

Gwasanaeth Tân ac Achub  
De Cymru



South Wales  
Fire and Rescue Service

Appendix 1

South Wales Fire and Rescue Service

# Review of Strategic Equality Plan

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 Workforces 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*

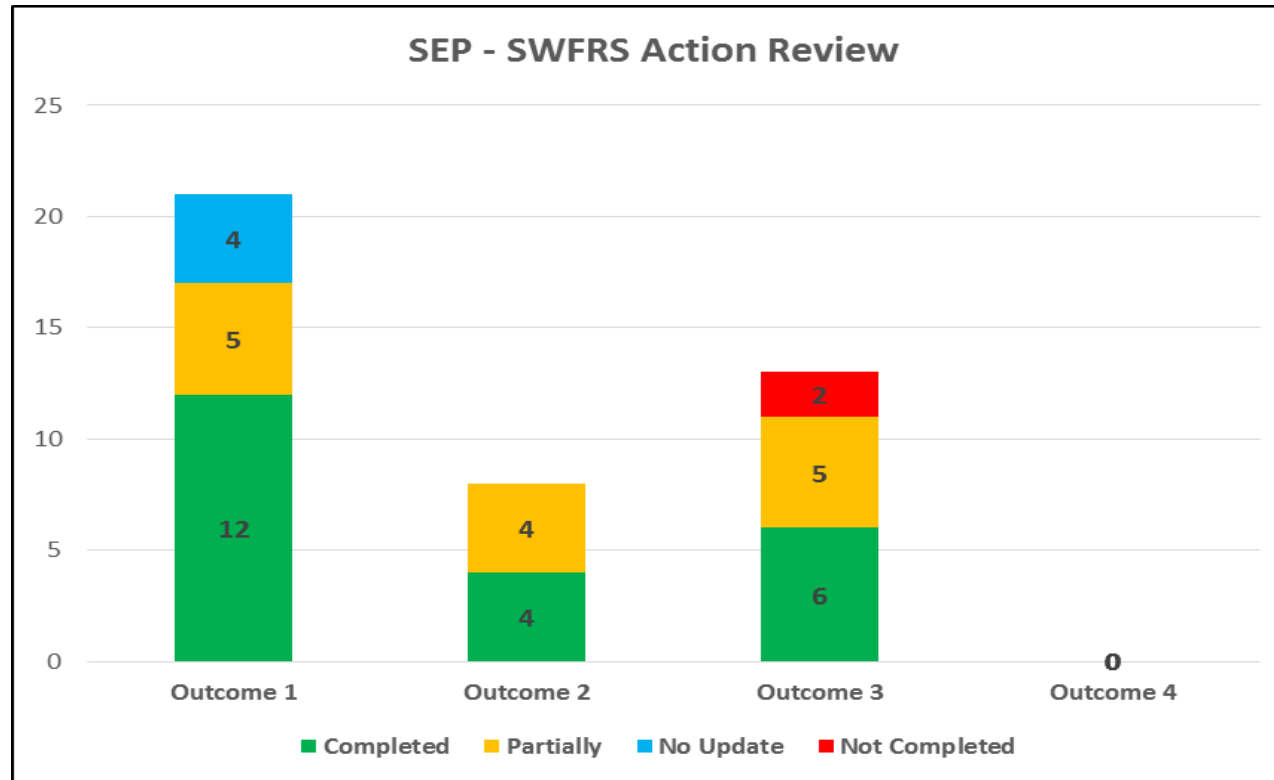
Along with this Review, we also encourage you to read the [Strategic Equality Plan](#), and look at the tagged actions, which are located on our website.

## 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 42 actions, 22 were completed, with 14 being partially completed.

This leaves 6 actions (14%) as not completed / no update information.



## 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 Outcome	Strategic Objectives 2016/17	Wales Specific Duties	Strategic Themes (draft) 2018/19	Well Being and Future Generation Goal(s) 2018/19
1.. Our workforce is diverse, equally valued, and all have access to development as well as professional opportunities	02- Engage and Consult  03- Align our Resources	Pay Gap Staff Training Employment Information and Data	Reduce Risk Engage & Communicate Strengthen Partnerships	A Resilient Wales A Healthier Wales A More Equal Wales A Wales of Cohesive Communities A Vibrant Culture/Welsh Language
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	03- Align our Resources	Procurement	Nurture Sustainable Resources Embrace Technology	A Prosperous Wales A Resilient Wales A Globally Responsible Wales
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	02- Engage and Consult  04- Use Technology to meet Service Improvements  05- Explore Partnerships and Opportunities	Accessibility Data Assessing Impact Engagement	Embrace Technology Engage & Communicate Strengthen Partnerships	A Healthier Wales A More Equal Wales A Prosperous Wales A Wales of Cohesive Communities
4.. Our systems enable the timely monitoring and reporting of our legally required equality duties	04- Use Technology to meet Service Improvements	Reporting and Publishing Objective Setting Equality Plan Annual Report Reviewing	Reduce Risk	A More Equal Wales