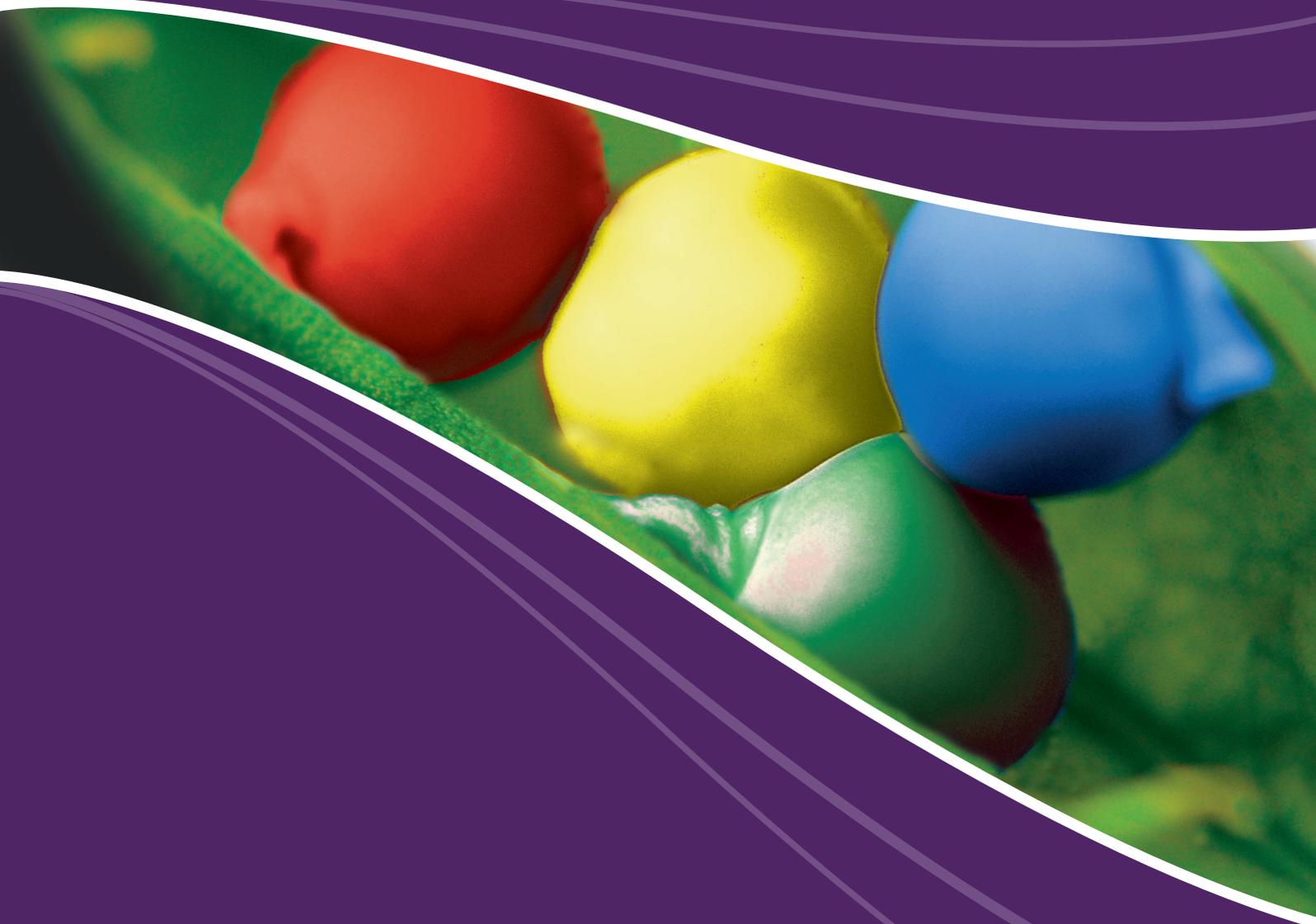


Gwasanaeth Tân ac Achub  
**De Cymru**



**South Wales**  
Fire and Rescue Service



South Wales Fire and Rescue Service

# Strategic Equality Plan Review

2015 - 2020

RAISING AWARENESS - REDUCING RISK

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# Introduction

In 2015, South Wales Fire and Rescue Service published its new Strategic Equality Plan for the coming five years.

The four Outcomes, which are listed below, capture the General Duties of The Equality Act (2010) as well as the Regulations in the Wales Specific Duties; these two legal documents set out how we as a public service must promote and include equality of opportunity in all we do.

The Plan outlines, in broad terms which start at the top, how we intend to work towards meeting those requirements over the next five years.

## Outcome 1

Our Workforce is diverse, equally valued, and all have access to development as well as professional opportunities.

## Outcome 2

We use the Wales Procurement Strategy and procedures to ensure fair and transparent processes are used to support local SMEs and improve equality & diversity.

## Outcome 3

We get the right data/information at the right time from the right people, in order to ensure all we do meets the needs of all our communities.

## Outcome 4

Our systems enable the timely monitoring and reporting of our legally required equality duties.

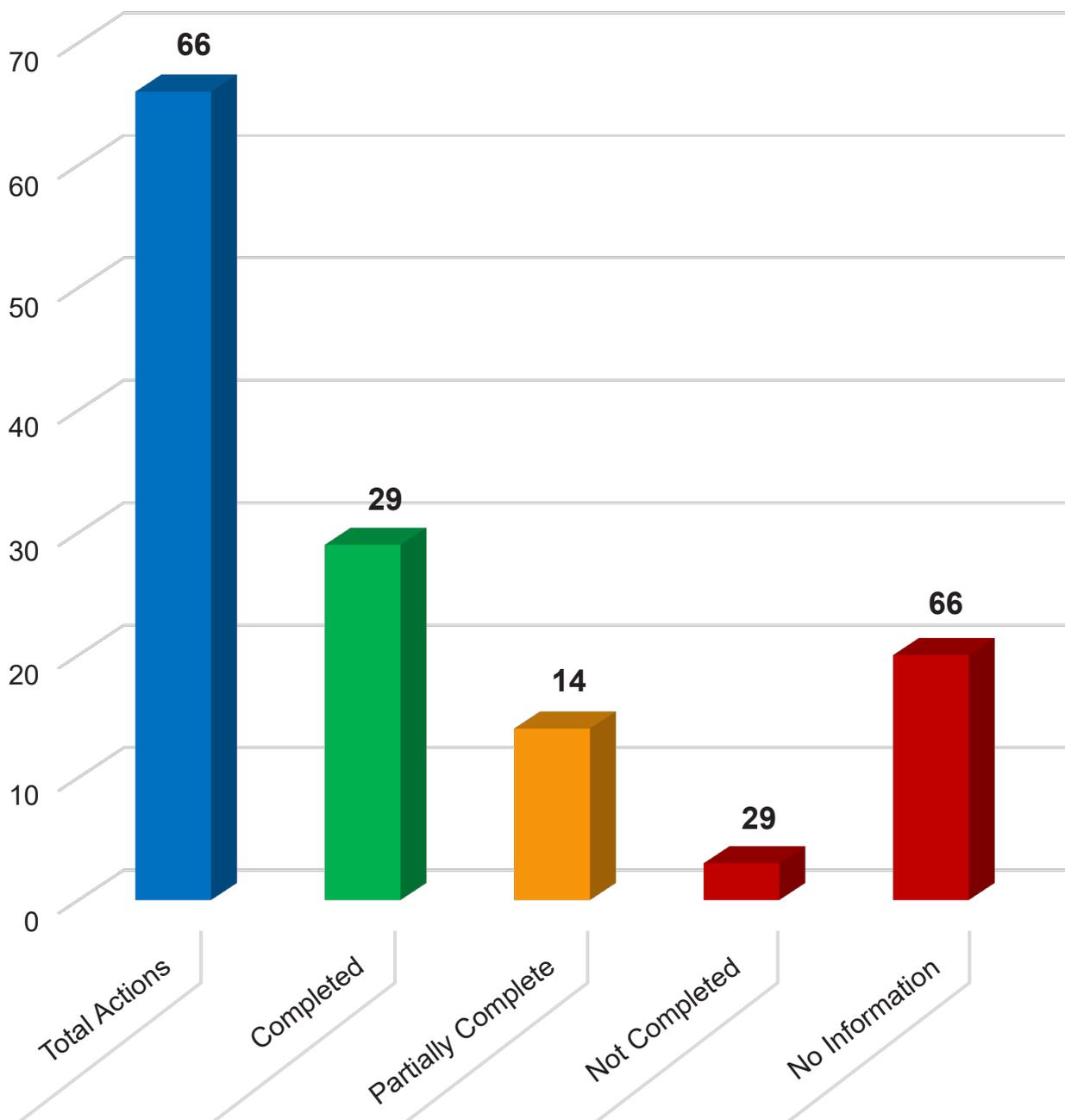
Along with this Review, we also encourage you to read the **Strategic Equality Plan**, and look at the tagged actions, which are located on our website.

# How we did

When deciding the layout of the Strategic Equality Plan, it was important to start at the beginning and identify our foundation. In order to do this, all Corporate Actions from across the Service were tagged to one (or more) of the Strategic Equality Plan's Outcomes, as this would allow us to see where we were making changes and also if there were any gaps.

Below is a table which shows how we did with the Corporate Actions. Out of a total of 66, 29 were completed, and 14 partially. In relation to actions which had no update information, it must be noted that 11 were set at executive high level and are ongoing. This leaves 13 (just under 20%) as not completed / no update information.

SEP - SWFRS Actions Review



# Review Findings

Incorporating genuine equality into all the Service does is an ongoing journey, and this year has seen improvements (how we work with, and for, communities) plus spotlighted areas which require more attention (how we use data).

For a comprehensive understanding of what we've done, please see the **Annual Equality Report** and **The Improvement Plan** which can be found on our website (if you wish a paper version, there are contact details at the end of this report).

## Ways Forward

Some key areas which we will be growing, include:

- **Ensuring** developmental opportunities are promoted to all staff
- **Advocating** for compliance and best practice with our partners
- **Investigating** workable ways of using data to better serve and meet the various needs of all our communities
- **Building** Equality Outcomes directly into The Improvement Agenda and Strategic Themes
- **Revising** the Equality Risk Assessment process so we better target resources in what we do and why
- **Exploring** meaningful new ways to increase diverse representation in both staff and service delivery
- **Continuing** to further promote, enhance, and establish our relationships with historically marginalised groups

On the following page is a table which shows, in the grey columns, how the Strategic Equality Outcomes will migrate into our new Corporate Direction and also how they will assist in progressing the Welsh Government's Well Being and Future Generations Bill.

## SEP Corporate Overarching Outcomes

<p><b>Outcome 1</b> Our workforce is diverse, equally valued, and all have access to development as well as professional opportunities.</p>	<p><b>Outcome 2</b> We use the Wales Procurement Strategy and procedures to ensure fair and transparent processes are used to support local SMEs and improve equality &amp; diversity.</p>	<p><b>Outcome 3</b> We get the right data/ information at the right time from the right people, in order to ensure all we do meets the needs of all our communities.</p>	<p><b>Outcome 4</b> Our systems enable the timely monitoring and reporting of our legally required equality duties.</p>
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## Strategic Objectives 2015 / 2016

<p><b>02</b> - Engage and Consult</p> <p><b>03</b> - Align our Resources</p>	<p><b>03</b> - Align our Resources</p>	<p><b>02</b> - Engage and Consult</p> <p><b>04</b> - Use Technology to meet Service Improvements</p> <p><b>05</b> - Explore Partnerships and Opportunities</p>	<p>N/A</p>
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## Wales Specific Duties

<ul style="list-style-type: none"> <li>• Pay Gap</li> <li>• Staff Training</li> <li>• Employment Information &amp; Data</li> </ul>	<ul style="list-style-type: none"> <li>• Procurement</li> </ul>	<ul style="list-style-type: none"> <li>• Accessibility</li> <li>• Data</li> <li>• Assessing Impact</li> <li>• Engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Reporting and Publishing</li> <li>• Objective Setting</li> <li>• Equality Plan</li> <li>• Annual Report</li> <li>• Reviewing</li> </ul>
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## Strategic Themes (Draft) 2017 / 2018

<ul style="list-style-type: none"> <li>• Reduce Risk</li> <li>• Engage &amp; Communicate</li> <li>• Strengthen Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Nurture Sustainable Resources</li> <li>• Embrace Technology</li> </ul>	<ul style="list-style-type: none"> <li>• Embrace Technology</li> <li>• Engage &amp; Communicate</li> <li>• Strengthen Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce Risk</li> </ul>
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## Well Being and Future Generation Goal(s) 2017 / 2018

<ul style="list-style-type: none"> <li>• A Resilient Wales</li> <li>• A Healthier Wales</li> <li>• A More Equal Wales</li> <li>• A Wales of Cohesive Communities</li> <li>• A Vibrant Culture/ Welsh Language</li> </ul>	<ul style="list-style-type: none"> <li>• A Prosperous Wales</li> <li>• A Resilient Wales</li> <li>• A Globally Responsible Wales</li> </ul>	<ul style="list-style-type: none"> <li>• A Healthier Wales</li> <li>• A More Equal Wales</li> <li>• A Prosperous Wales</li> <li>• A Wales of Cohesive Communities</li> </ul>	<ul style="list-style-type: none"> <li>• A More Equal Wales</li> </ul>
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