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| Report to | North Wales Fire and Rescue Authority |
| Date | 19 January 2026 |
| Lead Officer | ACFO Justin Evans |
| Contact Officer | Chris Dinwoodie, Organisational Development Manager |
| Subject | Annual Equality, Diversity and Inclusion Performance Assessment Report 2024/25 |



PURPOSE OF REPORT

- 1 To present the Annual Equality, Diversity and Inclusion (EDI) Performance Assessment Report for 2024/25 and seek approval for its publication in line with statutory and organisational commitments.

EXECUTIVE SUMMARY

- 2 The Annual EDI Report for 2024/25 provides an overview of progress against North Wales Fire and Rescue Service's (the Service) five-year Equality, Diversity and Inclusion Strategy. It demonstrates how the Service has continued to embed inclusivity into its organisational culture, improve workforce diversity, and deliver inclusive services to communities.
- 3 The report also highlights partnership work and actions taken in response to the Independent Culture Review, reinforcing our commitment to creating a workplace where everyone can thrive.

RECOMMENDATION

- 4 It is recommended that Members:
 - i) **Approve the publication of the Annual EDI Report 2024/25 on the Service's website.**

BACKGROUND

- 5 In 2024, the Service launched a five-year EDI Strategy to support delivery of the Community Risk Management Plan (CRMP), fulfil legal obligations, and uphold organisational values. The strategy focuses on four key aims: embedding inclusivity into organisational culture; attracting, recruiting and retaining talented people; delivering inclusive services to communities; and developing effective partnerships.

- 6 This annual report summarises progress made during 2024/25 and should be read alongside the Equality Monitoring and Gender Pay Gap reports.

INFORMATION

- 7 During 2024/25, the Service introduced new EDI training modules, including unconscious bias and autism awareness, and monitored compliance with mandatory learning. Staff networks delivered a wide range of awareness campaigns and events, and the first Service 'Ignite' EDI Conference was held to inspire and educate colleagues.
- 8 Recruitment processes were enhanced through positive action initiatives, resulting in increased female representation and ethnic diversity across the workforce. The Service also provided tailored support for neurodiverse staff and implemented reasonable adjustments to promote inclusion.
- 9 Externally, the Service delivered over 20,000 Safe and Well Checks to vulnerable community members, visited 133 schools, and engaged with diverse community groups to promote fire safety and inclusion. Partnerships were strengthened through active participation in national and regional EDI forums, and preparations began for Disability Confident Level 2 reaccreditation and Autism Accepting status.

IMPLICATIONS

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| Well-being Objectives | Supports a more equal, inclusive workforce aligned with the Well-being of Future Generations (Wales) Act. |
| Budget | No direct financial implications beyond existing EDI commitments. |
| Legal | Compliance with Equality Act 2010 and associated regulations. |
| Staffing | Reinforces commitment to fair recruitment, progression, and retention practices. |
| Equalities/Human Rights/ Welsh Language | Promotes equality and inclusion; report available bilingually. |
| Risks | Failure to publish would result in reputational risk and non-compliance with transparency commitments. |