



## Station 4 Cowbridge Overview

### Introduction:

Located in the historical market town of Cowbridge in the Vale of Glamorgan is Cowbridge fire station. The station provides cover to 4,251 residential properties in Cowbridge and many surrounding villages including Llanblethian, Colwinston, St Mary Church, Llandow, Aberthin and St Hilary serving an estimated residential population of 9000. Much of the approximate 34 square miles covered by Cowbridge is dedicated to rural farmland.

### Overview of Performance for 2009/10:

All Performance targets are on course to be successfully achieved with the exception of HFSC's. Cowbridge will achieve 90% of it's set target. ie 400 HFSC's completed against target of 440.

### Top 5 Achievements in 2009/10:

1. Recruitment of 16 Retained Duty System Personnel at Cowbridge thus achieving RRP objective.
2. Successful Open day resulting in over 400 attendee's and 13 expressions of interest in performing RDS duties at Cowbridge.
3. Mothers Day campaign aimed at recruiting Female FF. That resulted in 5 suitability interviews and 2 successful applicants. 15% of FF at Cowbridge are female.
4. Station 04 Cowbridge facilities have been upgraded to be fully DDA compliant.
5. Profile of Cowbridge raised with public and council members through newspaper articles and presentation to Town Council resulting in Town Council being fully supportive of move to RDS and employment of 16 local residents, thus becoming a truly community based Station.



### **Equality and Diversity:**

Cowbridge Fire Station is committed to the promotion and implementation of Equality, Fairness and Diversity to and for all employees, members of the Public, Partnership groups and other Organisations. . All personnel have had CRB checks that enable them to work with children and vulnerable adults.

To achieve this, personnel at Cowbridge will endeavour to:

- Promote the SWFRS Race and Gender Equality Plan as it relates to the Station.
- Promote and implement the SWF&RS policy on Equality, Fairness and Diversity to the organisation and all external groups/individuals.
- Ensure personnel are familiar with Policy by completion of the training program module.
- Maintain the workplace free from materials (e.g. posters, magazines etc.) that may be considered offensive by way of sexual or racist content.
- Ensure that all personnel have appropriate facilities and amenities appropriate to their Gender, race or religious belief.
- Support Organisational efforts in the recruitment of BME, female and LGBT fire fighters by locating and targeting local groups and organisations. E.g. Chwarae Teg, Stonewall Cymru.

### **Welsh Language:**

The Directorate is dedicated to the aims and objectives of the South Wales Fire and Rescue Service Welsh Language Scheme. In particular we will conduct all KS1 & KS2 talks at Ysgol Iolo Morgannwg in the medium of Welsh and support all staff with time off that are currently learning Welsh. All written correspondence tailored to the public will be bi-lingual. Additionally when booking appointments for Home Fire Safety Checks every member of the public will be given a preference as to what language (Welsh or English) they wish the visit to be conducted in and delivered accordingly. All Welsh speakers and learners will be requested to answer the telephone in both Welsh and English and the station will make contact with Welsh speaking groups in the area. E.g. Menter Iaith.

### **Sustainable Development:**

In discharging the Service's aims and objectives, consideration will be given to minimising the negative impact we have on our natural environment as a result of our activities.

An environmental champion (Gareth Warburton) has been



appointed for the station and is in the process of carrying out an assessment of the premises (following "The Carbon Trust" guide lines) and every effort will be made to reduce the carbon footprint of the station and achieve "Green Dragon" level 2 award. .

Additionally we will continue with the following activities:

- Continue to participate in the Local Authority waste-recycling scheme.
- Monitor our gas consumption on a monthly basis and identify measures to reduce consumption.
- Monitor our electricity consumption on a monthly basis and identify measures to reduce consumption.
- Monitor our Water Consumption on a monthly basis and identify measures to reduce consumption.
- Take necessary action, whenever possible, to reduce or eliminate the negative impact of fire-fighting action on the environment, in particular in the use of foam and control of water run-off.
- The station will endeavour to be self-sufficient with vegetables from its allotment garden.

### **Budgetary and Resource Implications:**

### **Efficiency Gains:**

### **Geographical Risk Profile:**

The station receives approximately 300 incidents a year with very few FDR1's (Property fires) but an increasing number of Special Service Calls (SSC). our area of main concern are the number and severity of Road Traffic Collisions (RTCs). Statistically 48%of these incidents involve 17-24 year olds. The aim for Cowbridge is to focus it's resources at reducing this number and targetting school leavers will hopefully reduce future incidents.The largest school in the area is Cowbridge Comprehensive School with approximately 1300 pupils, which is fed by up to 10 junior schools in the area. 1 of the junior schools is a Welsh Language School this being Ysgol Iolo Morgannwg.

Cowbridge Comprehensive School is situated on three separate sites within the area consisting of lower, middle and sixth form section. Cowbridge has a large light industrial estate on the former airfield at Llandow and the very busy A48 by pass.

### **Number of Dwellings in Station Area:**

4251

### **Number of HFSC's completed in Total Prior to April 2010:**



**% Dwellings in Station Area Received HFSC since HFC's Commenced:**

0.00%