

South Wales Fire and Rescue Service

Strategic Equality Plan

2015 - 2020

South Wales
Fire and Rescue Service



Gwasanaeth Tân ac Achub
De Cymru

Raising Awareness - Reducing Risk



Welcome

Equality Statement

South Wales Fire and Rescue Service (SWFRS) continues to build equality and diversity into everything that it does- from creating a workplace which truly values the diversity of employees, to delivering people centred services to all the communities in South Wales.

Times of austerity and reductions in funding, coupled with the need to keep delivering and improving our first rate services, has given us opportunities as well as challenges, which we as a Service will continue to rise up to meet.

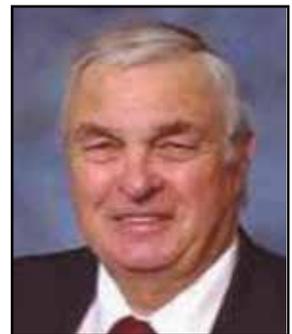
This in an ongoing journey, and great strides have been made; with the best being yet to come.



Huw Jakeway
Chief Fire Officer



Sally Chapman
DCO
Finance and Corporate Services



Cllr Tudor Davies
Chairman
SWFR Authority

To see how we are working to making equalities real in the Fire Service, please look at our Annual Equality Report, Risk Reduction Plan, and Improvement Plan. These can all be found, along with other information, on our website: southwales-fire.gov.uk

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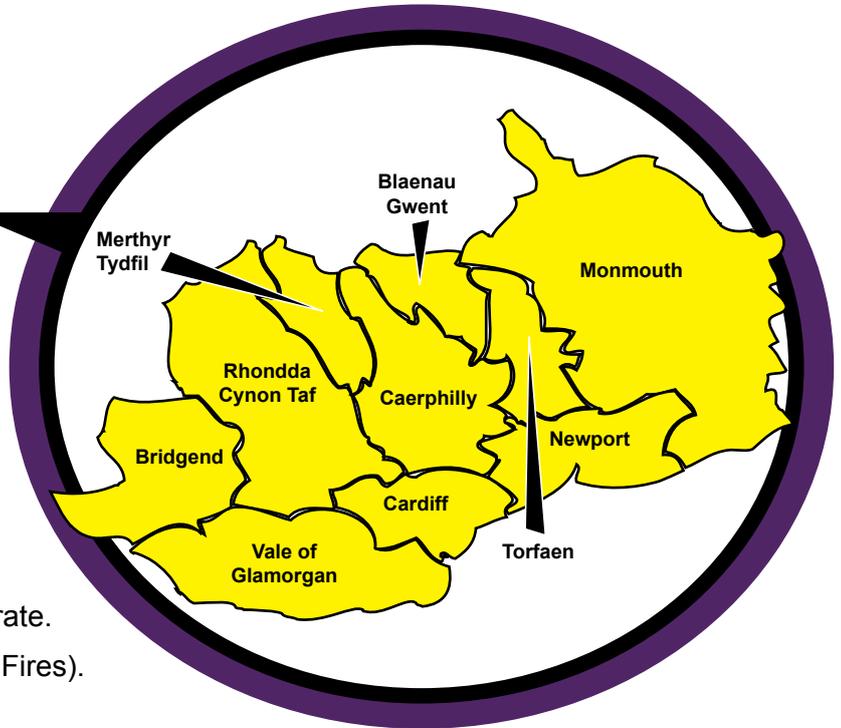
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Where we are

South Wales Fire and Rescue Service (SWFRS) covers 10 Unitary Authorities (UA). There are 24 elected members on the SWFRS Fire Authority nominated from the 10 UA's. It is one of the largest fire and rescue service areas within the UK and is made up of rural, coastal and urban areas.

Area: 300,000 hectares
Population: 1.48 million
Dwellings: 655,991
Non-Domestic Properties: 44,458
(Approximate figures)



In 2013/14 we dealt with:

- **35,121** emergency calls.
- **18,401** incidents.
- **6,838** fires of which **4,978** were deliberate.
- **11,563** other emergencies (Incidents - Fires).
- **1,334** road traffic collisions (RTC's).

We:

- Released **256** people trapped in vehicles.
- Did not turn out to **776** calls having identified them as malicious.
- We turned out to **418** calls having failed to identify them as malicious.
- Completed **16,522** home fire safety checks.
- Carried out **652** fire safety publicity events.
- Carried out **1,213** educational fire safety talks.
- Had face to face engagement with **69,797** people through community safety and educational events.

The number of contracts of employment that the service held as at end March 2014 were made up of **53** control category staff, **306** support staff, **685** on call Firefighters, **838** whole time Firefighters, of which **709** are on station and **129** non station based. We also have **141** Auxiliary Firefighters for additional cover in times of difficulty.

We have **49** Fire Stations and deploy **71** front line fire engines plus **11** reserve vehicles, and **15** Non-operational vehicles for training purposes.

We have **76** other specialist vehicles to deal with a wide range of emergency incidents.

Emergency calls are managed by the Service in our Fire Control based in Pontyclun. Our headquarters is located in Llantrisant.



Why We have a Strategic Equality Plan

Like all public bodies, South Wales Fire and Rescue Service works at making sure our services are always improving, so we can better meet the needs of all communities within our area.

We are guided by both the Equality Act (2010) and the Wales Specific Duties, which call on us to think ahead and put a Strategic Equality Plan in place.

The Plan is more than just a document; it sets out in clear terms the main outcomes and some of the ways in which we will achieve these improvements between 2015 and 2020.

The main outcomes for this Plan cover **staff**, **procurement**, **data**, and **compliance** (you can view each under its own tab).

Progress will be monitored by tagging each of our Corporate Improvements to one of them, and an annual table will be produced to show how we have done (from March 2016 you will be able to look and see these by going to the tab marked, 'How we are Doing').

Every year we also produce an Annual Equality Report, which says what we have done to meet the legal duties of the Equality Act (2010) and the Wales Specific Duties. Although related, it is quite a different document. You can view previous reports by going to the tab called 'Annual Equality Reports'.

If you have any questions, comments, or would like any further information, please feel free to contact us.



Equality Outcome 1:

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

This Outcome links to:

Corporate Objective 02 (03) - Engage and Consult

Corporate Objective 03 (04) - Align our Resources

We intend to achieve this Outcome by:

- Introducing a new HR system which enables staff to input their own information
- Undertaking a comprehensive gender pay gap review
- Ensuring all training and development opportunities are promoted to all staff
- Promoting employment opportunities via community networks
- Hosting specific access days for under-represented groups (Women, LGBT, etc)
- Investigating various working pattern options as part of our Work/Life Balance commitment
- Monitoring staff data (including applications and leavers) by Protected Characteristic

We will know we have been successful when:

- We have robust data, across all Protected Characteristics, for staff
- Evidence shows that training and development opportunities are accessed by staff from across the service
- Staff Survey shows improvement
- The diversity of our workforce is more representative of the communities we serve
- Flexible working patterns are being utilised
- There is a decrease in staff days lost to stress
- All staff have meaningful appraisals
- Good news is celebrated and best practice is shared

Data we will use to measure our performance:

- Appraisals
- HR system
- Staff survey
- Days lost to stress as a declared illness
- Data from recruitment, access days, and leavers
- Monitor take-up of development & training opportunities, as well as promotions & upgrading, by Protected Characteristics (wherever possible)



Equality 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

This Outcome links to:

Corporate Objective 03 (05)- Align our Resources

Wales Specific Duty - Procurement

We intend to achieve this Outcome by:

- **Ensuring Equality Risk Assessments are carried out**
- **Dip sampling suppliers to review their equality policies and breakdown of staff numbers by protected Characteristics**
- **Reviewing procurement practices and processes to ensure they are inclusive of Small and Medium Enterprises**
- **Working with the Welsh Government, and other public sector partners (including FRSs), to promote the growing of local businesses**
- **Terminate contracts quickly if terms are breached or broken**
- **Advocating (via partnerships, service agreements, and external groups/agencies we are involved with), for compliance and best practice when procuring goods/services.**

We will know we have been successful when:

- **Dip sample results have been used to make changes in suppliers, practices or policy**
- **We can evidence any termination of contracts with suppliers who have breached equality law**
- **We investigate a way to record all SME spend in Wales**

Data we will use to measure our performance:

- **Tendering documents**
- **Number and type of contracts awarded**
- **Minutes/Notes from external meetings indicating agreed improvements to shared purchasing**



Equality 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.

This Outcome links to:

Corporate Objective 02 (03) - Engage and Consult

Corporate Objective 04 (06) - Use Technology to meet Service Improvements

Corporate Objective 05 (07) - Explore Partnerships and Opportunities

Wales Specific Duties- Accessibility, Data, Assessing Impact, Engagement

We intend to achieve this Outcome by:

- **Reviewing all the ways we collect data, including externally supplied systems, complaints, engagement events, services we provide, etc**
- **Working with partners to enable, wherever possible, sharing of data to reduce consultation fatigue**
- **Keeping in contact with groups and individuals who have provided feedback**
- **Developing a range of options for engaging and consulting, which start from the place of being relevant and easily accessible for the intended audience (including in-house)**
- **Using Equality Risk Assessments (ERAs) to identify gaps and affect change**

We will know we have been successful when:

- **We know what we collect, when we collect it, and why**
- **All our data collecting mechanisms support the gathering of information by Protected Characteristics**
- **Evidence shows ERAs are leading to improvements**
- **Our engagement and consultation exercises are timely, involve the intended audiences, and are evidenced as leading to improvements**
- **Changes to services, systems, processes, policies, etc can be shown to have been made as a result of analysing Protected Characteristic data**

Data we will use to measure our performance:

- **Home Fire Safety Checks**
- **After Incident Form – equality monitoring**
- **ERAs on major initiatives and projects, policies, and practices**
- **Performance Indicators**
- **Complaints/feedback from groups and individuals**

Equality Outcome 4:

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

This Outcome links to:

Wales Specific Duties – Reporting and Publishing, Objective Setting and Equality Plan, Reviewing

We intend to achieve this Outcome by:

- **Linking the Strategic Equality Plan's Outcomes to Corporate Objectives**
- **Seating Equality Actions directly within Directorate Plans**
- **Using performance management to regularly monitor actions**
- **Building development of annual equality report/review into business planning cycle**
- **Ensuring Welsh Language translation is automatically factored in**
- **Utilise any feedback, data analysis, and consultation results, within the reporting structure**
- **Evidencing equality & diversity items being included within meetings (via Minutes, notes, briefing papers, etc)**

We will know we have been successful when:

- **Our annual equality report/review is published before legal deadline**
- **All Protected Characteristic groups can see themselves represented in the report**
- **Actions are easily identified and evidenced in Directorate/Corporate Plans**
- **We receive feedback from groups/individuals on the Plan, Review and/or Annual Report**

Data we will use to measure our performance:

- **Annual Report**
- **Risk Reduction Plan**
- **Improvement Plan**
- **Directorate Plans**
- **Performance Indicators**