

**North Wales Fire and Rescue Authority**

**Strategic Equality Plan**

**Annual Report**

**2012 – 2013**

**Published September 2013**

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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 12 months prior to the reporting deadline.

In March 2013 the Service published the first Strategic Equality Plan Annual Report for the reporting period 1<sup>st</sup> April 2011 to 31<sup>st</sup> March 2012. In accordance with Welsh Local Government Guidance the option was taken to include progress toward fulfilling the Authorities Equality Objectives during the first six months of the Strategic Equality Plan (i.e. April – October 2012).

Following the production of the first report the Service's Strategic Equality group concluded that the Service would benefit if the report was 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 are 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 pay (unless it has already published this information elsewhere).

An authority may include in its annual reports any other matter it feels is relevant to meeting the general duty and the specific duties.

## Equality Statement

North Wales Fire and Rescue Authority is committed to equality and to making fair treatment an important part of everything we do. We make this commitment because we want to provide the best service we can to the people of North Wales and because we value the contribution our employees make to achieving this.

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.

We value diversity and recognise that different people bring different perspectives, ideas, knowledge and culture and that this difference can bring great strength. Our policies and procedures are intended to ensure fairness for all and reinforce our commitment to tackling inequalities wherever they exist.

Our equality objectives are aligned to the:

- Requirements of the General Public Sector Equality Duty and the Specific Regulations 2011 (Wales);
- North Wales Fire and Rescue Authority's Combined Improvement and Risk Reduction Objectives;
- Welsh Local Government Association's Equality Improvement Framework.

Our Strategic Equality Plan was published in April 2012 it sets out our on-going commitment to ensuring respect and fairness for the residents, elected members, staff members and all visitors to the North Wales area. The aim of the plan is to bring about real improvements in outcomes for our customers and staff. This Annual Report will be presented to the Fire and Rescue Authority.

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

This second Annual Report aims to meet Regulation 16 of the Wales Specific Duties, and will focus on the period of 2<sup>nd</sup> April 2012 through to 31<sup>st</sup> March 2013.

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 make equalities real 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/61389/2012-13\\_ip\\_rrp\\_final\\_version.pdf](http://www.nwales-fireservice.org.uk/media/61389/2012-13_ip_rrp_final_version.pdf)

## **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'.

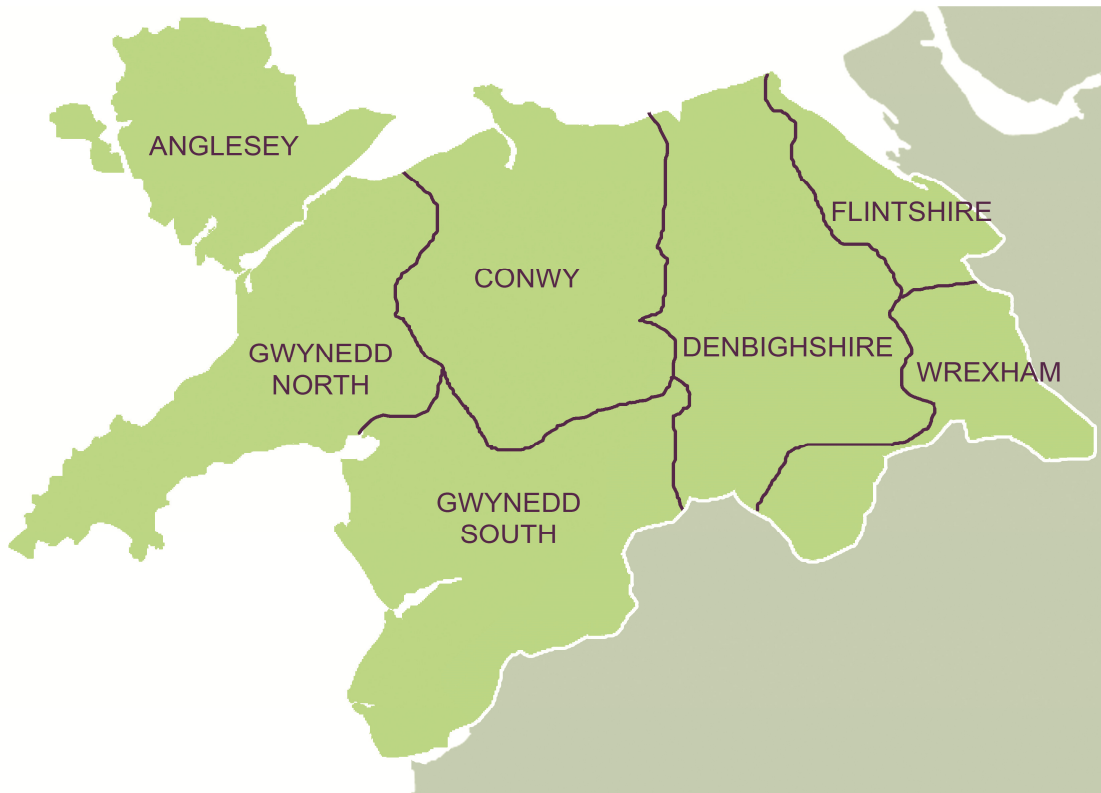
### **The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011**

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 is 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



## **Identifying the Risk in Our Communities**

In 2007 The Chief Fire Officer's Task Group Report (further reviewed in 2009) was the principal driver for North Wales Fire and Rescue Authority's community safety strategy in relation to targeting home fire safety; it identified contributory factors which were common to accidental dwelling fire deaths in North Wales:

- Age (very young or elderly)
- Having a disability (mental, physical, or sensory impairment, learning disability or longstanding illness)
- Living alone
- Drug or alcohol dependent
- Property owned by another party
- Non-working smoke detection equipment
- Fire interaction (such as smoking in bed and cooking under the influence of alcohol).

In addition to the seven contributory factors, two lifestyle issues were also identified:

- Smokers
- Those in contact with another supporting agency

The primary objective for North Wales Fire and Rescue Authority is to communicate with, or where possible, visit every householder in North Wales in order to promote safe home and lifestyle. Under section 6 of the 2004 Fire and Rescue Services Act 2004 the FRAs have a statutory responsibility to make provision for the promotion of safety.

Collaborative working with the two other FRAs in Wales also exists in certain community safety fields such as arson reduction, youth work, road traffic collision reduction and fire investigation

The Chief Fire Officer's Task Group Report also highlighted the need for vulnerable individuals in our communities to be identified in order to provide them with education, equipment and assistance in staying safe in their home.

## **Services we provide to the Community**

The Fire and Rescue Authority's primary role is to help protect North Wales from being harmed by fire and other hazards. This contributes to achieving safe, economically sound communities and to improving the quality and length of people's lives.

The Service's work in this area focuses on two specific strands:

- To reduce the number of accidental and deliberate fires and associated deaths and injuries by providing timely and targeted support and advice in conjunction with other public sector organisation, voluntary agencies, as appropriate.
- To support other agencies in reducing the number of road traffic collisions and associated deaths and injuries.

North Wales Fire and Rescue Authority achieve these objectives through a variety of initiatives.

### Home Fire Safety Checks (HFSCs)

- Home Fire Safety Checks are carried out by North Wales Fire and Rescue Service and partner agencies and are available to all residents of North Wales free of charge. HFSCs represent the most effective method for delivering community fire safety in the home, the checks include advice on how to improve existing standards of fire safety, and guidance on what to do in the event of fire.

### Voluntary Sector Coordinator

- The voluntary sector has access to some of the most vulnerable in society. Through Memorandums of Understanding (MOU) and Service level Agreements (SLA) we engage the persons working in these organisations to provide HFSC's in the home of their clients. These checks are funded by the Service (through WG grant funding) and assist not only in the improvement of safety and lowering the risk of fire for the client but also in provided funding for the voluntary organisation.

### Information Sharing Protocols

- North Wales Fire and Rescue Service have developed information sharing protocols and MOU's with several other agencies and statutory organisations in North Wales. These organisations included all Unitary Authorities, Health Board, NWP, WAST, GP surgeries and housing providers. These information sharing agreements and procedures ensure vulnerable individuals in our communities can be identified in order to provide them with education, equipment and assistance in staying safer in their homes.

### Working with Children and Young People

- North Wales Fire and Rescue Service has an important part to play in contributing to the wellbeing of children and young people and undertake several different schemes which encourage safe behaviour.



*Childsafe Event held in Llandudno*

North Wales Fire and Rescue Authority's activities for young people include:

## Education

- Educationalists visit and provide safety education in all schools in North Wales at years 1, 4 and 7
- Educationalist visit all primary schools for Key stage 1 and 2
- A team of educationalists visit every secondary school in North Wales as part of a multi-agency education day called 'crucial crew'.
- North Wales Fire and Rescue Service also support the multi-agency education centre 'Danger Point'.



*Educationalist Melfyn Hughes working with pupils at Ysgol Plas Coch Wrexham*

## Road Traffic Collisions (RTC)

- NWFRS works with other agencies as part of Taith to reduce serious RTC involving young persons aged 16 -25. The service is part of the 'Deadly Impacts' road show which provides events to young persons at places such as colleges on the impacts and results of a serious RTC.

## Arson Reduction Team

- The Arson Reduction Team's main aim is to help tackle the problem of deliberate fire setting so that people, communities, businesses, the environment and the area's heritage are not put at risk.

Responding to deliberate fires by analysis of daily events on both North Wales Fire and Rescue Service and North Wales Police command systems, and ensure appropriate responses have been or will be delivered. Work with all agencies concerned to secure detection leading to a suitable form of justice or intervention

## Engagement with our Community

North Wales Fire and Rescue Authority have attained the Corporate Health Standard's Platinum Standard. This award demonstrates the Authorities commitment to not only the health and well-being of employees but also to supporting other organisations and the local community through socially responsible behaviour.

The Platinum Standard is awarded to exemplar employers who demonstrate sustainable development as an integral part of their business practice and culture, simultaneously meeting environmental economic and social goals.

### Rhyl Community Fire Station

*"Rhyl Community Fire Station (RCFS) is the transformation of an operational reactive fire station, to a venue used proactively to engage with the community."*  
(Chief Fire Officer – Simon Smith)



In June 2007, Denbighshire County Council approved plans for the first purpose built facility of its kind in North Wales.

Built in the 1950s, Rhyl fire station was in need of renovation and modernisation. Following the move of the Service HQ from Rhyl to a purpose built site in St Asaph in 2005; parts of the building were left empty. This made Rhyl an ideal site for the Service's first community fire station, putting the vacant space to good use for local people and responding to the requirement placed upon Fire and Rescue Services to engage more

closely with the local community to promote community safety and engage in partnership working.

To ensure the feasibility of community facilities at the station, North Wales Fire and Rescue Service (NWFRS) undertook a nationwide study of community fire stations to find out which were the most effective. NWFRS also approached a range of service support agencies and community groups, including:

- North Wales Police
- Denbighshire Voluntary Services
- Denbighshire Local Health Board
- Denbighshire Community Safety team
- Age Concern
- Help the Aged

to explore how they might use the facilities.

Based on this initial work, NWFRS drew up plans for the station. These included major improvements to the operational area of the station, used by fire-fighters and other staff. Bringing more working areas together to increase efficiency and create modern and up-to-date facilities. This helped to ensure that Rhyl continues to receive a first-class Fire and Rescue Service.

The Fire First campaign was an innovative approach to community consultation and engagement, and the feedback was very encouraging. Local people demonstrated there was a real need for this type of community facility and there were numerous requests for feedback and open consultation. Awareness was raised about the proposals to remodel Rhyl Fire Station and local people had an opportunity to contribute their ideas for the space, and for the activities they would like to see taking place.

Local people were fully informed about the plans and the project as it progressed. This allowed the separation of operational and community areas within the station ensuring the fire service work is not hampered.

Following on from the research and the consultation process, the main objective was quite simply to provide a community venue, with multi-functional rooms, made available to groups and individuals from all sectors to use, day or night within a fire and general safety themed environment.

Building work commenced in July 2007 and the fire station became fully operational as the first Community Fire station in Wales in September 2008. Opened by the then First Minister for Wales the Rt. Hon Rhodri Morgan AM.

By offering multi-functional rooms, the community are able to come to the fire station and take part in a range of different activities. People of all ages and backgrounds come to take part, integrate, learn or quite simply just to have fun.

Children find the visit an exciting and intriguing experience. Local agencies and partners feel that the facility provides an excellent venue for conferences and meetings. The more vulnerable members of society feel safe, relaxed and secure.

- Over the years our visitors have varied from a belly dance troupe, to students from Bangor University training towards a Masters in Psychology.
- Since opening we have had approximately 200 different group's visit the station.
- We welcomed our 50,000th visitor early in 2012.

## **Community Groups Utilising the Facilities at Rhyl Community Fire Station**

### **Relate**



Relate offer a number of counselling services including - family mediation, psycho-sexual therapy, child contact and domestic violence intervention. They also work in partnership with Macmillan cancer support to help manage people's relationships after a cancer diagnosis.

#### *What they said about us:*

*"Staff are supportive friendly and welcoming, we also benefit from good parking and the neutral location."*

## Cardiac Rehab



RCFS working with the NHS – The Cardiac rehabilitation unit have been allowed free access into the station over the last three years. They are one of our longest running groups. Recovering cardiac patients often feel reluctant to visit or join a busy high street gym. Patients here receive one to one specialist support by the NHS team whilst participating in light cardio vascular exercises. As part of their weekly sessions the nurses provide information on health and wellbeing to include diet and nutrition, stress and relaxation. They also receive a Fire safety talk as part of their 8 week programme

Over the course of time they have been visiting us, they have been providing a number of 8 week rolling courses. Approximately 150 people have attended this course at the station.

### *The head nurse says*

*“Parking problems, travel times and cost put many people off attending rehabilitation courses at the hospital. Many of the people who attend at the station would not otherwise attend the course. The station is easily accessible to local people and is a real benefit to us.”*

## Stop Smoking



Stop smoking Wales hold weekly group sessions. Sessions start a few weeks before people plan to quit and help them to prepare to quit. Group sessions last for six weeks.

After quitting members can continue to meet each week for advice and motivation, helping them to stay stopped.

### *What they said about us:*

*“The Community station is the most popular smoking cessation group in North Wales, due to the location and easy access to parking. Many people call at the group on their way home from work.”*

## Coleg Harlech



Many may find attending courses or meetings in traditional settings intimidating. The community fire station is accessible to all and helps break down barriers.

The following courses have been held this year at the station - ECDL, Photoshop, PC Data Management, Tidy Up & De-clutter Computers, Internet, Holiday French, and Introduction to Windows 7.

### *Coleg Harlech - Mission statement*

*“To enhance the life chances of adults through the delivery of high quality education that promotes employability, enrichment, health and well-being giving due regard to the Welsh language and culture.”*

## Early Bird



What they do?

Early Bird is for parents whose child has received a diagnosis of an autism spectrum disorder (ASD) and is of pre-school age (not yet of statutory school age). The 10 week programme held at the station aims to support parents in the period between diagnosis and school placement, empowering and helping them facilitate their child's social communication and appropriate behaviour in their natural environment. It also helps parents to establish good practice in handling their child at an early age, so as to pre-empt the development of inappropriate behaviours.

*What they said about us*

*"Always ready to help, excellent facilities and the parking is great."*

## The National Framework

The National Framework sets out the Government's expectations for the Service and what is required of Fire and Rescue Authorities to meet those expectations. The Government has a duty under the FRS Act 2004 to produce the Framework and keep it current. Fire and Rescue Authorities must have regard to the Framework in carrying out their duties. Below is an excerpt from this document that relates to 'best practice' for Fire and Rescue authorities. To be mentioned in this document is a credit to our reputation, and the good work that has been carried out so far at the station.

The National Framework 2012 reads as follows:

*"Fire stations are valuable public facilities, lying literally at the very heart of our communities and often located in some of our most deprived areas. As such they have value which goes further than just housing the Fire and Rescue Service vehicles and firefighters. They provide valuable space and accommodation for other emergency responders and a range of community outreach and third sector activities. The Fire and Rescue Authorities are already recognising their valuable community role and a number of stations such as Rhyl, Llanelli and Ely already have dedicated areas set aside for use by the local community."*

## Further Engagement Activity with the Local Community

- Clothes banks are placed outside fire stations across North Wales as part of a national initiative to make a positive difference by supporting people in the community when they are in need. The scheme involves textile items donated by members of the community being recycled, with wearable items being sent to developing countries and unsuitable items being recycled for the rag trade.
- Fishing competitions supported by NWFRS in order to engage with youngsters in the Blaenau Ffestiniog and take the opportunity to educate them about deliberate fires whilst taking part in fishing competitions.
- Staff have returned to supermarkets recently across Wrexham to talk to shoppers about the importance of cooking safely.

- Staff visited livestock markets across the region to ensure landowners take on board basic safety procedures and notify the Service when conducting their burn.
- Staff visited apprentices at Airbus to demonstrate a mock crash scene at Airbus to highlight the consequences of speeding, not wearing a seatbelt and driving under the influence of drink or drugs.
- Summer safety competitions are organised by the Service at the National Eisteddfod with youngsters from across the region taking part in quizzes to highlight fire safety dangers in order to win a new tent.
- The Service attended the Anglesey, Flint, Denbigh and Meirionydd shows to offer advice and guidance on a variety of topics ranging from fire safety to healthcare. North Wales Fire and Rescue Service, North Wales Police, Welsh Ambulance Service, Community Safety, Victim Support, Road Safety and Substance Misuse Service all joined together to make it easier for the public to obtain community safety information in one place.
- Attendance at the Royal Welsh Show saw representatives from across Wales come together to encourage children to learn about fire safety, promote road safety. The event allowed the Service to engage with thousands of people from all over Wales and beyond.
- The Service is working with the local community to protect schools and the surrounding areas safe and free from crime and anti-social behaviour as part of the School Watch initiative.
- The Service holds a lunch club in Dolgellau fire station. After lunch the attendees are treated to 10 minute presentations from the members of the various agencies; - fire, police, pensions, Domestic abuse, Citizens Advice bureau etc. Attendees are able to use a Nintendo Wii game console, and after lunch the attendees would participate in one of the sport activities which can be purchased, which engages them in physical exercise. This assists in their hand to eye co-ordination and proved to be very popular .The lunch has been timed to co-in side with the local bus service as the attendees benefit from free bus travel with their bus pass and enables most attendees to travel direct to the station as the bus driver picks up and set down outside of the Fire Station.



## **Employment**

### **Our Staff**

#### **Staff Employment Data**

During the course of the next year the Service will introduce an online self-service facility to undertake electronic data validation. This will ensure more accurate and up to date information is maintained on the Service's Human Resources database.

Employment data has been gathered annually for a number of years; the information is collected each year and reported to the Welsh Government.

#### **Equality Data at Recruitment**

The 'Workforce' Human Resources database currently records recruitment information for Fire and Rescue support staff, and has been used for this year's recruitment of operational firefighters in rural areas. The wider implementation of the Workforce recruitment module will assist with the gathering and reporting of recruitment data in the future.

#### **Employment Data – (*Please see Employment Data in Appendix 1*)**

#### **Other Relevant Employment Information**

#### **Work Experience**

North Wales Fire and Rescue Service are committed to delivering a first class, realistic and safe work experience to young people. The aim of the Service is to make North Wales a safer place to live, work and visit. By providing work experience for young people from many diverse backgrounds, the Service has an opportunity to interact with the future citizens from the communities it serves. By grasping this opportunity the Service can:

- Interact with young people and impart community safety advice.
- Reach some of the harder to reach members of those communities by running a totally exclusive work experience scheme.
- Enable the work experience attendees to influence their families, relatives and friends; the safety lessons of the scheme can extend beyond the individual young person.
- Improve the diversity of the Service by encouraging both boys and girls to attend work experience. The scheme can be used as a communication and awareness tool to encourage more women into the Service.
- Contribute to the reduction of deliberately started fires and malicious false calls through raising awareness about these two issues as part of the work experience scheme.

Young people who attend work experience will benefit through improving their knowledge about safety, they will learn about working as individuals and as team members. They will learn about problem solving, manual dexterity and health and safety. Work experience in the Service falls into two categories:

- **Category one** – where the young person wants to attend the Service's Academy and undertake a simulated student firefighter's course
- **Category two** – where the student wishes to undertake work experience within a support function such as control, administration, finance or human resources

The category one work experience scheme runs twice a year and runs for five days from Monday to Friday and concludes in the demonstration of skills from the students in the format of a passing out parade. The two courses are held in Mold and Menai Bridge to ensure that the opportunity is available to students across North Wales.

Work experience with the Service does not mean that young people will go to fires and other emergencies. After putting into place the control measures, young people will experience a working environment which is safe, challenging, rewarding and has measurable outcomes.

A booklet has been produced to guide the student and enable them to get the most out of their work experience placement. This booklet is available in Welsh and English and asks the student to complete a diary for reflection and to complete four modules. One of these modules is aimed at making their home safer and it is imperative that they undertake this project in particular. At the conclusion of the work experience a nominated person must debrief the young person/s in order that we, as a Service, can learn from their view point about how we are perceived as an organisation dedicated to moving forward.

### **Skill Build Training Placements**

North Wales Fire and Rescue Service are working in partnership with Yale College in Wrexham to provide an enhanced work placement scheme which can last up to 12 months, dependant on the needs of the student. The scheme has been in operation for two years and is currently in the process of recruiting candidates for its third year.

The scheme originally started with three positions across the Service, located in Ynys Mon, Flintshire and Denbighshire County Safety Offices. This was expanded during the second year, to provide 7 positions across North Wales. The 7 positions were utilised to develop 13 young people throughout the year, as people left to take up meaningful employment new candidates were given the opportunity to participate.

The scheme is part of the Welsh Governments Skill Build programme which is a funded initiative for unemployed 16-17 year olds and local organisations. Once the placement opportunities are confirmed, young learners are referred by the local Careers Wales office to Yale College if they are interested in applying. Press advertising for the programme is also undertaken in order to ensure maximum recruitment potential.

Yale College then arrange an information day at North Wales Fire and Rescue Service, where staff involved provide information on Service placements to all applicants and Yale College deliver a full presentation. Applications can be completed and submitted to the Service the same day.

Following this, the Service select candidates from applications to be interviewed for the placements available. North Wales Fire and Rescue Service interview and select their own learners who they feel would be suitable for the role, the interviews are supported by Yale College to advise on the Skill Build elements.

The students are assisted in improving and building upon;

- Effective Communication
- Application of Number
- Information Technology
- Own Learning Performance
- Working with Others
- Problem Solving
- Team Building
- Confidence and Resilience
- Presentation Skills

The student and the organisation benefit from the scheme. In the current economic climate students find it difficult to secure apprenticeships or attain work-based learning qualifications that make them employable. Skill Build fund students £50 per week plus travel expenses whilst on the work placement with the Service.

The course commences for four weeks at Rhyl Training Centre completing the induction and Yale programme. The placement can then begin in a relevant department within the Service and Yale College will deliver a suitable qualification to suit the role e.g. First Aid, Health and Safety in the Workplace and an NVQ.

Other benefits of the scheme include the fact it supports Investors in People; meets Welsh Government Guidelines for supporting unemployed/youth and mentors, reviews and visits the students every four weeks.

## **Volunteer Work**

### **Colleague Support Staff Scheme**

The Colleague Support Scheme offers private and confidential access to an understanding and supportive listener. A team of individuals from within the Service have undertaken specialist training to help with any issues staff feel they may need to discuss - private, social or work related. A Colleague Supporter can be contacted by telephone at any time; this includes a specific LGBT Colleague Support email address. Some of the training undertaken by the Colleague Supporters includes Financial Management and Debt Advice, Substance Misuse, Drug and Alcohol Awareness, Domestic Violence, Transgender and Cancer Awareness

There are also a number of opportunities for staff to get involved on a voluntary basis which helps young people.

### **Community Work**

Through our work within our local communities, we aim to improve safety, we have been able to use our position of trust within these communities in pioneering ways, helping to develop children and young people and improve the community in local areas.

Projects the Service is involved in include:

#### **Young Fire Fighters Association**

The YFA (Young Firefighters Association) is a youth organisation run by Fire and Rescue Services, in partnership with the Fire Services Youth Training Association (FS-YTA), which is a registered charity staffed by dedicated professional youth workers.

The YFA is open to young people aged between the ages of 11 and 17. There are currently 7 branches in North Wales.

#### ***FACE (Fire Awareness Centred Education)***

The FACE programme, which is specifically designed for youngsters who have developed an undesirable tendency to play with fire, has proved to be an extremely effective way to get through to children and educate them about the dangers of fire.

The programme itself is operated by members of staff who have volunteered their services, who take time to talk to the youngsters and talk about their actions and their feelings. It is these members of staff which have made the programme such a success.

#### **Phoenix**

The Phoenix project is a course designed to assist in redirecting the energy of youngsters towards productive and worthwhile activities that will assist in the integration of the individuals with their peers and their communities.

During the week the students are given the opportunity to see the work carried out by North Wales Fire and Rescue Service and are allowed to take part in drills. In addition, various

other outdoor activities are arranged as well as a visit to the control room to see how emergency calls are received and appliances mobilised.

Youngsters from Ynys Môn, Gwynedd and Conwy recently took part in North Wales Fire and Rescue Service's Phoenix. The 13 students had chosen to do the course as part of their work-related experience. Dawn Docx , Deputy Chief Fire Officer attended the celebration of achievement parade and presenting certificates to each student said: "We hope that these young people will feel that they have gained something positive from the Phoenix project and that it will be of benefit to them in the future." One attendee explained that he felt more motivated and positive about himself as a result of attending the course.

The team also undertake 1 and 2 day bespoke intervention events for specific issues that may arise in areas of North Wales as well as engagement with youth clubs and groups.



*Phoenix Celebration of Achievement Event in Mold*

## **Danger Point**

DangerPoint is an interactive centre providing hands on safety education specifically for children and young people in North Wales. Opened in October 2005, DangerPoint is a registered charity developed by numerous organisations including North Wales Fire and Rescue Service, North Wales Police and BHP Billiton Petroleum Ltd.

With highly trained Rangers, DangerPoint has been designed to inspire, inform and engage the groups. It is an excellent way to educate the community in essential life skills.

## Training

### 2010 – 20113 - LearnPro

The Service enhanced its system of training and development delivery by purchasing LearnPro. This is an electronic portal where users access stand-alone assessments and e-learning modules. This system was developed and then rolled out to all operational, retained and wholetime personnel between 2010/11. Within these modules are 3 specific e-learning packages which support the development of equalities awareness, values, beliefs and the ability to challenge. The 3 modules are:

- Equality and Fairness,
- Values, Beliefs and Assumptions,
- Challenging Inappropriate Behaviour.

LearnPro was introduced in 2009, and the number of the above modules completed over the last 3 years is as follows:

#### ***Equality and Fairness***

2010/11	-	104
2011/12	-	214
2012/13	-	338

#### ***Values, Beliefs and Assumptions***

2010/11	-	239
2011/12	-	101
2012/13	-	378

#### ***Challenging Inappropriate Behaviour***

2010/11	-	294
2011/12	-	111
2012/13	-	207

In 2012/13 LearnPro was rolled out to all support staff. The three modules above are mandatory modules on an individual's account. The significant increase in modules undertaken is due in part to the increase in personnel who can access them but also due to the purchase and development of PDRpro Cymru.

### **PDRPro Cymru**

PDRPro Cymru is a web based application for recording workplace performance and development. It replaces a paper based system of recording all operational, training and development activities of operational personnel. Each role has various elements assigned to it which must be completed in a prescribed timescale to ensure that competence is maintained. The three LearnPro modules have been allocated as mandatory elements to every person's role. This enables line managers to monitor their staff and ensure that each of the individual's elements is completed in date. The system also allows for a traffic light

system to warn individuals that it is nearing the time for them to refresh their knowledge. The system is supplied with a range of reports to aid in the management of the system and monitors the currency of knowledge and performance.

### **Individual Development Review (IDR) - Appraisal**

The current annual Individual Development Review (IDR) system incorporates the Fire and Rescue Services Personal Qualities and Attributes (PQA) for managers and their staff to discuss progress and where required, any development needs. Within the PQA framework lay the 'Commitment to Diversity and Integrity' which ensures that equality issues are examined on an individual basis.

In future the Service will be developing an appraisal system which will be incorporated into PDRPro, thus enabling an electronic record to be held of the review and also a record of development requests. The newly developed appraisal will incorporate Service set objectives as well as line manager objectives. These objectives are aligned to the individual's role map which includes individual's behaviours and the mandatory development required each year. This will ensure that all staff continues to develop their awareness of equality issues and the current legislative requirements.

### **Other Relevant Training Information**

#### **Training Needs Analysis – All Wales**

The Equality Training Needs Analysis conducted by the Welsh Local Government Association on the three Fire and Rescue Services in Wales has concluded. The Services are working with the WLGA to ensure that future training packages are tailored to the relevant requirements of individual staff, and the role they undertake in the Service.

The information gathered will be used to identify various training packages that will ensure 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 and have sufficient knowledge and understanding of the General Duty and the duties contained in the Specific Wales Regulations.

A training programme will be drawn up and implemented over an acceptable time period and where possible we will work collaboratively with Mid and West and South Wales FRS to ensure consistency and economy.

## **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. The three Services began a training programme that was rolled out across Wales. Managers from each of the three Services have undertaken a one day training course that was supported by the Welsh Assembly Government.

The three Services in Wales have tendered for and are due to start a new round of Equality Risk Assessment training during next 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 Risk Assessment and will enable managers to conduct Equality Risk Assessments with confidence.

North Wales Fire and Rescue Service are currently in the process of updating its policies and completing a new equality risk assessment on each policy.

Equality Risk Assessment is also carried out on financial decisions, procedures and practices.

## **Other Relevant Information on Equality Impact Assessment**

In order to comply with the requirement to report on Service Delivery data against the protected characteristics, the Service will in the next year conduct an Equality Risk Assessment on four areas of its Service Delivery, both in terms of its proactive (Community Safety) and reactive (Operational Response) work, as both are inextricably linked. The Service will complete Equality Impact Assessments on each of the following Service Delivery areas:

- Accidental Dwelling Fire, Deaths and Injuries
- Home Fire Safety Checks
- Road Traffic Collision
- Arson

The assessment will look at the identified risk criteria against each of the protected characteristics, and will help the Service to identify what data is necessary to collect whilst ensuring the most vulnerable in the community are protected and ensure the Service is able to meet the needs of future Service delivery.



## **Fleet**

Traditionally, the UK Fire and Rescue Services firefighter recruitment profile encouraged almost exclusively the appointment of tall, stronger men. Equipment was often heavy and vehicles design compromised anyone else who wished for a career in the UK service.

North Wales Fire and Rescue Service has done more than any other service in the UK to strip away traditional vehicle design to specifically redesign vehicles and stowage equipment so that we can safely recruit the widest range of our community into the front line firefighting careers without compromising their health.

Such compromises may be lifting and reaching for loads that their size makes difficult.

Such mechanisms are as follows:

- Air suspension that allows the body of the vehicle to be lowered.
- Drop down steps to aid reaching for high level equipment.
- Power assisted ladder stowage that removes the need to push and lift heavy ladders onto high body accommodation.
- Slide and tilting shelving to aid the access to equipment on board.

North Wales is no stranger in challenging traditional entrenched ideas. We are challenging bodybuilders to use 5'2" manikins to ensure our designs capture our specific diversity goals, and are currently holding a multi-fire-department debate and focus group with ladder manufacturers to seek weight savings into their products that have changed little in 40 years. We have further engaged them into revisiting specific written risk assessments that have diverse statures and shared lifting at the core of the formal assessment to ensure customers have such information placed at the foremost of their decision making. This aims to evolve their business model in their understanding of our long term needs. If successful, this is likely to feed into national best practice.

Such design changes allow male and female, shorter and taller staff to co-exist within the Service and work together without compromising their long term health whilst working with us to serve the community.

## **Facilities**

### **Community Rooms**

Many North Wales Fire Rescue Authorities sites are currently used by local community/voluntary groups. In order to provide additional facilities for local community needs and to comply with the Equality Act (2010) some sites have recently been refurbished to incorporate accessibility ramps/doors and accessible toilets.

Purpose-built community rooms have also been incorporated into Rhyl, Llangefni, Buckley and Llandudno Fire Stations and are used by community groups and voluntary organisations for a variety of purposes e.g. to hold meetings and classes/demonstrations. The provision of community rooms to external groups demonstrates North Wales Fire and Rescue Authorities commitment to promoting healthy and vibrant communities within North Wales and ensures that the Fire Service remains at the heart of local activities.

## Equality Work Undertaken at North Wales Fire and Rescue Service Locations

	Stations and Office Sites																						
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
	Abergele	Aberdyfi	Abersoch	Amlwch	Bala	Bangor	Barmouth	Beaumaris	Benllech	Bety's y Coed	Blaenau Ffestiniog	Buckley	Caernarfon	Cerrig	Chirk	Colwyn Bay	Conwy	Corwen	Deeside	Denbigh	Dolgellau	Flint	Harlech
Equality Works	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Accessibility				✓		✓	✓	✓			✓	✓	✓		✓	✓						✓	✓
Purpose Built Community Rooms				✓		✓	✓				✓	✓	✓			✓							

	Stations and Office Sites																						
	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	
	Holyhead	HQ	Holywell	Johnstown	Llanberis	Llandudno	Llanfairfechan	Llangefni	Llanrwst	Llangollen	Menai Bridge	Mold	Nefyn	Porthmadog	Prestatyn	Pwllheli	Rhosneigr	Rhyl	Ruthin	St Asaph	Tywyn	Wrexham	
Equality Works	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓			
Accessibility	✓	✓		✓	✓	✓		✓	✓			✓		✓	✓	✓		✓	✓				
Purpose Built Community Rooms	✓					✓		✓	✓			✓			✓	✓		✓					

## Procurement

All major procurement projects are handled on behalf of North Wales Fire and Rescue Authority by North Wales Police Procurement Department. The North Wales Office of the Policing and Crime Commissioner procuring on behalf of North Wales Fire and Rescue Authority has both a legal duty under the provisions of the Equality Act 2010 and moral duty to promote equality and fairness through all its business, whether that is internally amongst staff, members and volunteers or externally in its dealings its contractors and suppliers.

Economic Operators will be asked to provide copies of policies they have in place to demonstrate their commitment to equal opportunities in respect of sex, age, race, disability, sexual orientation, gender reassignment, pregnancy and maternity, religion and belief.

North Wales Police OPCC along with the other Police forces in the North West Region is fully supportive of all aspects of diversity including ethnicity, race, religion, age, gender, disability and sexual orientation. In this respect, police forces welcome expressions of interest from the ethnic minority, disabled and other diverse business communities and the voluntary sector.

## 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](mailto:sue.jones@nwales-fireservice.org.uk)

## Our Objectives

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

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

<b>Objective 1</b>	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.
Progress from 2 <sup>nd</sup> April 2012-to-31 <sup>st</sup> March 2013	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 updates on progress will in future reporting years form the progress report against each of the Equality Objectives. A Strategic Equalities Steering group has been set up to monitor the progress of each Objective, to develop new Objectives for inclusion in future years, and to sign off Objectives once they have been completed. Actions from the Objectives will be built in to future business plans.

#### **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**

<b>Objective 2</b>	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.
Progress from 2 <sup>nd</sup> April 2012-to-31 <sup>st</sup> March 2013	<p>An engagement and consultation strategy has been drafted and approved in principle by the Services Executive Group.</p> <p>This strategy has since been shared with the other two Fire and Rescue Service’s at the All Wales Communications Group and has been developed further as an All Wales version – MAAWFRS has provided constructive feedback (through their Communications Manager) which has been incorporated e.g. to make it more of a toolkit and SWFRS has noted the original strategy and the intention to develop it further whilst informing us that as consultation is one of their core objectives they are keen to concentrate more on this area. The modified version will be revisited at the All Wales Communications Group for agreement and then for each Fire and Rescue Service to consider adoption.</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**

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

**Regulation 16**

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

**Collection of Authority Data**

<b>Objective 3</b>	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"> <li>• Engage in a process of continual improvement which is evidence based.</li> <li>• 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.</li> </ul>
Expected Outcome	The data we gather is measured and relevant and that it informs our future Service Delivery to vulnerable parts of the community.
Progress from 2 <sup>nd</sup> April 2012-to-31 <sup>st</sup> March 2013	<p>The Service has two methods of electronically recording Service Delivery information.</p> <p><b>Information Recording System (IRS)</b> – Recording of Emergency Calls to the 999 Service.</p> <p>The following data is captured by operational crews on an Information Recording System</p> <ul style="list-style-type: none"> <li>• Age – Collected on all incidents attended by the Service</li> <li>• Gender – Collected on all incidents attended by the Service</li> <li>• Ethnicity – Collected on all incidents attended by the Service</li> <li>• Physical Disability – The IRS system does not currently collect this information, however this information is collected during the HFSC. A post fire HFSC is always carried out following a dwelling fire. Therefore this information could be carried across. Further investigations are being carried out to determine a system to ensure that this is automatic.</li> </ul> <p>The information is telephoned through to the Emergency Control Centre, and the data is entered manually by staff in Control. Analysis of Incident Recording System questions completed to identify which may be applicable to this objective.</p> <p>Work is in progress to determine if IRS can be expanded, within Wales, to incorporate the capture of this data where risk is identified. The areas chosen will be dependent upon an equalities risk assessment for each of the protected characteristics.</p>

**Recording Management System (RMS)** – Recording of Home Fire Safety Checks. The following data is currently captured by this system

- Age
- Gender
- Ethnicity
- Disability

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

This is to be included in the Department planning for completion in 2013-14

Work is in progress to determine which information is already held in the Recording Management System (RMS)

Focus of work in the future will need to:

- identify and itemise the 'missing' data,
- determine (through a risk assessment) what is required to be gathered by NWFRS
- agree how the required data will be gathered.
- allocate responsibility for developing collection and quality assurance systems for these new data items
- consider and agree how this information can be *demonstrably* used to inform and improve Service Delivery.

Data is collected on areas of vulnerability from fire as previously identified through the Chief Fire Officer's Task group report as well as any emerging trends.

Information on factors such as number of people (other than the 'householder') living in a dwelling with a disability is now captured to ensure that a person's needs can be addressed as appropriate.

Data collection methods to be reviewed to ensure capture of they required data

#### *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**

<b>Objective 4</b>	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.
Progress from 2 <sup>nd</sup> April 2012-to-31 <sup>st</sup> March 2013	<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 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 NWFRS behalf 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>

**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**

<b>Objective 5</b>	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"> <li>• Reduction of arson and hate related crime.</li> <li>• Increased protection of vulnerable individuals.</li> </ul>
Progress from 2 <sup>nd</sup> April 2012-to-31 <sup>st</sup> March 2013	<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.</p> <p>Activities are now recorded under specific criteria for interventions by ART to identify potential crime types.</p> <p>On-going training of new PCSO's and PC's by the Arson Reduction Team to ensure that full awareness of ART activities in relation to hate crime (and other areas) is achieved.</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**

<b>Objective 6</b>	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"> <li>• Ensure that all communities can access information that will help to enable them to live safe and secure lives.</li> <li>• All members of our communities can participate in the Authority’s involvement and consultation events using a method of communication of their choice.</li> <li>• Communities whose first language is not Welsh or English can access home fire safety information.</li> <li>• Business communities whose first language is not Welsh or English can access legislative fire safety information.</li> </ul>
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.
Progress from 2 <sup>nd</sup> April 2012-to-31 <sup>st</sup> March 2013	<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.*

**Equality Risk Assessment**

<b>Objective 7</b>	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.
Progress from 2 <sup>nd</sup> April 2012-to-31 <sup>st</sup> March 2013	<p>In 2011 the three Welsh Fire and Rescue Services jointly reviewed their Equality Impact Assessment process. The guidance and forms were reviewed and amended and the process was re-launched as Equality Risk Assessment with new Guidance Notes. The three Services began a training programme that was rolled out across Wales supported by the Welsh Assembly Government.</p> <p>The three Services in Wales have tendered for and are due to start a new round of Equality Risk Assessment training. Each service will undertake to train Senior and Middle Managers on a one day course, there will be two days training each year for the next two years.</p> <p>North Wales Fire and Rescue Service are currently in the process of updating each of its policies, and completing a new equality risk assessment on each policy.</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**

**collection of information in compliance with the General Duty**

**Regulation 9  
Regulation 16**

**collection and reporting of employment information  
publish a report each reporting period on the collection of relevant data**

**Collection and Reporting of Employment Data**

<b>Objective 8</b>	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"> <li>• the number of people employed by the Authority on the 31<sup>st</sup> March each year by protected characteristic;</li> <li>• men and women employed, by <ul style="list-style-type: none"> <li>• job</li> <li>• grade, but only where an Authority operates a grade system in respect of its employees</li> <li>• pay</li> <li>• contract type (including, but not limited to permanent and fixed-term contracts)</li> <li>• working pattern (including, but not limited to full-time, part-time and other flexible working arrangements)</li> <li>• people who have applied for jobs with the Authority over the last year (excluding persons already employed by the Authority)</li> <li>• employees who have applied to change position within the Authority, identifying how many were successful in their application and how many were not</li> <li>• employees who have applied for training and the number who were successful (or otherwise) in their application</li> <li>• the Authority’s employees who completed the training</li> <li>• 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</li> <li>• employees subject of disciplinary proceedings</li> <li>• the Authority’s employees who left the employment of the Authority</li> </ul> </li> </ul>
Expected Outcome	Compliance with the legislation and the collection of all necessary employment data
Progress from 2 <sup>nd</sup> April 2012-to-31 <sup>st</sup> March 2013	<p>During the 2006 data validation exercise questions on Sexual Orientation, Religion and Belief, Transgender Identity and National Identity, were asked for the first time. In 2010 data validation was repeated to ensure the information held was still accurate and valid.</p> <p>During the course of the next year the Service will introduce an online self-service facility to undertake electronic data validation. This will ensure more accurate and up to date information is maintained on the Service’s Human Resources database.</p>

	<p>The information gathered is used to inform future policy and the management of staff and departments.</p> <p>Data has been gathered on staff annually for a number of years the information is collected each year and reported to the Welsh Government. Initial analysis of requirements to comply with regulation 9 of the Specific Duties and local indicators related to the list above.</p> <p>Work will therefore need to be completed to:</p> <ul style="list-style-type: none"><li>• compile a single table that cross-references all the characteristics, and</li><li>• allocate responsibility for ensuring that the data is collected from employees and collated ready for authorised access by nominated persons for analysis and publication subject to Data Protection legislation.</li></ul> <p>A review of the current Equal Opportunities Monitoring forms will be undertaken to ensure the correct data is gathered on staff and prospective staff.</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***

<b>Objective 9</b>	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"><li>• Conduct an analysis to assess the equality training needs of both operational and support staff.</li><li>• The results of the analysis will be used directly to devise an equality training programme that fits with the needs identified.</li></ul>
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.
Progress from 2 <sup>nd</sup> April 2012-to-31 <sup>st</sup> March 2013	<p>The Equality Training Needs Analysis conducted by the Welsh Local Government Association on the three Welsh Fire and Rescue Services has concluded. The Services are working with the WLGA to ensure that future training packages 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 various training packages that will ensure 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.*

**Equal Pay**

<b>Objective 10</b>	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 <sup>st</sup> of March 2012 and each subsequent financial year providing information for the following financial year.
Reason	<p>The Act requires the pay policy statement to range over disparate aspects of remuneration policy and must include the following:</p> <ul style="list-style-type: none"> <li>• a local authority’s policy on the level and elements of remuneration for each chief officer;</li> <li>• 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);</li> <li>• a local authority’s policy on the relationship between the remuneration of its chief officers and other officers;</li> <li>• 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.</li> </ul>
Expected Outcome	<p>The statement must include:</p> <ul style="list-style-type: none"> <li>• the definition of “lowest paid employees” adopted by the authority for the purposes of the statement; and</li> <li>• the authority’s reasons for adopting that definition.</li> </ul>
Progress from 2 <sup>nd</sup> April 2012-to-31 <sup>st</sup> March 2013	<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 31<sup>st</sup> 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>

**Equality Statement**

*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 31<sup>st</sup> 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.*

**Procurement**

<b>Objective 11</b>	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"> <li>• 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;</li> <li>• 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;</li> <li>• where possible consider SME as suppliers.</li> </ul>
Expected Outcome	To ensure supplies and provided services are procured from respectable and fair organisations.
Planned Actions	<ul style="list-style-type: none"> <li>• Assess the current position against the legal requirements.</li> <li>• 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.</li> </ul>
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 2 <sup>nd</sup> April 2012-to-31 <sup>st</sup> March 2013	<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>A work stream to align and consolidate procurement services across the three Welsh FRSs is currently in progress and will include a requirement to ensure that 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 31<sup>st</sup> March 2013)

## Number of Staff in Post - April 2012 to March 2013

<b>Number of Operational Staff in post</b>	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	2	
Black/African/Caribbean/Black British	1	
Mixed/Multiple Ethnic Groups	2	
White (Welsh/English/Scottish/Northern Irish/British)	670	39
White Other	7	
<b>BME Total</b>	5	0
<b>Total</b>	682	39

<b>Number of Control Staff in post</b>	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)	4	28
White Other		
<b>BME Total</b>	0	0
<b>Total</b>	4	28

<b>Number of FRS Staff in post</b>	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)	60	85
White Other		1
Not Stated	1	
<b>BME Total</b>	0	0
<b>Total</b>	61	86

## Total Number of Staff in Post - April 2012 to March 2013

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24		36	4
	25-34	8	168	22
	35-49	18	403	64
	50-54	5	83	20
	55-59		27	27
	60 Plus	1	4	10
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability		12	3
	Mental Impairment		6	3
	Long standing Illness or Health Condition	1		3
	Other Disfigurement			
	Physical Impairment		4	2
	Sensory Impairment		1	1
Marriage & Civil Partnership	Civil Partnership (registered same sex) *	1	23	2
	Divorced	3	45	17
	Married	16	358	74
	Single	11	234	44
	Separated	1	22	3
	Widowed		4	2
	Not Stated		35	5
Pregnancy & Maternity	Pregnant in the last year		3	1
	Maternity in the last year	1 (Adoption)	3	3
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>		2	
	Black/African/Caribbean/Black British		1	
	Mixed/Multiple Ethnic Groups		2	
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	32	709	145
	White Other		7	2
Religion and Belief	Buddhist		1	
	Christian (All Denominations)	20	353	81
	Hindu			
	Jewish			
	Muslim		1	
	Sikh			
	Any other Religion	1	15	3
	No Religion	6	157	26
Not Stated	5	194	38	
Sex	Female	28	39	86
	Male	4	682	61
Sexual Orientation	Bisexual		1	
	Gay or Lesbian		1	1
	Heterosexual (or Straight)	29	557	101
	Other			
	Prefer not to say/Not Stated	3	162	45
Transgender	Female			
	Intersex			
	Male		1	
	Prefer not to say			

\* 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 2012-2013

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	810	101	187	152	99	90	142	1	38	810
Level 3	8	0	1	1	5	0	1	0	0	8
Level 4	80	1	4	7	12	19	37	0	0	80
Level 5	1	0	0	0	0	0	1	0	0	1
	<b>899</b>	<b>102</b>	<b>192</b>	<b>160</b>	<b>116</b>	<b>109</b>	<b>181</b>	<b>1</b>	<b>38</b>	<b>899</b>

## The Number of Staff by Skills Level, per County Area 2012-2013

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	98	2	8	18	22	18	28	0	2	98
Conwy	167	14	41	41	22	18	22	0	9	167
Denbighshire	244	30	59	42	34	34	37	1	7	244
Flintshire	93	20	31	22	7	2	3	0	8	93
Gwynedd North	118	4	8	11	12	23	58	0	2	118
Gwynedd South	88	5	12	13	10	11	30	0	7	88
Wrexham	91	27	33	13	9	3	3	0	3	91
<b>Total</b>	<b>899</b>	<b>102</b>	<b>192</b>	<b>160</b>	<b>116</b>	<b>109</b>	<b>181</b>	<b>1</b>	<b>38</b>	<b>899</b>
Gwynedd Total	206	9	20	24	22	34	88	0	9	206

## Application for Employment - April 2012 to March 2013

<b>Number of Operational Staff Applications received for Employment</b>	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)	75	13
White Other		
<b>BME Total</b>	0	0
<b>Total</b>	75	13

<b>Number of Control Staff Applications received for Employment</b>	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)	1	2
White Other		
<b>BME Total</b>	0	0
<b>Total</b>	1	2

<b>Number of FRS Staff Applications received for Employment</b>	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)		
Black/African/Caribbean/Black British		
Mixed/Multiple Ethnic Groups	1	2
White (Welsh/English/Scottish/Northern Irish/British)	70	61
White Other		
Not Stated	3	0
<b>BME Total</b>	1	2
<b>Total</b>	74	63

## Total Staff Applications received for Employment - April 2012 to March 2013

Protected Characteristic		Control Staff	Operational Staff	FRS Staff
Age	16-24	1	45	
	25-34	2	30	
	35-49		13	
	50-54		0	
	55-59		0	
	60 Plus		0	
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability		3	
	Mental Impairment			
	Long standing Illness or Health Condition			
	Other Disfigurement			
	Physical Impairment			
	Sensory Impairment			
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>			
	Black/African/Caribbean/Black British			
	Mixed/Multiple Ethnic Groups			3
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>	3	88	131
	White Other			
	Not Stated			3
Religion and Belief	Buddhist			
	Christian (All Denominations)		36	
	Hindu			
	Jewish			
	Muslim			
	Sikh			
	Any other Religion		46	
No Religion / Not Stated	2 + 1	6		
Sex	Female	2	13	63
	Male	1	75	74
Sexual Orientation	Bisexual			
	Gay or Lesbian			
	Heterosexual (or Straight)	2		
	Other			
	Prefer not to say / Not Stated	1		
Transgender	Female			
	Intersex			
	Male			
	Prefer not to say	0		

## Number of Successful Applications to the Service 2012-2013

<b>Number of Operational Staff Successful Applications for Employment</b>	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)	29	0
White Other		
BME Total	0	0
Total	29	0

<b>Number of Control Staff Successful Applications for Employment</b>	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		
Numbers so small it would lead to a disclosure of personal data		
BME Total		
Total		

<b>Number of Support Staff Successful Applications for Employment</b>	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)	9	4
White Other		
BME Total	0	0
Total	9	4

## Total Number of Successful Application to the Service 2012-2013

Protected Characteristic		Control Staff *	Operational Staff	FRS Staff
Age	16-24		10	4
	25-34		15	2
	35-49		4	4
	50-54			2
	55-59			1
	60 Plus			
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability			1
	Mental Impairment			
	Long standing Illness or Health Condition			
	Other Disfigurement			
	Physical Impairment			
	Sensory Impairment			
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>			
	Black/African/Caribbean/Black British			
	Mixed/Multiple Ethnic Groups			
	White <i>(Welsh/English/Scottish/Northern Iris/British)</i>		29	13
	White Other			
Religion and Belief	Buddhist			
	Christian (All Denominations)		10	6
	Hindu			
	Jewish			
	Muslim			
	Sikh			
	Any other Religion			
	No Religion		15	4
Not Stated		4	3	
Sex	Female		0	4
	Male		29	9
Sexual Orientation	Bisexual			
	Gay or Lesbian			1
	Heterosexual (or Straight)			7
	Other			
	Prefer not to say/Not Stated			5
Transgender	Female			
	Intersex			
	Male			
	Prefer not to say			
* Numbers so small it would lead to a disclosure of personal data				



## Applications for Promotion 2012-2013

<b>Number of Operational Staff Applications for Promotion</b>	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)	150	4
White Other	3	
<b>BME Total</b>	0	0
<b>Total</b>	153	4

<b>Number of Control Staff Applications for Promotion</b>	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		
<b>BME Total</b>		
<b>Total</b>		

### ***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 2012-2013

Protected Characteristic		Control Staff	Operational Staff
Age	16-24		
	25-34		23
	35-49		108
	50-54		21
	55-59		2
	60 Plus		
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability		3
	Mental Impairment		
	Long standing Illness or Health Condition		
	Other Disfigurement		
	Physical Impairment		
	Sensory Impairment		
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>		
	Black/African/Caribbean/Black British		
	Mixed/Multiple Ethnic Groups		
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>		151
	White Other		3
Religion and Belief	Buddhist		
	Christian (All Denominations)		81
	Hindu		
	Jewish		
	Muslim		
	Sikh		
	Any other Religion		2
	No Religion/Not Stated		71
Sex	Female		4
	Male		150
Sexual Orientation	Bisexual		
	Gay or Lesbian		
	Heterosexual (or Straight)		114
	Other		
	Prefer not to say		40
Transgender	Female		
	Intersex		
	Male		
	Prefer not to say		

## Successful Applications for Promotion 2012-2013

<b>Number of Operational Staff Successful Applications for Promotion</b>	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)	58	
White Other	2	
<b>BME Total</b>	0	0
<b>Total</b>	60	0

<b>Number of Control Staff Successful Applications for Promotion</b>	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		
<b>BME Total</b>	0	0
<b>Total</b>	0	0

## Total Number of Successful Applications for Promotion 2012-2013

Protected Characteristic		Control Staff	Operational Staff
Age	16-24		
	25-34		9
	35-49		43
	50-54		6
	55-59		
	60 Plus		
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability		2
	Mental Impairment		
	Long standing Illness or Health Condition		
	Other Disfigurement		
	Physical Impairment		
	Sensory Impairment		
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>		
	Black/African/Caribbean/Black British		
	Mixed/Multiple Ethnic Groups		
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>		56
	White Other		2
Religion and Belief	Buddhist		
	Christian (All Denominations)		30
	Hindu		
	Jewish		
	Muslim		
	Sikh		
	Any other Religion		
	No Religion		
	Not Stated		28
Sex	Female		
	Male		58
Sexual Orientation	Bisexual		
	Gay or Lesbian		
	Heterosexual (or Straight)		41
	Other		
	Prefer not to say/Not Stated		17
Transgender	Female		
	Intersex		
	Male		
	Prefer not to say		

## Staff Requesting Training as Part of Individual Development Reviews (IDR) 2012-2013

<b>Number of Operational Staff Requesting Training as Part of IDR</b>	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)	110	3
White Other		
BME Total	0	0
Total	110	3

<b>Number of Control Staff Requesting Training as Part of IDR</b>	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)		5
White Other		
BME Total	0	0
Total	0	5

<b>Number FRS Staff Requesting Training as Part of IDR</b>	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)	8	13
White Other		
BME Total	0	0
Total	8	13

## Top 5% of Earners - April 2012 to March 2013

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

## All Staff Involved in Grievance Procedures - April 2012 to March 2013 (Staff who lodged a Grievance)

All Staff	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)	5	
White Other		
<b>18 Multiple grievances submitted by five staff</b>		
BME Total	0	0
Total	5	0

## All Staff Involved in Disciplinary Procedures - April 2012 to March 2013 (Staff who were investigated and who went on to a Disciplinary Hearing)

All Staff	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)	9	
White Other		
<b>Includes multiple hearings for two members of staff</b>		
BME Total	0	0
Total	9	0

## Number of Leavers - April 2012 to March 2013

<b>Number of Operational Staff Leaving the Service</b>	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)	77	3
White Other		
<b>BME Total</b>	0	0
<b>Total</b>	77	3

<b>Number of Control Staff Leaving the Service</b>	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		
<b>BME Total</b>	0	0
<b>Total</b>	0	0

<b>Number of FRS Staff Leaving the Service</b>	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)	5	7
White Other		
<b>BME Total</b>	0	0
<b>Total</b>	5	7

**North Wales Fire and Rescue Authority**  
Service Delivery Data  
(As At 31<sup>st</sup> March 2013)



**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. Further consultation will take place over the next year to ascertain if further risk would indicate the need to collect detailed data on other specific Protected Characteristics

1 <sup>st</sup> April 2012 – 31 <sup>st</sup> March 2013		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
<b>Age</b>	Under 16			12157	258
	16-24	19	67	3936	104
	25-34	22	72	4355	100
	35-49	41	72	5806	172
	50-54	15	22	1804	104
	55-59	9	12	1474	118
	60 Plus	70	77	12980	2105
	Not Known			592	12
		71			
<b>Disability Impairment</b>	Learning Disability	<i>Not Collected</i>	<i>Not Collected</i>	217	10
	Mental Impairment	<i>Not Collected</i>	<i>Not Collected</i>	388	40
	Long Standing Illness or Health Condition	<i>Not Collected</i>	<i>Not Collected</i>	745	274
	Other Disfigurement	<i>Not Collected</i>	<i>Not Collected</i>	455	228
	Physical Impairment	<i>Not Collected</i>	<i>Not Collected</i>	2260	800
	Sensory Impairment	<i>Not Collected</i>	<i>Not Collected</i>	893	219
<b>Sex</b>	Female	87	191	22863	1807
	Male	92	188	19126	1141
	Not Known	4	14	1115	24

	1 <sup>st</sup> April 2012 – 31 <sup>st</sup> March 2013	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
<b>Race</b>	Asian/Asian British ( <i>Indian/Pakistani/Bangladeshi/Chinese</i> )	3	3	261	10
	Black/African/Caribbean/Black British	0	0	41	6
	Mixed/Multiple Ethnic Groups	0	0	92	1
	White ( <i>Welsh/English/Scottish/Northern Irish/British</i> )	166	340	30325	2836
	White Other	9	5	55	7
	<i>Not Stated</i>	5	45	12324	113
	<i>Any Other</i>	0	0	6	0
<b>Religion and Belief</b>	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>	
<b>Sexual Orientation</b>	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>
<b>Transgender</b>	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 493 dwelling fires in this period (accidental and deliberate).

Personal details were taken from 201 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.

18 people fell into the age category of 15 and under which has not been requested, these details have not been included in this Equality questionnaire.

**RTCs:**

There were 395 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.

25 people fell into the age category of 15 and under which has not been requested, these have not been included in this Equality questionnaire.

**HFSCs**

The data refers to the total number of HFSC completed 22,201 of which were an audience of 45,868 recorded during 2012/2013