

**ATAL AMDDIFFYN YMATEB
PREVENTING PROTECTING RESPONDING**



Gwasanaeth Tân ac Achub
Fire and Rescue Service



North Wales Fire and Rescue Authority



Strategic Equality Plan Annual Report

2011 - 2012
Published March 2013

Contents

Index	Page Number
Equality Statement by the Chief Fire Officer and the Chair of North Wales Fire and Rescue Authority	3
Introduction and Background	4
Legislative Requirements - The Equality Act 2010 (Statutory Duties)(Wales) Regulations 2011	5
North Wales Fire and Rescue Authority	6
Fire and Rescue Service Core Values	7
Services we provide to the Community	8
Identifying, collecting and using relevant Information	10
Gathering of Information	11
Our Staff	12
Other Relevant Employment Information	12
Objectives 1 - 11	14
Equality Impact Assessments	27
Training	27
Procurement	29
Employment Data Appendix 1	31
Service Delivery Data Appendix 2	46

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 Aled Morris Jones

Chair – Fire and Rescue Authority

Introduction and Background

The Equality Act 2010 brought together over 116 separate pieces of legislation into one single Act. Where possible the Authority will try to exceed the demands of the law in our work in encouraging equality, diversity and cohesion as both an employer and a service provider.

The Equality Act 2010 establishes both a General Duty and the Wales Specific Duties for public bodies like North Wales Fire and Rescue Authority. The law establishes that the protected characteristics are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex (gender) and sexual orientation.

Details on how North Wales Fire and Rescue Authority intends to achieve compliance under the new Equality Act is set out in the Authority's Strategic Equality Plan, which can be found at:

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

This Annual Report aims to meet Regulation 16 of the Wales Specific Duties, and will focus on the period of 1st April 2011 through to 31st October 2012.

This Report will act as the benchmark for future reports and is therefore focused primarily on data and what we have done 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

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'.

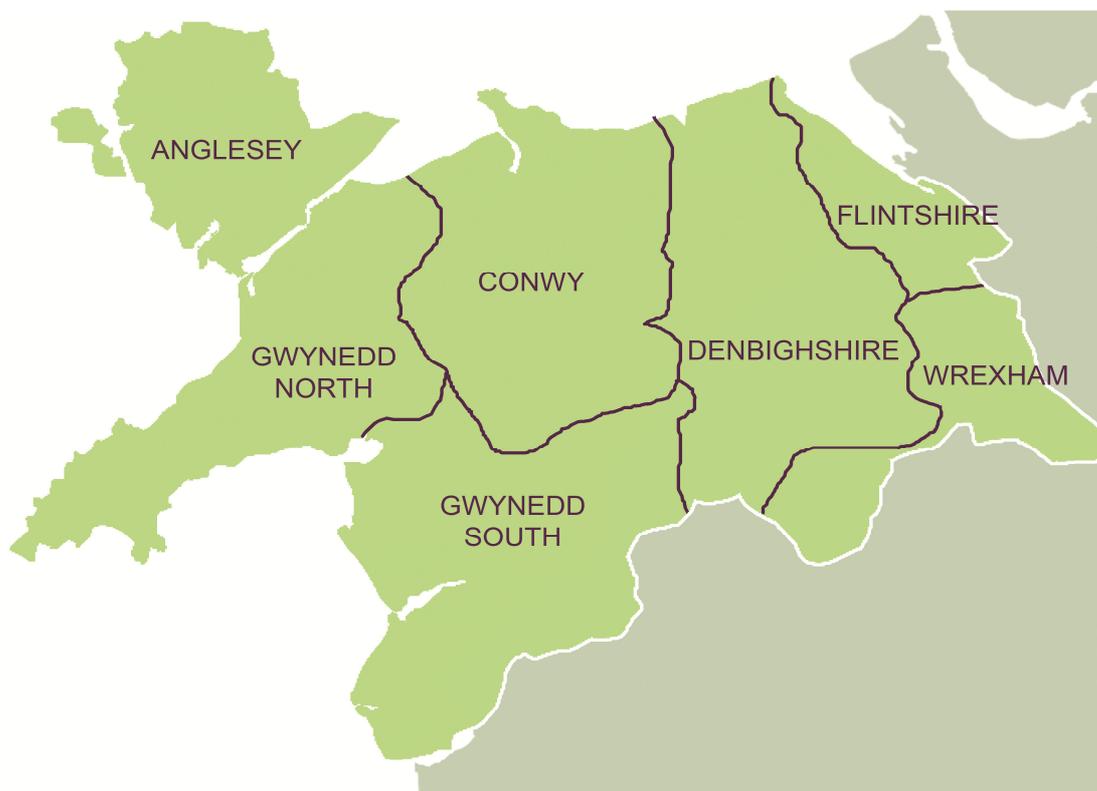
The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

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

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 achieves these objectives with 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.

Information Sharing Protocols

- North Wales Fire and Rescue Service has developed information sharing protocols and memorandums of understanding with several organisations in North Wales. 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.

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

Education

- A team of educationalists visit every secondary school in North Wales as part of a multi-agency education day called 'crucial crew'.
- Educationalist visit primary schools in North Wales at key stage 1 and 2.
- North Wales Fire and Rescue Service also supports the multi-agency education centre 'Danger Point'.

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 7 branches in North Wales.

Phoenix

- The Phoenix Project is a Fire and Rescue initiative aimed at young people aged 13-17. The project runs five day courses across North Wales 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.
- The principal aim of the project is to invest in young people, utilising the skills, experience and reputation of the North Wales Fire and Rescue Service for the benefit of the community of North Wales.

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.

Identifying, Collecting and using Relevant Information

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 identifies contributory factors which were common to accidental dwelling fire deaths in North Wales:

- Age (very young or elderly)
- Having a disability (mental or physical)
- 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 identified 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. North Wales Fire and Rescue Authority has developed information sharing protocols and memorandums of understanding with the following:

- All six Unitary Authorities across North Wales
- Betsi Cadwalader University Health Board
- North Wales Police
- Wales Ambulance (north Wales Region)
- North Wales Housing
- Pennaf Housing
- All six Care and Repair agencies across North Wales
- The British Red Cross
- Royal British Legion
- Victim Support
- North Wales Deaf Association
- Flintshire Carelink and Neighbourhood Watch
- Age Concern North east Wales and Central
- Age Cymru Mon a Gwynedd
- Department of Work and Pensions.

Gathering of Information

Service Objectives

The Authority identified outstanding objectives contained within previous Schemes and Equality Action Plans, the outstanding objectives were reviewed and have contributed to the content contained within the Strategic Equality Plan to ensure the desired outcome.

Local Collaboration

With the introduction of the new legislation, Equality leads in all six North Wales Local Authorities, Betsi Cadwaladr University Health Board (BCUHB), North Wales Fire and Rescue Service, Welsh Ambulance Service NHS Trust, National Park Authorities and North Wales Police worked collaboratively under the North Wales Public Sector Equality Network, to advance the equality agenda and to tackle issues on inequality that cut across the public sector throughout North Wales. Local information held by each public authority informed our thinking. This enabled the identification of local issues which may not be recognised nationally. It was identified where a range of information was inadequate, and more needed to be developed.

Engagement

The Regional Stakeholder Meeting was held on 20th September 2011 in the Conwy Business Centre which engaged a range of organisations working across North Wales. Feedback from this event was used to inform the Strategic Equality Plans of the individual public authorities that make up the Network.

The Authority worked together with Mid and West Wales Fire and Rescue Service to identify gaps in data collection, process and procedures that required action to ensure the two Services were compliant with the General and Specific Duties.

Once common objectives were identified and each service applied their own internal requirements to enable the objectives to be scheduled in the timescale of their individual Strategies.

Our Staff

Employment Data

In 2006 a data validation exercise was conducted on personal staff data held on the Service's Human Resource database. Staff employed by the Service are routinely asked for personal information to be held on Personal Record Files and in the Human Resource database. During the 2006 validation exercise questions on Sexual Orientation, Religion and Belief, Transgender Identity and National Identity were asked for the first time. In 2009 data validation was repeated to ensure the information held was still accurate and valid. The information gathered is used to inform future policy and the management of staff and departments.

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.

The most recent whole-time recruitment was managed on an all Wales basis and the initial stages in partnership with the assistance of a recruitment company. Equality data was collected by the recruitment company and forwarded to the relevant individual Fire and Rescue Services.

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

Other Relevant Employment Information

1 Employment

In order to advance the interests of disabled people, the Service has introduced the following initiatives,

Scope Work Placements

The Service is working closely with Scope in order to support disabled people in gaining and sustaining meaningful employment in large corporations, public sector bodies and local employers through offering work experience placements.

- The Service, through offering work placements, aims to support Scope in its mission to create a society where disabled people have the same opportunities as everyone else by supporting them in gaining and sustaining meaningful employment through providing them with work experience.

Mindful Employer

The Service is a Charter Signatory with Mindful Employer - The Charter for Employers who are Positive about Mental Health. The Charter is a voluntary agreement which seeks to support employers in working within the spirit of its positive approach.

- The Service currently uses the Mindful Employer logo on its Corporate Health posters and it is incorporated onto the recruitment website, advertisements and application forms.
- Line Manager Guides have also been obtained from Mindful Employer and utilised by Managers who have staff experiencing mental health issues.
- The Service has recently undertaken a review of the Charter as it is five years since we signed the Charter for Employers. This demonstrates that the Service is committed to the initiative and wishes to continue to display the Charter and using the Mindful Employer logo.

The Disability Symbol

The Service has been granted permission by Job Centre Plus to use the 'two ticks' disability symbol. The two ticks scheme is a recognition given by Jobcentre Plus to employers based in Great Britain who have agreed to take action to meet five commitments regarding the employment, retention, training and career development of disabled employees. It is represented by the two ticks disability symbol that participating organisations are authorised to display.

In order to display the symbol the Service is required to demonstrate that it has made the following 5 commitments to:

- interview all disabled employees who meet the minimum criteria for a job vacancy and to consider them on their abilities.
- discuss with disabled employees, at any time but at least once a year, what can be done to make sure they can develop and use their abilities.
- make every effort when employees become disabled to make sure they stay in employment.
- take action to ensure that all employees develop the appropriate level of disability awareness needed to make these commitments work.
- review these commitments every year and assess what has been achieved, plan ways to improve on them and let employees and Job Centre Plus know about progress.

Our Objectives

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

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

Objective 1	Set and monitor the Equality Objectives contained within the Strategic Equality Plan and review the Objectives before the end of a four year period and report on progress annually. Publish an Equality Statement which sets out the steps it intends to take to achieve each Objective.
Reason	The Equality Objectives contained within the Strategic Equality Plan are evidence based formed by either engagement or consultation, specifically with those who represent or share the nine protected characteristics. This is a legal requirement of the Equality Act 2010. Set out in and supported by the Specific Duties 2011 (Wales).
Expected Outcome	The Authority will report on the Equality Objectives that will be incorporated into the relevant departmental business plans. The objectives will form part of the business reporting mechanism with progress being reviewed quarterly. The Objectives will lead to ensuring the Authority is focusing its resources on vulnerable people in the community and Authority staff, who are representative of one or more of the nine protected characteristics.
Progress from 2 nd April 2012-to-31 st October 2012	The Strategic Equality Plan was published in April 2012 the equality objectives contained within the equality plan were each assigned a lead officer. A reporting mechanism has been discussed and is currently in the process of being implemented for the next financial year. This mechanism will facilitate the incorporation of the equality objectives into the business planning process with quarterly monitoring updates. The quarterly update on progress will in future reporting years form the progress report against each of the Equality Objectives. A Strategic Equalities Steering group is being set up to monitor the progress of each objective, and to develop new objective for inclusion in future years.

Equality Statement

The Authority will set Equality Objectives which will support our improvement objectives and will be monitored quarterly through the budget and business planning process and will be reported annually to the Fire and Rescue Authority. The Strategic Equality Plan will subsequently be kept under annual review and will receive a full review before the end of a four year period.

Regulation 4 **how the Authority intends to comply with the Engagement Provisions**
Regulation 5 **a requirement to comply with the Engagement Provisions**

Engaging and Involving Arrangements

Objective 2	Develop a Consultation Strategy involving stakeholders, members of the public and Authority staff who share one or more of the protected characteristics and are affected by our policies and service delivery procedures. The Strategy will set out how the Authority intends to engage with groups covered by one or more of the nine protected characteristics.
Reason	The Authority is required by the Specific Duties to involve and consult people affected by the decisions, policies and procedures taken by the Authority.
Expected Outcome	The development of the Equality Objectives and subsequent Action Plan should be informed by consultation and engagement with stakeholders, members of staff and members of the public who are covered by one or more of the nine protected characteristics. Consultation and involvement will lead to realistic objectives informed by members of the public and staff.
Progress from 2 nd April 2012-to-31 st October 2012	<p>There is currently no formal consultation or engagement strategy that focuses on equality. There is a formal complaints procedure for those who do not feel they have a say in what we provide. There is a consultation strategy in relation to our Improvement Plan or specifically aimed at other issues.</p> <p>It is planned to develop a Consultation Strategy. This will be a shared objective with other departments who have a vested interest in consulting and engaging with members of the public, in particular those who share one or more of the protected characteristics. The development of this Strategy will form part of the business objectives for 2013-14 and this will be written in conjunction with the two other Welsh Fire and Rescue Services.</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 **engagement provisions**
Regulation 7 **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

Objective 3	Analyse the collection of Service Delivery data currently collected by the Authority and the way it is used to inform future Service Delivery and improvement. Identify ways to capture the relevant missing data, and develop a process for the collection of the data.
Reason	<ul style="list-style-type: none"> • Engage in a process of continual improvement which is evidence based. • Ensure we are gathering the required and relevant data on Service Delivery, and the data corresponds to one or more of the relevant protected characteristics.
Expected Outcome	The data we gather is measured and relevant and that it informs our future Service Delivery to vulnerable parts of the community.
Progress from 2 nd April 2012-to-31 st October 2012	<p>The Service has two methods of electronically recording Service Delivery information.</p> <p>Information Recording System (IRS) – 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"> • Age • Gender • Ethnicity • Physical Disability <p>The information is telephone 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>Recording Management System (RMS) – Recording of Home Fire Safety Checks. The following data is currently captured by this system</p> <ul style="list-style-type: none"> • Age • Gender • Ethnicity • Disability <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>

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.

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 **engagement provisions**
Regulation 7 **collection of information in compliance with the General Duty.**

Quality Assuring Established Community Engagement

Objective 4	Ensure the Authority is scrutinising current engagement with members of the public, and the service we are providing is quality assured and relevant to the target audience.
Reason	The Authority is required to involve and consult such persons as the Authority considers is representative of the people who share one or more of the protected characteristics, and have an interest in the way that the Authority carries out its functions.
Expected Outcome	Feedback obtained during engagement will inform future Equality Objectives and help to improve the service provided by the Authority.
Progress from 2 nd April 2012-to-31 st October 2012	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.

Equality Statement

We will quality assure the service we are currently offering the public and utilise this opportunity to ensure we are providing a consistent service that is meeting the needs of all who receive it. The opportunity to engage with members of the public should not be missed and should be used as an opportunity to consult and involve members of the public about the service we are providing and how we can enhance the service.

Regulation 5
Regulation 7

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

Information Sharing

Objective 5	Audit the information the Authority gathers and shares with other agencies. Ensure that information regarding hate crime affecting people who share one or more of the protected characteristics is made available to the Arson Reduction Team and a process is in place to advise victims.
Reason	Ensure the Authority is contributing to building stronger, safer and cohesive communities, whilst helping to protect the most vulnerable from hate crime, in particular arson.
Expected Outcome	<ul style="list-style-type: none">• Reduction of arson and hate related crime.• Increased protection of vulnerable individuals.
Progress from 2 nd April 2012-to-31 st October 2012	The Service has a protocol with North Wales Police where hate crimes are identified and interventions put in place by Arson Reduction Team where required.

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 **accessibility of published information**
Regulation 16 **publish a report each reporting period on the collection of relevant data**

Accessibility of Information

Objective 6	The Authority will make available information it is required to hold in an accessible format when it is requested by persons who share one or more of the protected characteristics.
Reason	<ul style="list-style-type: none"> • Ensure that all communities can access information that will help to enable them to live safe and secure lives. • All members of our communities can participate in the Authority’s involvement and consultation events using a method of communication of their choice. • Communities whose first language is not Welsh or English can access home fire safety information. • Business communities whose first language is not Welsh or English can access legislative fire safety information.
Expected Outcome	All members of the community can access information that enables them to live and work in a safe and secure environment; this will include communities whose first language is not Welsh or English who require legislative and community fire safety information.
Progress from 2 nd April 2012-to-31 st October 2012	<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 mainly), 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>All of the above are provided bilingually in English and Welsh. Areas for future improvement would be the provision of information in other languages (e.g. Chinese, Polish), catering for hearing impaired and easy read publications.</p> <p>All Wales project for the provision of information for community safety established. This will provide a consistent framework and template for the provision of information across various groups in large and limited numbers. Project Identity card with Braille commenced to provide ID cards that can be read by sight impaired persons.</p>

Equality Statement

The duties require the Authority to audit the information we make available to the public and to ensure that the information is accessible by persons who share one or more of the protected characteristics. The information will include web access, leaflets and information sheets distributed by The Legislative and Community Fire Safety and Corporate Communications Departments.

Regulation 8 *impact and monitoring of Policies, Practices and Procedures*

Equality Risk Assessment

Objective 7	The Authority's Equality Impact Assessment process must comply with the Equality Act 2010, and ensure staff are trained to undertake Equality Risk Assessments.
Reason	The Authority must make appropriate arrangements to assess the likely impact of its proposed policies and practices on its ability to comply with the General Duty 2010 and the Specific Duties 2011 (Wales).
Expected Outcome	The Authority will conduct and publish the results of ERA's conducted in line with the Equality Act 2010 and the Specific Duties (Wales) 2011.
Progress from 2 nd April 2012-to-31 st October 2012	<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. Managers from each of the three Services have undertaken a one day training course that was supported by the Welsh Assembly Government.</p> <p>North Wales Fire and Rescue Service is currently in the process of updating each of its policies, and completing a new equality risk assessment on each policy.</p> <p>Equality Risk Assessment is carried out on financial decisions, procedures and practices.</p>

Equality Statement

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

**Regulation 7
Regulation 9
Regulation 16**

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

Collection and Reporting of Employment Data

Objective 8	An Authority must collect and publish by the 31st March each year commencing 2013, employment information on those who share one or more of the protected characteristics.
	<p>An Authority must publish a plan to address any pay differences.</p> <ul style="list-style-type: none"> • the number of people employed by the Authority on the 31st March each year by protected characteristic; • men and women employed, by <ul style="list-style-type: none"> • job • grade, but only where an Authority operates a grade system in respect of its employees • pay • contract type (including, but not limited to permanent and fixed-term contracts) • working pattern (including, but not limited to full-time, part-time and other flexible working arrangements) • people who have applied for jobs with the Authority over the last year (excluding persons already employed by the Authority) • employees who have applied to change position within the Authority, identifying how many were successful in their application and how many were not • employees who have applied for training and the number who were successful (or otherwise) in their application • the Authority’s employees who completed the training • the Authority’s employees who were or are involved in grievance procedures by reason of either being the person who made an accusation against another or being the person against whom an accusation was made • employees subject of disciplinary proceedings • the Authority’s employees who left the employment of the Authority
Expected Outcome	Compliance with the legislation and the collection of all necessary employment data
Progress from 2 nd April 2012-to-30 th September 2012	<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>

The information gathered is used to inform future policy and the management of staff and departments.

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.

Work will therefore need to be completed to:

- compile a single table that cross-references all the characteristics, and
- 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.

A review of the current Equal Opportunities Monitoring forms will be undertaken to ensure the correct data is gathered on staff and prospective staff.

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 understanding of the general and specific duties*

Train Staff on General Duty

Objective 9	Conduct an Equality Training Needs Analysis to identify the skills and knowledge required by staff in the execution of their duties.
Reason	<ul style="list-style-type: none"> • Conduct an analysis to assess the equality training needs of both operational and support staff. • The results of the analysis will be used directly to devise an equality training programme that fits with the needs identified.
Expected Outcome	There is a requirement of the Specific Equality Duties for public sector organisations to ensure their staff receives Equality Training in the General Duty of the Equality Act 2010.
Progress from 2 nd April 2012-to-31 st October 2012	<p>Currently in collaboration of the Welsh Local Government Association and the three Fire and Rescue Services in Wales are about to conduct an Equality Training Needs Analysis.</p> <p>The results of the analysis will ensure that training packages are tailored to the relevant requirements of individual staff, and ensure the Service is moving to compliance with the Equality Act 2010 and the Specific Equality Duties 2011 to ensure all staff are trained in the General Duty and have sufficient knowledge and understanding of the General Duty and the duties contained in the regulations.</p>

Equality Statement

The regulations require the Authority to promote knowledge and understanding of the general duties and the duties in the Public Sector regulations amongst its employees. To enable the achievement of this objective the Authority will conduct a Training Needs Analysis assisted by the Welsh Local Government Association. The analysis will identify the role specific equality training needs of the staff. Once complete the process will encourage individual staff to set personal equality and diversity objectives which will be monitored through the Individual Development Reviews.

Regulation 11 and 12 equal pay and action plans

Equal Pay

Objective 10	The Localism Act which came into being in November 2011 requires North Wales Fire and Rescue Authority to publish a Pay Policy Statement by the 31 st of March 2012 and each subsequent financial year providing information for the following financial year.
Reason	<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"> • a local authority’s policy on the level and elements of remuneration for each chief officer; • a local authority’s policy on the remuneration of its lowest paid employees (together with its definition of “lowest-paid employees” and its reasons for adopting that definition); • a local authority’s policy on the relationship between the remuneration of its chief officers and other officers; • a local authority’s policy on other specific aspects of chief officers’ remuneration: remuneration on recruitment, increases and additions to remuneration, use of performance-related pay and bonuses, termination payments and transparency.
Expected Outcome	<p>The statement must include:</p> <ul style="list-style-type: none"> • the definition of “lowest paid employees” adopted by the authority for the purposes of the statement; and • the authority’s reasons for adopting that definition.
Progress from 2 nd April 2012 to 31 st October 2012	<p>Pay Policy Statement content was researched; to ensure compliance with Corporate Governance requirements in addition to compliance with Equality legislation.</p> <p>The Pay Policy Statement was approved by the FRA in 2012/13 and incorporated into the Statement of Accounts.</p> <p>In addition the Pay Policy Statement is to be incorporated into the Equal Pay Statement for submission to the FRA in March 13.</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 31st of March 2012 and each subsequent financial year, which provides information for the following financial year. The Service will now produce a Pay Policy Statement. We will ensure the policy is fair and equitable across gender and the other protected characteristics.

Regulation 18 public procurement

Procurement

Objective 11	Comply with the Procurement regulation set out in the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 to ensure we have a fair and auditable procurement process incorporating one or more of the protected characteristics
Reason	Where the Authority is required to procure works, goods or services, it will: <ul style="list-style-type: none"> • have due regard to whether it would be appropriate for the award criteria for that contract to include considerations to help meet the general duty; • have due regard to whether it would be appropriate to stipulate conditions relating to the performance of the contract to help meet the three aims of the general duty; • where possible consider SME as suppliers.
Expected Outcome	To ensure supplies and provided services are procured from respectable and fair organisations.
Planned Actions	<ul style="list-style-type: none"> • Assess the current position against the legal requirements. • Devise a prequalifying questionnaire that will require suppliers to provide evidence of equality and diversity practice and that the requirements are proportional to the size of the contract.
Measure of Success	Following assessment of the current situation we can show we are working toward compliance with the law.
Whom will carry out this objective	Relevant procurement departments: Stores, Estates and Procurement Managers, Fleet Manager and ICT.
Progress from 2 nd April 2012-to-30 th September 2012	<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.

Equality Impact Assessments

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. Managers from each of the three Services have undertaken a one day training course that was supported by the Welsh Assembly Government. Each Service was allocated five days training with a following three days to be completed in 2012/2013.

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

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

Other Relevant Information on Equality Impact Assessment

In order to comply with the requirement to report data on Service Delivery 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 reaction (Operational Response) work as both are inextricably linked.

- 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.

Training

2006 – 2008 - Learning Resources International

In 2006 the Service signed up to an IT learning and development system with a company called Learning Resources International Ltd (LRI). LRI provided IT access to their 5 module e-learning diversity programme "Life is not just Black and White".

Every person in the Service was detailed to work through these 5 modules (which took each person approximately five hours to complete including the test at the conclusion of each session). Access to the e-learning was via the station computer or their workstation. However, there was the option for the person to complete this programme from the person's own computer at home.

In 2006/07 a total of 591 staff successfully completed the programme, in 2007/08 a further 308 completed and in 2008/09 a further 19 completed the modules giving a total of 918 members of staff. Of that original 918, a total of 637 are still with the Service.

2007 – 2008 - Garnett Foundation

In 2007/08, the learning given through the LRI programme was further enhanced with the delivery of a 'Diversity' Play. The play involved the delivery of equality and diversity messages through the script which required audience participation. Between 2007/08, a total of 763 members of the Service attended.

2008 – 2012 - LearnPro

The Service then progressed its system of delivering development, by purchasing LearnPro in 2008, which 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 so far the number of the above modules completed is as follows:

Equality and Fairness

<i>2008/09</i>	-	3
<i>2009/10</i>	-	12
<i>2010/11</i>	-	104
<i>2011/12</i>	-	214
<i>Total</i>		333

Values, Beliefs and Assumptions

<i>2008/09</i>	-	3
<i>2009/10</i>	-	8
<i>2010/11</i>	-	239
<i>2011/12</i>	-	101
<i>Total</i>		351

Challenging Inappropriate Behaviour

<i>2008/09</i>	-	3
<i>2009/10</i>	-	9
<i>2010/11</i>	-	294
<i>2011/12</i>	-	111
<i>Total</i>		417

The next stage of the LearnPro roll out will be to all Fire and Rescue support staff in the Service. Licenses have now been purchased and a programme of roll out aligned with awareness and support for the system is in development.

Individual Development Review (IDR) - Appraisal

The current 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 frameworks lay the 'Commitment to Diversity and Integrity' which ensures that equality issues are examined on an individual basis. The IDR is carried out on an annual basis and is currently under review, soon to be developed into the NWFRS appraisal. 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

Currently in collaboration of the Welsh Local Government Association and the three Fire and Rescue Services in Wales we are about to conduct an Equality Training Needs Analysis. The results of the Analysis will ensure that future training packages are tailored to the relevant requirements of individual staff, and the role they undertake in the Service.

We will use the information gathered 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 all staff are trained in the general duty and have sufficient knowledge an understanding of the general duty and the duties contained in the regulations.

A training programme is to be 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.

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 are 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

North Wales Fire and Rescue Authority
Employment Data
(As at 31st March 2012)

Number of Staff in Post - April 2011 to March 2012

Number of Operational Staff in post	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)	2	
Black/African/Caribbean/Black British	1	
Mixed/Multiple Ethnic Groups	3	
White (Welsh/English/Scottish/Northern Irish/British)	744	42
White Other	6	
BME Total	6	0
Total	756	42

Number of Control Staff in post	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)	3	28
White Other		
BME Total	0	0
Total	3	28

Number of FRS Staff in post	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)	62	91
White Other		1
BME Total	0	0
Total	62	92

Total Number of Staff in Post - April 2011 to March 2012

		Control Staff	Operational Staff	FRS Staff
Age	16-24	2	48	3
	25-34	5	200	25
	35-49	19	440	66
	50-54	4	75	23
	55-59	1	31	25
	60 Plus	0	4	12
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability		11	3
	Mental Impairment		5	1
	Long standing Illness or Health Condition	1	1	4
	Other Disfigurement			
	Physical Impairment		2	1
	Sensory Impairment			2
Marriage & Civil Partnership	Civil Partnership (registered same sex)	1	24	2
	Divorced	3	47	18
	Married	16	364	77
	Single	10	236	44
	Separated	1	22	3
	Widowed		4	2
	Not Stated		101	8
Pregnancy & Maternity	Pregnant in the last year		3	2
	Maternity in the last year	1	2	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>)	31	787	153
	White Other		6	1
Religion and Belief	Buddhist		2	
	Christian (All Denominations)	20	372	71
	Hindu			
	Jewish			
	Muslim		1	
	Sikh			
	Any other Religion			
	No Religion	6	162	22
Not Stated	5	261	61	
Sex	Female	28	42	92
	Male	3	756	62
Sexual Orientation	Bisexual		1	
	Gay or Lesbian		1	1
	Heterosexual (or Straight)	26	644	90
	Other			
	Prefer not to say/Not Stated	5	152	63
Transgender	Female			
	Intersex			
	Male		1	
	Prefer not to say			

Staff Welsh Speaking Skills 2011

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	933	115	282	193	73	81	152	1	36	933
Level 3	9	0	2	3	3	0	1	0	0	9
Level 4	91	1	12	20	5	23	29	0	1	91
Level 5	1	0	0	0	0	0	1	0	0	1
	1034	116	296	216	81	104	183	1	37	1034

The Number of Staff by Skills Level, per County Area 2011

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	124	4	22	30	15	21	29	0	3	124
Conwy	183	13	60	59	11	8	22	1	9	183
Denbighshire	280	33	86	60	24	32	39	0	6	280
Flintshire	104	25	45	18	5	1	2	0	8	104
Gwynedd North	133	1	15	20	10	23	63	0	1	133
Gwynedd South	101	6	20	13	11	17	27	0	7	101
Wrexham	109	34	48	16	5	2	1	0	3	109
Total	1034	116	296	216	81	104	183	1	37	1034
Gwynedd Total	234	7	35	33	21	40	90	0	8	234

Application for Employment - April 2011 to March 2012

Number of Operational Staff Applications for Employment	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)		
Black/African/Caribbean/Black British		
Mixed/Multiple Ethnic Groups		
White (Welsh/English/Scottish/Northern Irish/British)		
White Other		
No Recruitment		
BME Total		
Total	0	0

Number of Control Staff Application for Employment	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)		
Black/African/Caribbean/Black British		
Mixed/Multiple Ethnic Groups		
White (Welsh/English/Scottish/Northern Irish/British)		
White Other		
No Recruitment		
BME Total		
Total	0	0

Number of FRS Staff Application for Employment	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)		
Black/African/Caribbean/Black British		
Mixed/Multiple Ethnic Groups		
White (Welsh/English/Scottish/Northern Irish/British)	55	15
White Other	1	1
BME Total	0	0
Total	56	16

Total Staff Applications for Employment - April 2011 to March 2012

		Control Staff	Operational Staff	FRS Staff
Age	16-24			
	25-34	No Recruitment		
	35-49			
	50-54			
	55-59			
	60 Plus			
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability			
	Mental Impairment	No Recruitment		
	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	No Recruitment		
	Mixed/Multiple Ethnic Groups			
	White <i>(Welsh/English/Scottish/Northern Iris/British)</i>			70
	White Other			
	Not Stated			2
Religion and Belief	Buddhist			
	Christian (All Denominations)	No Recruitment		
	Hindu			
	Jewish			
	Muslim			
	Sikh			
	Any other Religion			
	No Religion			
Sex	Female	No Recruitment		16
	Male			56
Sexual Orientation	Bisexual	No Recruitment		
	Gay or Lesbian			
	Heterosexual (or Straight)			
	Other			
	Prefer not to say			
Transgender	Female	No Recruitment		
	Intersex			
	Male			
	Prefer not to say			

Number of Successful Applications to the Service

Number of Operational Staff Successful Applications for Employment	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)		
Black/African/Caribbean/Black British		
Mixed/Multiple Ethnic Groups		
White (Welsh/English/Scottish/Northern Irish/British)		
White Other		
No Recruitment		
BME Total		
Total	0	0

Number of Control Staff Successful Applications for Employment	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)		
Black/African/Caribbean/Black British		
Mixed/Multiple Ethnic Groups		
White (Welsh/English/Scottish/Northern Irish/British)		
White Other		
No Recruitment		
BME Total		
Total	0	0

Number of FRS Staff Successful Applications for Employment	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)		
Black/African/Caribbean/Black British		
Mixed/Multiple Ethnic Groups		
White (Welsh/English/Scottish/Northern Irish/British)	13	5
White Other		
BME Total	0	0
Total	13	5

Total Number of Successful Application to the Service

		Control Staff	Operational Staff	FRS Staff
Age	16-24			
	25-34	No Recruitment		5
	35-49			5
	50-54			3
	55-59			4
	60 Plus			1
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability			
	Mental Impairment	No Recruitment		
	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	No Recruitment		
	Mixed/Multiple Ethnic Groups			
	White (<i>Welsh/English/Scottish/Northern Iris/British</i>)			18
	White Other			
Religion and Belief	Buddhist			
	Christian (All Denominations)	No Recruitment		11
	Hindu			
	Jewish			
	Muslim			
	Sikh			
	Any other Religion			
	No Religion			2
Not Stated			5	
Sex	Female	No Recruitment		5
	Male			13
Sexual Orientation	Bisexual	No Recruitment		
	Gay or Lesbian			
	Heterosexual (or Straight)			10
	Other			
	Prefer not to say/Not Stated			8
Transgender	Female	No Recruitment		
	Intersex			
	Male			
	Prefer not to say			

Applications for Promotion

Number of Operational Staff Applications for Promotion	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	0
BME Total	0	0
Total	153	4

Number of Control Staff Applications for Promotion	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)	2	6
White Other		
BME Total	0	0
Total	2	6

Number of FRS Staff Applications for Promotion	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)		
Black/African/Caribbean/Black British		
Mixed/Multiple Ethnic Groups		
White (Welsh/English/Scottish/Northern Irish/British)		
White Other		
Not Applicable Non-Operational		
BME Total		
Total		

Total Number of Staff Applications for Promotion

		Control Staff	Operational Staff	FRS Staff
Age	16-24		0	
	25-34		23	
	35-49		108	
	50-54		21	
	55-59		2	
	60 Plus		0	
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability		3	
	Mental Impairment		0	
	Long standing Illness or Health Condition		0	
	Other Disfigurement		0	
	Physical Impairment		0	
	Sensory Impairment		0	
Race	Asian/Asian British <i>(Indian/Pakistani/Bangladeshi/Chinese)</i>		0	
	Black/African/Caribbean/Black British		0	
	Mixed/Multiple Ethnic Groups		0	
	White <i>(Welsh/English/Scottish/Northern Irish/British)</i>		151	
	White Other		3	
Religion and Belief	Buddhist		0	
	Christian (All Denominations)		81	
	Hindu		0	
	Jewish		0	
	Muslim		0	
	Sikh		0	
	Any other Religion		2	
No Religion/Not Stated		71		
Sex	Female		4	
	Male		150	
Sexual Orientation	Bisexual		0	
	Gay or Lesbian		0	
	Heterosexual (or Straight)		114	
	Other		0	
	Prefer not to say		40	
Transgender	Female		0	
	Intersex		0	
	Male		0	
	Prefer not to say		0	

Successful Applications for Promotion

Number of Operational Staff Successful Applications for Promotion	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	
BME Total	0	0
Total	60	0

Number of Control Staff Successful Applications for Promotion	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		
No Recruitment		
BME Total	0	0
Total	0	0

Number of FRS Staff Successful Applications for Promotion	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	2
White Other		
BME Total	0	0
Total	5	2

Total Number of Successful Applications for Promotion

		Control Staff	Operational Staff	FRS Staff
Age	16-24			
	25-34		9	4
	35-49		43	2
	50-54		6	
	55-59			1
	60 Plus			
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability		2	
	Mental Impairment			
	Long standing Illness or Health Condition			1
	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	7
	White Other		2	
Religion and Belief	Buddhist			
	Christian (All Denominations)		30	5
	Hindu			
	Jewish			
	Muslim			
	Sikh			
	Any other Religion			
	No Religion			1
Not Stated		28	1	
Sex	Female		0	2
	Male		58	5
Sexual Orientation	Bisexual			
	Gay or Lesbian			
	Heterosexual (or Straight)		41	3
	Other		0	
	Prefer not to say/Not Stated		17	4
Transgender	Female			
	Intersex			
	Male			
	Prefer not to say			

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

Number of Operational Staff Requesting Training as Part of IDR	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

Number of Control Staff Requesting Training as Part of IDR	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

Number of FRS Staff Requesting Training as Part of IDR	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 2011 to March 2012

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)		
White Other	26	3
BME Total	0	0
Total	26	3

All Staff Involved in Grievance Procedures - April 2011 to March 2012 (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)	11	1
White Other		
BME Total	0	0
Total	11	1

All Staff Involved in Disciplinary Procedures - April 2011 to March 2012 (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	1	
White (Welsh/English/Scottish/Northern Irish/British)	18	2
White Other		
BME Total	1	0
Total	19	2

Number of Leavers - April 2011 to March 2012

Number of Operational Staff Leaving the Service	Men	Women
Asian/Asian British (Indian/Pakistani/Bangladeshi/Chinese)		
Black/African/Caribbean/Black British		
Mixed/Multiple Ethnic Groups	1	
White (Welsh/English/Scottish/Northern Irish/British)	67	2
White Other	1	
BME Total	1	0
Total	69	2

Number of Control Staff Leaving the Service	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	1
White Other		
BME Total	0	0
Total	1	1

Number of FRS Staff Leaving the Service	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	6	5
BME Total	0	0
Total	6	5

North Wales Fire and Rescue Authority
Service Delivery Data
(As At 31st March 2012)

Service Delivery Data

Appendix 2

1 st April 2011 – 31 st March 2012		Dwelling Fires	R T C	H F SC	Voluntary Organisations HFSC
Age	16-24	23	110	5485	199
	25-34	34	78	5454	155
	35-49	43	102	8018	297
	50-54	8	24	2479	104
	55-59	6	15	2242	137
	60 Plus	74	84	17712	1937
Disability Impairment (self-declaration) Occupational Health Certified	Learning Disability	<i>Not Collected</i>	<i>Not Collected</i>	301	13
	Mental Impairment	<i>Not Collected</i>	<i>Not Collected</i>	600	36
	Long Standing Illness or Health Condition	<i>Not Collected</i>	<i>Not Collected</i>	2214	296
	Other Disfigurement	<i>Not Collected</i>	<i>Not Collected</i>	892	307
	Physical Impairment	<i>Not Collected</i>	<i>Not Collected</i>	4571	637
	Sensory Impairment	<i>Not Collected</i>	<i>Not Collected</i>	1898	284
Race	Asian/Asian British (<i>Indian/Pakistani/Bangladeshi/Chinese</i>)	0	9	249	7
	Black/African/Caribbean/Black British	0	1	80	12
	Mixed/Multiple Ethnic Groups	0	2	131	2
	White (<i>Welsh/English/Scottish/Northern Irish/British</i>)	182	339	43,802	2,879
	White Other	4	14	51	15
	<i>Not Stated</i>	2	47	0	0
	<i>Any Other</i>	0	1	0	0
Religion and Belief	Buddhist	<i>Not Collected</i>	<i>Not Collected</i>		
	Christian (All Denominations)	<i>Not Collected</i>	<i>Not Collected</i>		
	Hindu	<i>Not Collected</i>	<i>Not Collected</i>		
	Jewish	<i>Not Collected</i>	<i>Not Collected</i>		
	Muslim	<i>Not Collected</i>	<i>Not Collected</i>		
	Sikh	<i>Not Collected</i>	<i>Not Collected</i>		
	Any Other Religion	<i>Not Collected</i>	<i>Not Collected</i>		
	No Religion	<i>Not Collected</i>	<i>Not Collected</i>		

Sex	Female	98	179	30,935	1,912
	Male	90	230	25,790	1,289
	Not Known	0	4	0	0
Sexual Orientation	Bisexual	<i>Not Collected</i>	<i>Not Collected</i>		
	Gay or Lesbian	<i>Not Collected</i>	<i>Not Collected</i>		
	Heterosexual (or straight)	<i>Not Collected</i>	<i>Not Collected</i>		
	Other	<i>Not Collected</i>	<i>Not Collected</i>		
	Prefer not to say	<i>Not Collected</i>	<i>Not Collected</i>		
1,289	Female	<i>Not Collected</i>	<i>Not Collected</i>		
	Intersex	<i>Not Collected</i>	<i>Not Collected</i>		
	Male	<i>Not Collected</i>	<i>Not Collected</i>		
	Prefer not to say	<i>Not Collected</i>	<i>Not Collected</i>		

FIRES:

There were 530 dwelling fires in this period (accidental and deliberate).

Personal details were taken from 217 people who were involved in the fire incidents as a casualty. 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. 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. 29 people fell into the age category of 15 and under which has not been requested, these have not been included in this Equality questionnaire.

RTCs:

There were 457 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. 39 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 occupiers and not the number of HFSCs completed. There were a total of 60,930 occupiers recorded during 2011/2