**EQUALITY IMPACT ASSESSMENT FORM – MATRICES AND PROMPTS**

**Equality Matrix and Scoring** - the Integrated Impact Assessment is based on the RAG risk scoring as follows:

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| **LIKELIHOOD** |
| **Unlikely** | **Low Probability** | **Possible** | **High Probability** | **Almost Certain** |
| 1 | 2 | 3 | 4 | 5 |
| VL | L | M | H | VH |

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| --- | --- |
|  | **IMPACT** |
| **VL** | **L** | **M** | **H** | **VH** |
| 1 | 2 | 3 | 4 | 5 |
| **LIKELIHOOD** | **Almost Certain** | 5 | 5 | 10 | 15 | 20 | 25 |
| **High Probability** | 4 | 4 | 8 | 12 | 16 | 20 |
| **Possible** | 3 | 3 | 6 | 9 | 12 | 15 |
| **Low Probability**  | 2 | 2 | 4 | 6 | 8 | 10 |
| **Unlikely** | 1 | 1 | 2 | 3 | 4 | 5 |

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| **IMPACT** |
| **5** | **VH** | **Catastrophic – legal action (discrimination claim)** |
| 4 | H | Major – a serious matter that may lead to negative publicity and disciplinary action within the Service context. |
| 3 | M | Moderate – an external complaint or internal grievance. |
| 2 | L | Minor – additional small amendments or changes to policy are required. |
| 1 | VL | Little impact – only minor considerations are required. |

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| **Overall Risk Rating** | **Description** | **Monitoring** |
| **1 – 4** **Manageable** | The risk may be so low that the Service chooses to accept it and instead simply records that the risk has been identified and that, due to its low likelihood or impact, no further action will be required. Alternatively, minor considerations may be needed upon implementation. | The Project Lead will maintain oversight and continue to manage locally. |
| **5 – 10** **Medium** | The EIA owner will mitigate identified risks through slight amendments or implement further controls that reduce or eliminate the risk. Alternatively, the owner could confirm that all reasonable steps have been taken to mitigate the risk and no further reasonable action is possible. |
| **12 – 15** **High** | This policy, project or service cannot be rolled out until detailed external and / or internal consultation has taken place with those that this area of work affects.  | Scores above 12 will require further action, at which point it is advisable to consult with the relevant project sponsor or Principal Officer.  |
| **16 – 25** **Very High** | High risks have been identified, so take immediate action. If legal action is likely, then the Service cannot go ahead with the policy without fundamentally changing it. If the impact remains severe even with this mitigation, then consultation with internal and / or external groups will have to take place. |

**EQUALITY IMPACT ASSESSMENT FORM**

**Purpose**

This Equality Impact Assessment (EqIA) ensures that the Service’s policies, projects and provision do not unlawfully discriminate against any person, especially those who fall under protected characteristics as outlined in the Equality Act 2010. The scope of this particular EqIAs ensures our Service go beyond any legal requirements and public sector equality duties. This document sets out to identify risk(s) to people, and provides some description as to how the Service intends to mitigate such risk.

Once an EqIA has been completed, it will have to be checked and signed off by the relevant Head of Department. Anyone completing an EqIA who is unclear as to any of the content should contact the Equality, Diversity and Inclusion Officer.

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| Title  | Community Risk Management Plan (CRMP) Pre-Consultation Phase |
| Corporate objective being addressed  |

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| Our People Principle Being in the right place, at the right time, with the right skills. Ensuring a highly skilled workforce by recruiting, developing and retaining a motivated and bilingual workforce that represents and champions the diversity of the communities we serve. Our Prevention Principle Working with partners to help make communities safer. Reducing risks to our communities, especially for those people who may be more vulnerable, through our established intervention programmes such as Safe and Well Checks and the Phoenix Project. Our Protection Principle Making businesses safer together. Providing businesses with expert guidance on fire protection to help ensure the safety of buildings, employees, and customers, thereby supporting businesses to grow. High-risk buildings are prioritised for inspections, contributing to overall public safety. Our Response Principle Providing an effective emergency response. Being ready to respond when you need us: to protect what matters to you, to save lives, reduce harm, and protect homes and businesses. Our Environment Principle Protecting and preserving our natural environment for future generations. Adopting eco-friendly practices in our daily operations to cut down on carbon emissions and other environmental impacts and raise environmental awareness amongst our staff and our communities.  |

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| Department / function carrying out the assessment  | Planning Performance and Transformation.  |
| Who is responsible for the implementation of the policy?  | Project Sponsor – DCFO Stewart Forshaw |
| Who is involved in the impact assessment process? | Project Leader – Head of Planning, Performance and Transformation Corporate Planning and Performance ManagerDeputy Head of Corporate communicationsEquality, Diversity and Inclusion OfficerWelsh Language Officer |
| What are the aims / objectives / expected outcomes of the policy / initiative / service?  | This Equality Impact Assessment (EqIA) provide some justification and context for the methods it will use to effective consult and capture feedback from the North Wales Community and other relevant stakeholders.  |
| Who is intended to benefit from the project?  | Internal and external stakeholders.  |
| Is the policy / initiative / service for external or internal purposes?  | Internal and external. |
| Does this policy / initiative / service have an impact upon the On-Call duty service? | Yes, all stakeholders are directly involved in this consultation.  |
| Are other organisations involved in the delivery? If so, please state which these may be. | N/A |
| What information / previous experience does the Service have, i.e. a similar initiative and what did this information tell us? (information can be demographic data, i.e. census findings, research findings, comparisons between similar policies in our Service and other Services, survey data, equality monitoring data, ad hoc data gathering exercises).  | Our Service will use the most recent demographic and population data which provides intelligence regarding different equality interest groups across the region. The service benefits from an archive of previous EqIA’s and supporting documents which highlight different equality interest groups in North Wales, but also appropriate methods of engagement. The service has reflected upon its approach to other consultations, especially recent ones which include the Emergency Cover Review in 2023 and Initial CRMP Consultation earlier this year. The Service benefit from new data and reports which help inform the service that the planned methods of communication and engagement. Collectively, the data and intelligence captured helps to ensure the service connect with people who are seldom heard, which often include some of the most ‘at-risk’ people in our society.  |
| Has a similar impact assessment been conducted by other Fire and Rescue Services or local authorities in respect of a similar policy?If so – is it possible to adapt / incorporate their findings? | Various EqIAs from other fire and rescue consultations have been shared with our service as a way of adopting best practice. Previous EqIAs help us identify risk and the Service is able to implement suitable interventions that mitigate this risk. Previous EqIAs help the Service reflect on learning of previous experiences of their own practices, but other similar organisations that have consulted with their communities.  |
| Date of next review (if applicable) | This EqIA will be reviewed and used as part of the development of the post consultation analysis.  |

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| **Equality Impact Assessment** |
| **Protected Characteristics or Equality Theme** | **Rationale for your decision (include / refer to evidence)****How might this have an impact?** |

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| **Age** (band) | Description of age band: |
| **Likelihood** | **Impact** | **Overall** | The total population across North Wales is 687,000 (ONS, 2023a). The trend of population ageing has continued, with more people than ever before in the older age groups. The ONS (2023a) states that 22.3% of the population were aged 65 years and over. Out of all local authorities across Wales, Conwy (27.4%) and the Isle of Anglesey (26.4%) have the highest percentages of people aged 65 years and over. Conwy (1.5%) has the highest percentage of people aged 90 years in Wales. With intersectionality in mind, it is useful to explore disability and age due to a notable difference in the data between 2011 and 2021, particularly in the younger and older age groups (ONS, 2023b). For females aged 15 to 19 years, the percentage of disability was 13.3% in 2021, 8.1 percentage points higher than in 2011 and 7.9 percentage points higher than in 2001. This trend continued into the 20- to 24-year age group, where disability prevalence increased substantially, from 6.2% in 2011 to 17.9% in 2021. For males, the increased prevalence of disability in 2021 began at earlier ages; 8.6% of males aged 5 to 9 years were disabled in 2021, compared with 5.6% in 2011 and 6.5% in 2001 (ONS, 2023b).With intersectionality in mind, people across all age groups that overlap with other protected characteristics and equality interest groups will be engaged and consulted. A comprehensive mapping exercise has identified people across all age groups in all three areas of the service. Age groups have been broadly broken down into children, young people and adults of a working age and older people which generally includes over 65’s. While some people will prefer to submit feedback online, some people prefer to complete a questionnaire or speak to member of the fire and rescue service. Specific focus groups have been arranged with established groups of people to ensure all age groups are consulted.  |
| 4 | 1 | 4 |

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| **Disability**  | According to ONS (2023c), 21.1% of the population have a disability and/or long-term health condition. Although, Gwynedd (18.1%) is one of the local authorities with the lowest proportion of disabled people in Wales, the average percentage of disabled people across North Wales region is higher than other parts of the UK. With intersectionality in mind, 22.3% of females and 19.8% of males were disabled. The percentage of those who were limited a little was 11.9% for females and 10.3% for males. A higher proportion of females than males indicated that they were limited a lot; 10.4% and 9.5% respectively (ONS, 2023b).Disabled people are some of most disadvantaged people in our society, so we acknowledge the importance of capturing feedback to understand their needs, aspirations and expectations. With intersectionality in mind, disabled people that overlap with other protected characteristics and equality interest groups will be engaged and consulted. A comprehensive mapping exercise has identified people with different disabilities and health conditions in all three areas of the service. Disabled people can be broadly broken down into physical, sensory, learning and intellectual. Specific focus groups have been arranged with charities, support groups and community groups to ensure disabled people have a voice. There are a variety of ways people can provide feedback and different methods enable disabled people to be included and actively participate.  |
| **Likelihood** | **Impact** | **Overall** |
| 4 | 2 | 8 |

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| **Mental Health and Wellbeing**  | Although mental health falls under the definition of disability, NWFRS have separated this group of people due to the nature and often complex challenges associated with targeting people from a mental health and wellbeing perspective. Mental health and wellbeing cover a broad group pf people that experience low mood, anxiety, depression etc. A comprehensive mapping exercise has identified mental health charities and support groups in all three areas of the service. Specific focus groups have been arranged to ensure people that experience adverse mental health provide feedback that can inform the services we provide. There are a variety of ways people can provide feedback and different methods enable some people that prefer to submit feedback online, while focus groups enable some people to receive support to complete a questionnaire.  |
| **Likelihood** | **Impact** | **Overall** |
| 3 | 3 | 9 |

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| **Gender** | According to ONS (2021a), the North Wales population is evenly split across females (51.1%) and males (48.9%). Although engagement with males and females will occur organically through contact with different equality interest groups, some specific gender-based organisations enable us to connect with gender groups with specific needs (e.g. older people, unemployed, parents). With intersectionality in mind, people across different gender groups will overlap with other protected characteristics and equality interest groups. A comprehensive mapping exercise has identified established groups across the region where different genders are in attendance. This will help ensure all gender groups have a voice, plus focus groups will be organised with various gender specific groups across North Wales.  |
| **Likelihood** | **Impact** | **Overall** |
| 4 | 2 | 8 |

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| **Pregnancy and Maternity** | To ensure NWFRS reach out and capture the needs of people that are pregnant and those within their maternity phase, a comprehensive mapping exercise has identified key partners to help connect with this target audience. With intersectionality in mind, pregnant people and those within the maternity phase naturally overlap with other protected characteristics and equality interest groups. A comprehensive mapping exercise has identified suitable groups that pregnant people and those on maternity will attend. The service will engage with various parent support groups to capture the needs and aspirations of parents and carers of new-borns and toddlers. Some people may find it challenging to get childcare, so the option to provide feedback online can benefit pregnant people and those on maternity leave to actively participate in the consultation. By working with charities and community groups that cater for people who are pregnant or those with newborn’s enables them to access the building with suitable facilities, plus support is available for them to provide feedback. |
| **Likelihood** | **Impact** | **Overall** |
| 4 | 2 | 8 |

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| --- | --- |
| **Gender Re-assignment / Identity** | The exact number of trans and/or non-binary people in North Wales is unknown. However, Stonewall (2022) estimate between 0.5% and 1% of the population is Trans and/or non-binary which gives us some kind of indication who we need to engage with to ensure our consultation is meaningful. With intersectionality in mind, different gender groups overlap with other protected characteristics and equality interest groups. A comprehensive mapping exercise has identified specific charities that will enable the service to engage and consult with trans and/or non-binary people. Specific focus groups have been arranged in partnership with Unique Transgender and Pride Cymru in all three areas. People that are unable to attend the focus groups are able to submit feedback online, via telephone or via the post.  |
| **Likelihood** | **Impact** | **Overall** |
| 3 | 3 | 9 |

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| --- | --- |
| **Sexual Orientation** | Stonewall estimate between 5-7% of the population are lesbian, gay, bisexual or another sexual orientation which is other than heterosexual (See NHS, 2015). Stonewall (2022) have published more recent reports which suggest younger people are more likely to be open about sexual orientation and gender identity. North Wales has a growing LGB+ community and the emergence of new pride events, support groups and staff networks in the workplace means that engagement with this audience is more meaningful that previous years. With intersectionality in mind, it is useful to know the age profile of people who identified as LGB+ which tends to be younger than the overall population. More than half of those who identified as LGB+ (57.9%) were aged between 16 and 34 years (ONS, 2021d). In contrast, less than a third of the overall population were aged between 16 and 34 years (29.6%). This intelligence helps our service know who to engage. With intersectionality in mind, people across all orientations overlap with other protected characteristics and equality interest groups. A comprehensive mapping exercise has identified specific charities and local partners that will enable the service to engage and consult with people that identify as lesbian, gay, bisexual, asexual, pansexual plus other minority sexual orientations. This group of people are often some of the most disadvantaged people in society, so capturing feedback from them will inform how the service deliver its services. People that are unable to attend the focus groups are able to submit feedback online, via telephone or via the post.  |
| **Likelihood** | **Impact**  | **Overall** |
| 4 | 2 | 8 |

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| **Marriage or Civil Partnership** | 48.1% people aged 16 and over are married or in a civil partnership (Stats Wales, 2020). Generally, this protected characteristic does not present any particular risks. Although, it is important to stress, people that live alone are deemed more at risk.With intersectionality in mind, people with different relationship status (including people that are married or in a civil partnership) overlap with other protected characteristics and equality interest groups. A comprehensive mapping exercise has identified various charities, community groups and businesses that will enable the service to capture feedback from people who are in a relationship and those who are not. This specific feedback will help the service determine whether there are any specific considerations needed to be given to people with regards to their relationship status. People that are unable to attend the focus groups are able to submit feedback online, via telephone or via the post.  |
| **Likelihood** | **Impact** | **Overall** |
| 4 | 2 | 8 |

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| **Religion and/or Belief**  | * Our service acknowledges there is some diversity regarding people’s religious affiliations and belief systems across North Wales. Equally, it must be acknowledged that more people reported “No religion” than any single religious affiliation up from 32.1% in 2011 to 46.5% in 2021 (WG, 2022b). This data indicates approximately half the North Wales population have religious affiliations. Therefore, places of worship and faith-based organisations are a logical avenue to engage with this audience.

With intersectionality in mind, people with different religious beliefs and people who are not religious overlap with other protected characteristics and equality interest groups. A comprehensive mapping exercise has identified various religious groups and faith-based organisations that will enable the service to capture feedback. Some people with religious needs and those that observe certain cultural practices may have specific needs, aspirations and risk factors. Focus groups with this group of people can capture specific feedback that can determine whether existing service delivery will continue to keep people safe from fire and other emergencies. People that are unable to attend the focus groups are able to submit feedback online, via telephone or via the post.  |
| **Likelihood** | **Impact** | **Overall** |
| 3 | 3 | 9 |

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| --- | --- |
| **Race** | Like other regions in Wales, North Wales has become more ethnically diverse in the past decade. According to the census data in 2021, ethnic minority groups has increased from 4.4% in 2011 to 6.2% in 2021 (WG, 2022b). For clarity, ethnic minority is any ethnic group outside of white ‘Welsh, English, Scottish, Northern Irish and British’. The largest ethnic minority group in every local authority in Wales was “Other White”. The proportion of the population identifying with this ethnic group was highest in Wrexham (4.8%) and Flintshire (3%). Within the high-level “White” ethnic group, Conwy was the local authority with the highest proportion of those identifying as “Irish” (0.7%) in Wales. Interestingly, 5.3% of households were multiple ethnic group households, up from 4.2% in 2011 (WG, 2022b). With intersectionality in mind, NWFRS acknowledge potential language, communication and cultural barriers. Nationally in Wales, 2.9 million usual residents aged three years and over spoke English or Welsh as their main language (96.7% of the population, down from 97.1% in 2011). According to the 2021 Census, residents in Wales that did not select English or Welsh as a main language, 78% said they could speak English well or very well, while 22% could not speak English very well or at all. As in 2011, Polish was the most common main language after English or Welsh at 0.7% of the population. Arabic (0.3%) was the most common main language aside from English, Welsh or Polish in 2021. British Sign Language (BSL) was the preferred language of 900 people (which equates to 0.03%) usual residents aged three years and over across Wales.With intersectionality in mind, different ethnic groups overlap with other protected characteristics and equality interest groups. For example, it is common for ethnicity and religion to intersect amongst certain ethnic groups because some ethnicities are more likely to have religious affiliations when compared to others. A comprehensive mapping exercise has identified various charities, community groups and faith based-organisations that will enable the service to capture feedback from people across various ethnic groups. This specific feedback will help the service determine whether there are any considerations that need to be given to people with regards to service delivery. People that are unable to attend the focus groups are able to submit feedback online, via telephone or via the post. Information on the services website can be translated into over 70 languages to address potential language barriers for people that don’t speak Welsh or English as a first language.  |
| **Likelihood** | **Impact** | **Overall** |
| 3 | 3 | 9 |

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| --- | --- |
| **Socio-Economic Duty** | The Socio-economic Duty came into force in Wales on March 31st 2021 and requires specified public bodies, when making strategic decisions (such as deciding priorities and setting objectives), to consider how their decisions might help reduce the inequalities associated with socio-economic disadvantage. According to the Census 2021, some of the most deprived areas are concentrated in north Wales coastal and border towns (WG, 2021). These areas include Rhyl and Kinmel Bay. In Rhyl South West, around 70% of households are affected by deprivation according to the map. Other areas, such as Abergele, Denbigh West and Gronant also have some high rates of deprivation, at around 60%. Around 50% of homes are affected by at least one type of deprivation in St Asaph, Dyserth and Mostyn. Caia Park Community in Wrexham lies within the 10 most deprived areas for the income, education and community safety domains. Other deprived areas include coastal communities across Flintshire such as Deeside, Delyn and Alyn. North Wales (14.4%) has the highest proportion of young people (aged 16 to 24) who are Not in Employment, Education or Training (NEET), when compared to 13.1% in South Wales who have the lowest38. With intersectionality in mind, 55.8% (26,600) of males aged 16 to 24 years old were NEET, compared to 44.2% (21,100) of females aged 16 to 24. Disabled young people are more likely to be NEET than young people that are not disabled and the proportion of disabled people who are NEET rises from 18.1% at age 16 to 18 to 41.2% at age 19 to 24. The employment rate for people aged 16 to 64 in Wales was 73.0% in the year ending March 2023, down 0.6 percentage points on the previous year. Unemployment rates differ across North Wales with Gwynedd (26.4%), Denbighshire (26.1%), Conwy (24.2%), Anglesey (22.6%) (Wrexham (22.1%) and Flintshire (21.3%). Employment (or working) does not preclude experiencing poverty and deprivation. Low-paid work is the biggest contributor to in-work poverty as it makes it very difficult to escape poverty, mainly because some people don’t get paid enough or there are not many well-paying jobs in a particular area. Pay gaps and in-work poverty affect certain groups much more than others and the risk of in-work poverty is greater for disabled and ethnic minority workers. Therefore, engagement with local businesses and organisations that support people in the workplace is logical and viable during the consultation. With intersectionality in mind, people across all socio-economic groups overlap with other protected characteristics and equality interest groups. A comprehensive mapping exercise has identified various charities, community groups and other public funded organisations that will enable the service to capture feedback from people in poverty and areas of deprivation. Specific focus groups in all three areas will capture feedback that will help the service determine whether there are any considerations that need to be given to people with regards to service delivery. People that are unable to attend the focus groups are able to submit feedback online, via telephone or via the post.  |
| Likelihood | Impact  | Overall |
| 3 | 3 | 9 |

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| **Welsh Language** | All materials (written and verbal) relating to the CRMP consultation project were provided in Welsh and English. The census data (2021) informed the service that North Wales has 235,567 welsh speakers which equates to 34.3%. The most recent data published by the Welsh Government suggests 29.1% of people aged three and over were able to speak Welsh. This figure equates to 883,600 people and there is evidence that the Welsh language is growing in popularity as a spoken language and as a first spoken language. Welsh speakers can be found in all areas across North Wales. The service acknowledges that the highest percentages of Welsh speakers in Wales can be found in Gwynedd (77%) and Ynys Môn (67%) which are both located in North Wales (WG, 2022). Focus groups will be offered in Welsh, English or bilingually for groups where people have been identified and Welsh interpretation will be arranged. The Welsh language is considered within one of the five principles, specifically within the People principle, however the Welsh language needs to be addressed within other principles too. The Prevention principle involves contact with service users and North Wales residents who may want to use services in Welsh and they will be expected to be able to do so without any obstacles. Failure to address this provision could lead to non-compliance with the Welsh Language Standards. |
| **Likelihood** | **Impact** | **Overall** |
| 3 | 3 | 9 |

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| --- | --- |
| **Geography and Location** | North Wales is a large geographical area which has several urban areas that are highly concentrated with diverse people and groups. In contrast, some rural areas have extremely small amount of people residing in the area. The region includes the localities of Wrexham, Deeside, Rhyl, Colwyn Bay, Flint, Bangor, Llandudno and Holyhead. The largest localities in North Wales are the city of Wrexham and the conurbations of Deeside, Rhyl and Prestatyn, where the main retail, cultural, educational, tourism, and transport infrastructure and services of North Wales are located. Bangor, St Asaph and Wrexham are the region's cities, Bangor is Wales’ oldest city, whereas St Asaph is one of Wales' smallestand Wrexham which became a city in 2022 is the region's largest settlement. Feedback can be submitted to the service via various channels include online, telephone, text and people can send a questionnaire via the post. Closed focus groups have been organised with various stakeholders to ensure people from all protected characteristics provide feedback across all six counties in North Wales. Similar to the previous CRMP consultation, focus groups have been arranged in urban areas which often have good transport links, but some focus groups will take place in rural areas to widen access for people that are unable to travel. Although some public organisations do most of the public consultations online, our service see the value in organising focus groups (i.e. in person engagement) which are popular across all age groups, but particularly popular in certain geographical areas.  |
| **Likelihood** | **Impact** | **Overall** |
| 5 | 2 | 10 |

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| **On-Call System or Considerations for Part-Time Staff** | On-call staff are directly involved in this project. On-call teams have been involved with the design and development of the Services CRMP through Heads of Departments and middle managers seminars. Naturally, on-call staff that work the retained system will be able to provide feedback that will help shape the CRMP and strategic direction of the Service between 2024-2029. As described in the previous section, internal and external stakeholders across all geographical areas will be consulted and this will enable them to provide feedback regarding their on-call fire station. |
| **Likelihood** | **Impact**  | **Overall** |
| 4 | 2 | 8 |

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| **Other Equality Interest Groups** | For all protected characteristics, there have been increases in the number of recorded hate crimes in Wales in recent years (EHRC, 2018). Very low prosecution rate in court means some victims of hate crime lack trust in uniformed public services. Although this lack of trust mostly impacts the police and community engagement teams in local councils, fire and rescue services can experience some adverse impacts too. The recent culture reviews in Fire and Rescue Service across England and Wales have highlighted cultural issues do exist. Generally, this means there may be some people in the community that do not have confidence or trust the fire and rescue services within the community. There were very few barriers experienced when consulting with the North Wales community during the Emergency Cover Review and CRMP consultation earlier this year. |
| **Likelihood** | **Impact**  | **Overall** |
| 4 | 1 | 4 |

**Do any of the above criteria have a score of 12 and above and therefore need to move to a full equality impact assessment?**

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| --- | --- | --- | --- |
| Yes |  | No | X |

If yes, please contact the Equality, Diversity and Inclusion Officer via e-mail benji.evans@northwalesfire.gov.wales to proceed with the full impact assessment.

If no, and any of the criteria has a score of between 1-5 or 6-10, what additional control mechanisms or amendments can you put into place to reduce the score even further? Please identify what the score will be after the control mechanism in place.

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| Following a comprehensive consultation, an Equality Analysis report will be produced to summarise the feedback and key themes regarding any changes to service delivery.  |

**What positive outcomes or changes will be taken as a result of any points identified by this impact assessment?**

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| This EqIA demonstrates how the service have effective planned to engage and communicate with the North Wales community as a way of capturing feedback. There has been consideration for how the service engaged and communicated with its community members, especially equality interest groups which are often seldom heard. Intersectionality has been considered in various sections of the EqIA and Equality Analysis Report. This approach enables the service to carefully plan how it can mitigate any risks that have been identified, but also promote best practice when it comes to the implementation stage.  |

**Post-initiative evaluation**

Where applicable, please provide an overview (age range, gender, ethnicity etc.) of who attended the event(s), or were involved in or affected by the policy or initiative, and any relevant comments or complaints that were received in terms of equality and inclusion. The information should then be used to address any relevant concerns.

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Before finalising, you may wish to seek advice from the services Equality, Diversity and Inclusion Officer. You can do this by emailing to benji.evans@northwalesfire.gov.wales for review.

Once completed please return to benji.evans@northwalesfire.gov.wales

**Reference List**

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