	5
Sexual Orientation	Bisexual	0	0	0
	Gay or Lesbian	0	0	0
	Heterosexual/Straight	0	3	7
	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

Applications for Promotion 2013-2014

Number of Operational Staff Applications for Promotion	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	1	0
White (Welsh/English/Scottish/Northern Irish/British)	93	7
White Other	2	0
Not Stated	0	0
BME Total	1	0
Total	96	7

Number of Control Staff Applications for Promotion	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	5
White Other	0	0
Not Stated	0	0
BME Total	0	0
Total	0	5

Fire and Rescue Support Staff Promotion

The resourcing for Fire and Rescue Support Staff roles is based on a selection criteria associated with role specific qualifications. Staff turnover is small and many of the vacancies requirements are linked to specific Occupational and Professional entry requirements. Posts are advertised both internally and externally

Total Number of Staff Applications for Promotion 2013-2014

Protected Characteristic		Control Staff	Operational Staff
Age	16-24		1
	25-34	2	17
	35-49	3	72
	50-54	0	11
	55-59	0	2
	60 Plus	0	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	1
	Mental Impairment	0	0
	Long standing Illness or Health Condition	0	0
	Other Disfigurement	0	0
	Physical Impairment	0	0
	Sensory Impairment	0	0
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	0
	Black/African/Caribbean/Black British	0	0
	Mixed/Multiple Ethnic Groups	0	1
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	5	100
	White Other	0	2
Religion and Belief	Buddhist	0	0
	Christian (All Denominations)	4	54
	Hindu	0	0
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other Religion	0	1
	No Religion/Not Stated	1	48
Sex	Female	5	7
	Male	0	96
Sexual Orientation	Bisexual	0	0
	Gay or Lesbian	0	1
	Heterosexual/Straight	4	84
	Other	0	0
	Prefer not to say	1	18
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0

Successful Applications for Promotion 2013-2014

Number of Operational Staff Successful Applications for Promotion	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)	22	2
White Other	0	0
Not Stated	0	0
BME Total	0	0
Total	22	2

Number of Control Staff Successful Applications for Promotion	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	0
White Other	0	0
Not Stated	0	0
BME Total	0	0
Total	0	0

Fire and Rescue Support Staff Promotion

The resourcing for Fire and Rescue Support Staff roles is based on a selection criteria associated with role specific qualifications. Staff turnover is small and many of the vacancies requirements are linked to specific Occupational and Professional entry requirements. Posts are advertised both internally and externally

Total Number of Successful Applications for Promotion 2013-2014

Protected Characteristic		Control Staff	Operational Staff
Age	16-24	0	0
	25-34	0	10
	35-49	0	11
	50-54	0	1
	55-59	0	2
	60 Plus	0	0
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	0	0
	Mental Impairment	0	0
	Long standing Illness or Health Condition	0	0
	Other Disfigurement	0	0
	Physical Impairment	0	0
	Sensory Impairment	0	0
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>	0	0
	Black/African/Caribbean/Black British	0	0
	Mixed/Multiple Ethnic Groups	0	0
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	0	24
	White Other	0	0
Religion and Belief	Buddhist	0	0
	Christian (All Denominations)	0	12
	Hindu	0	0
	Jewish	0	0
	Muslim	0	0
	Sikh	0	0
	Any other Religion	0	0
	No Religion	0	7
	Not Stated	0	5
Sex	Female	0	2
	Male	0	22
Sexual Orientation	Bisexual	0	0
	Gay or Lesbian	0	0
	Heterosexual/Straight	0	20
	Other	0	0
	Prefer not to say/Not Stated	0	4
Transgender	Female	0	0
	Intersex	0	0
	Male	0	0
	Prefer not to say	0	0

Staff Requesting Training as Part of Individual Development Reviews (IDR) 2013-2014

Number of Operational Staff Requesting Training as Part of IDR	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	0	0
Black/African/Caribbean/Black British	0	0
Mixed/Multiple Ethnic Groups	2	0
White (Welsh/English/Scottish/Northern Irish/British)	110	6
White Other	1	0
Not Stated		
BME Total	3	0
Total	113	6

Number of Control Staff Requesting Training as Part of IDR	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)	1	15
White Other	0	0
BME Total	0	0
Total	1	15

Number FRS Staff Requesting Training as Part of IDR	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)	9	18
White Other	0	0
BME Total	0	0
Total	9	18

Top 5% of Earners - April 2013 to March 2014

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)	22	4
White Other	1	0
BME Total	0	0
Total	23	4

All Staff Involved in Grievance Procedures - April 2013 to March 2014 (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 2013 to March 2014 (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)	4	1
White Other	0	0
BME Total	0	0
Total	4	1

Number of Leavers - April 2013 to March 2014

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)	50	2
White Other	0	0
BME Total	0	0
Total	50	2

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	3
White Other	0	0
BME Total	0	0
Total	3	3

North Wales Fire and Rescue Authority
Service Delivery Data
(As At 31st March 2014)

Service Delivery Data

Information is displayed in line with the risk factors recognised by the Service through work undertaken by the Chief fire Officers Task Group.

1 st April 2013 – 31 st March 2014		Casualties or Rescues at Dwelling Fires (where recorded)	Collected from Road Traffic Collisions	Safety Messages/ Advice Home Fire Safety Checks	Voluntary Organisations Safety Messages/ Advice Home Fire Safety Checks
Age	Under 16	22	20	1001	24
	16-24	22	60	4992	126
	25-34	18	56	5042	116
	35-49	41	53	6658	214
	50-54	19	17	2178	134
	55-59	10	16	1871	125
	60 Plus	103	56	15394	2348
	Not Known	5	77	14749	440
Disability Impairment	Learning Disability	<i>Not Collected</i>	<i>Not Collected</i>	304	10
	Mental Impairment	<i>Not Collected</i>	<i>Not Collected</i>	679	33
	Long Standing Illness or Health Condition	<i>Not Collected</i>	<i>Not Collected</i>	1420	415
	Other Disfigurement	<i>Not Collected</i>	<i>Not Collected</i>	1234	289
	Physical Impairment	<i>Not Collected</i>	<i>Not Collected</i>	3832	1013
	Sensory Impairment	<i>Not Collected</i>	<i>Not Collected</i>	1866	205
Sex	Female	127	140	27221	2074
	Male	91	180	22882	1415
	Not Known	0	15	5309	38

	1 st April 2013 – 31 st March 2014	Casualties or Rescues at Dwelling Fires (where recorded)	Collected from Road Traffic Collisions	Safety Messages/ Advice Home Fire Safety Checks	Voluntary Organisations Safety Messages/ Advice Home Fire Safety Checks
Race	Asian/Asian British (<i>Indian/Pakistani/Bangladeshi/Chinese</i>)	1	9	250	4
	Black/African/Caribbean/Black British	0	0	72	0
	Mixed/Multiple Ethnic Groups	0	0	92	7
	White (<i>Welsh/English/Scottish/Northern Irish/British</i>)	211	283	33893	3358
	White Other	1	7	0	0
	<i>Not Stated</i>	3	36	17578	158
	<i>Any Other</i>	2	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>	
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/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:

There were 519 dwelling fires in this period (accidental and deliberate).

Personal details were taken from 240 people who were involved in the 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). Details of those people who were unharmed or unaided in their rescue were not taken at the time of the incident and therefore not included.

RTCs:

There were 310 road traffic collisions, which the NWFRS attended.

Personal details were not 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.