

Gwasanaeth Tân ac Achub
De Cymru



South Wales
Fire and Rescue Service

South Wales Fire and Rescue Service

Strategic Equality Plan

2015 - 2020

2018 Review

RAISING AWARENESS - REDUCING RISK

Table of Content

Section	Page
Introduction	1
How We Did	2
Review Findings	3
Ways Forward	4
Table	5

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 use the link below to visit our website's Equality & Diversity section for a read of the **Strategic Equality Plan** as well as the Annual Equality Reports:

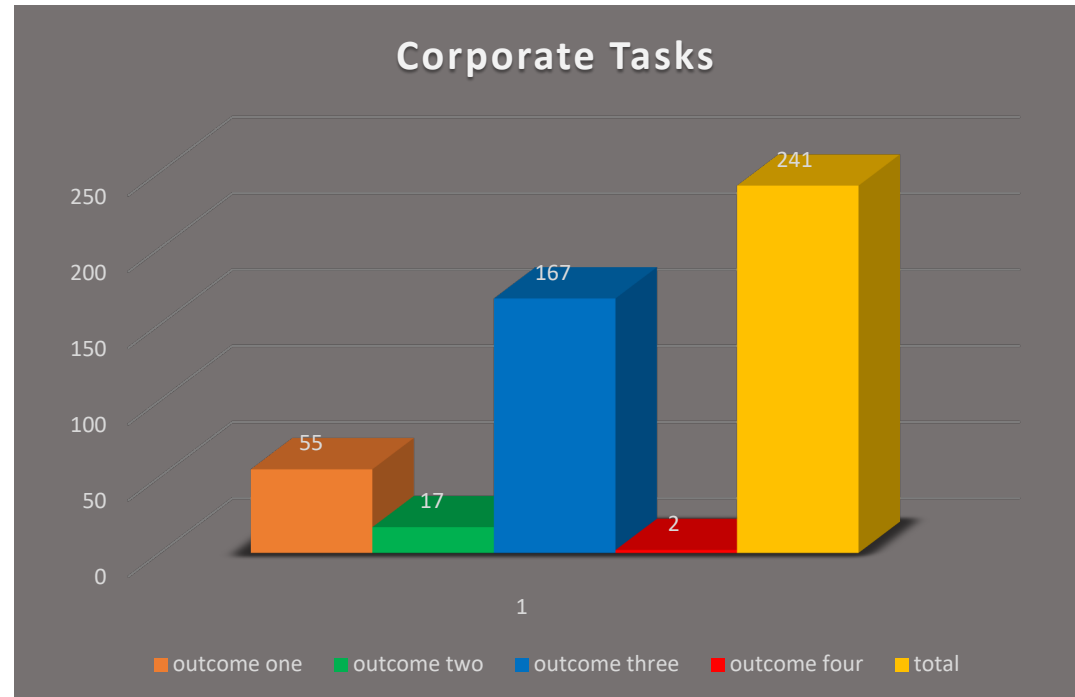
English: <https://www.southwales-fire.gov.uk/en-GB/who-we-are/equality-and-diversity/>

Welsh: <https://www.southwales-fire.gov.uk/who-we-are/equality-and-diversity/>

How We Did

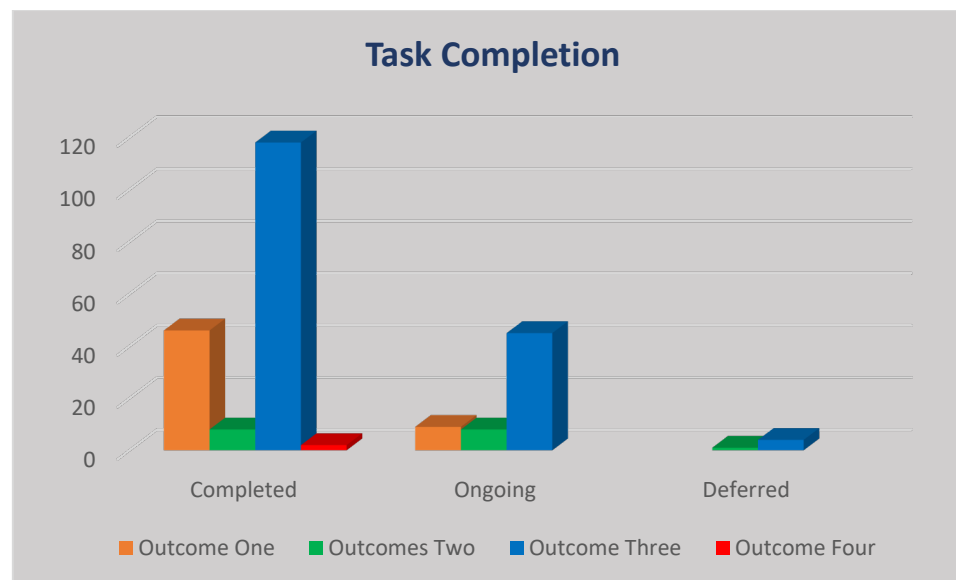
When deciding the layout of the Strategic Equality Plan, it was important to start at the beginning and identify our foundation. In order to do this, all Corporate Tasks from across the Service were tagged to one (or more) of the Strategic Equality Plan's Outcomes, as this would allow us to see where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

In 2017/18 we aligned each of our 241 tasks to one of the Strategic Equality Outcomes:



Review Findings

Out of the 241 Corporate tasks, 174 were completed, 62 still in progress, and 5 were deferred. This shows a great improvement when compared to last year's review period.



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 more information on what we've done, and still plan to do, have a look at [*The Improvement Plan*](#) at:

English: <https://www.southwales-fire.gov.uk/app/uploads/2018/04/Improvement-Plan-2017-2018.pdf>

Welsh: <https://www.southwales-fire.gov.uk/app/uploads/2018/04/Cynllun-Gwella-2017-2018.pdf>

If you would prefer a paper version, please feel free to contact us.

Ways Forward

Some key areas which we will continue to grow, 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*

Table

The table below shows how the Strategic Equality Outcomes:

- **Include** the Wales Specific Duties
- **Complement** Corporate Strategic Themes
- **Assist** in progressing the Welsh Government's Well Being of Future Generations Bill.

SEP Corporate Overarching Outcome	Wales Specific Duties	Strategic Themes	Well Being of Future Generation Goal(s)
1.. Our workforce is diverse, equally valued, and all have access to development as well as professional opportunities	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	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	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	Reporting and Publishing Objective Setting Equality Plan Annual Report Reviewing	Reduce Risk	A More Equal Wales



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