

Gwasanaeth Tân ac Achub
De Cymru



South Wales
Fire and Rescue Service

SOUTH WALES FIRE AND RESCUE SERVICE
Annual Equality Report
1st April 2019 - 31st March 2020

RAISING AWARENESS - REDUCING RISK

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Equality Statement



Huw Jakeway
QFSM
Chief Fire Officer



Sally Chapman
Deputy Chief Officer
Finance and Corporate
Services



Councillor
Tudor Davies MBE
Chairman
SWFRA

Welcome to our Annual Equality Report for the year 2019/20.

South Wales Fire and Rescue Service (SWFRS) continues to build equality and diversity into everything that we do from creating a workplace which values the diversity of employees, to delivering people centred services for all the communities in South Wales. This in an ongoing journey which we are committed to continue.

To see how we are working to make equalities real in the Fire Service please look at our Strategic Equality Plan, Corporate Strategic Plan, and Improvement Plan.

These can all be found, along with other information, in the Publications Library on our website at www.southwales-fire.gov.uk

This document can be provided in alternative formats upon request to the contact provided on the back page.

Introduction

This Annual Report aims to meet Regulation 14 of the Wales Specific Duties, and should be read alongside the last Annual Report in order to get a full picture:

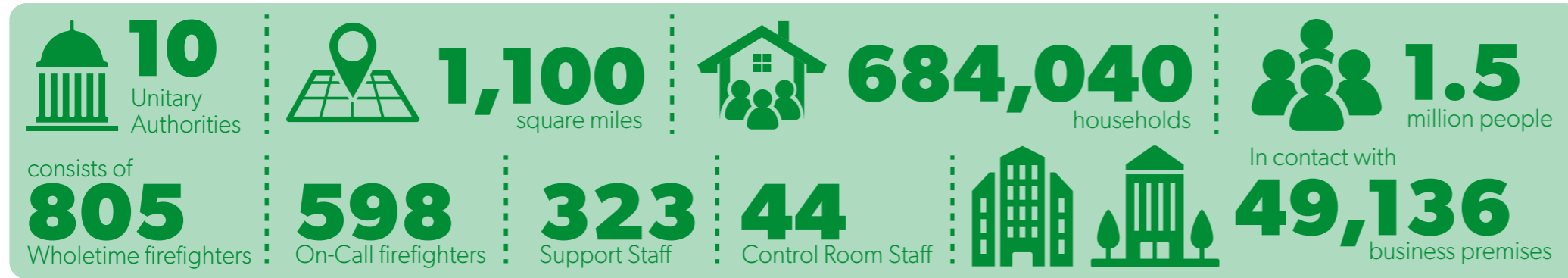
[Annual Equality Report 2018/19](#)

The reason for an Annual Equality Report is to act as a report card showing some of how we, as a service funded by the public, are moving forward with complying with the Equality Act (2010).

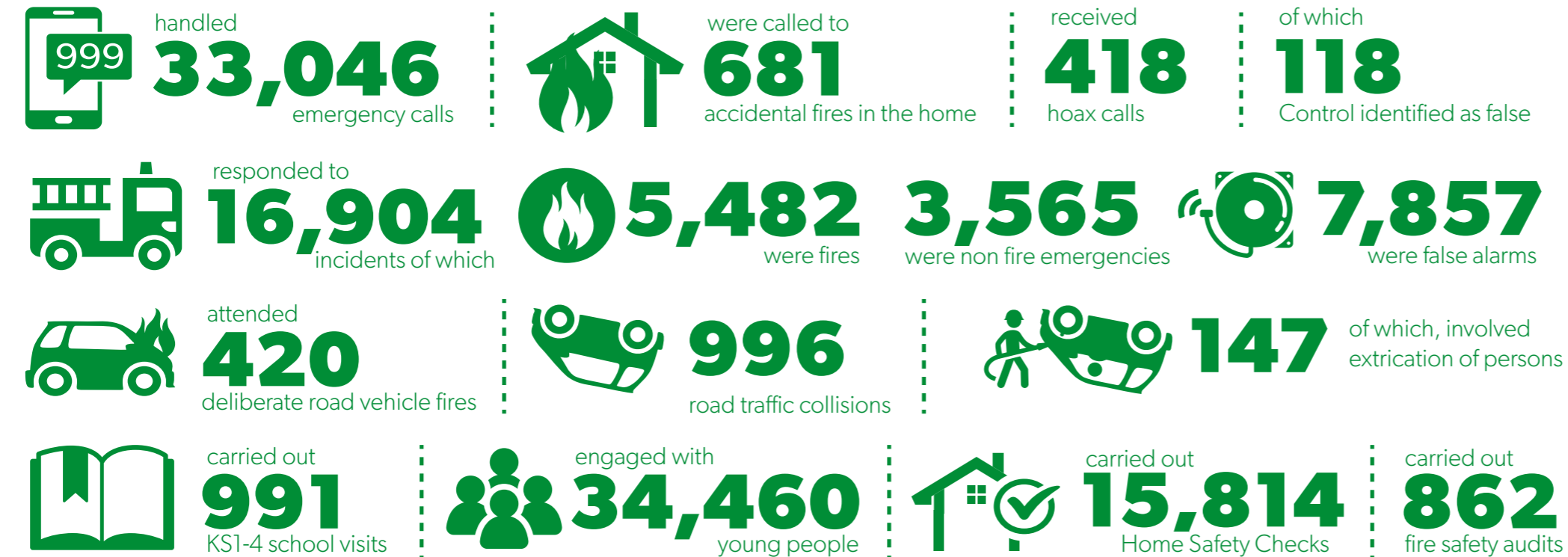
Here in Wales, the Welsh Government also issued Wales Specific Duties as helpful steps in the equality journey for public services.

Creating practical, real, and meaningful improvement takes time, and we hope you agree that we are heading in the right direction.

About Us



In 2019-2020, South Wales Fire and Rescue Service:



we provide:

prevention, protection & response

24 hours a day **7** days a week **365** days of the year for only

90p

per person per week



OUR VISION



To make South Wales safer by reducing risk.



OUR MISSION

We will achieve this through:

- **S**erving our communities needs
- **W**orking with others
- **F**acing challenges through innovation and improvement
- **R**educing risk through education, enforcement and response
- **S**ucceeding in making South Wales safer



OUR VALUES

Define what we stand for; our core rules.

Whenever you come into contact with the Service, these values should always be evident.

- Caring
- Dedicated
- Disciplined
- Dynamic
- Professional
- Resilient
- Respectful
- Trustworthy

General Duty

The Equality Act 2010 established a General Duty which aims to ensure people with Protected Characteristics are not excluded, discriminated against, or otherwise treated less than anyone else, due to their protected characteristics; and consists of three fundamental areas:

- **Eliminate** discrimination, harassment, victimization, and any other conduct that is prohibited under the Act
- **Advance** equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- **Foster** good relations between persons who share a relevant protected characteristic and persons who do not share it

The General Duty is further supported by the Wales Specific Duties (the Human Rights Act also supports equality work, but is not explicitly included in this Report).

Some of the ways we have worked towards the General Duty include:

- Attended community events, including invitations to visit a local Mosque
- Changed our logo for Cardiff Pride, and promoted being an ally on our social media sites
- Provided Autism awareness information for all staff
- Enabled staff to attend basic British Sign Language courses

The Wales Specific Duties

This section shows some of what we have done and what we intend to do in relation to the Wales Specific Duties, in order to meet the General Duty mentioned on page 9.

Regulation 3: Regulation Objectives

Equality objectives should be mainstreamed so that all services and departments contribute to equality improvement and manage their equality commitments as part and parcel of their general improvement and customer service commitments.

- Each corporate objective is coded to one of the Strategic Equality Plan outcomes and monitored via our Business Management Information System (BMIS)
- Equality Risk Assessments and in-house consultations are carried out to make sure we continue building equality into what we do, and how we do it

Regulation 4: Preparation and review of Equality Objectives

Authorities have a duty to collect a range of equality information to contribute to this evidence base.

What we did

- Continued working on improvements to our monitoring tools (like the equality form) in order to increase the information we use to help set our equality objectives

What we still intend to do

- Review findings to make sure any additional information we get helps us in the way we want it to

Regulation 5: Engagement provisions

As part of gathering relevant information, an Authority will need to engage appropriate people in assessing its work in relation to meeting the three aims of the general duty.

What we did

- Conducted 15,814 Home Safety Checks across our area in 2019-2020
- Carried out public engagement on How We Did, Annual Improvement Plan and promoted 'Have Your Say'
- Consulted on the Service's Strategic Equality Plan Outcomes for 2020-2025

What we still intend to do

- Expand the Service's Engagement List of individuals and organisations to ensure equal representation across all Protected Characteristics, including socio-economic
- Identify which members of staff engage/consult, and with which groups, so we can increase our engagement reach

Regulation 6: Accessibility of published information

Local Authorities must ensure that any document or information published to meet its general or specific equality duties in a form that is accessible to people from protected groups.

What we did

- Reviewed and enhanced our website's accessibility which now exceeds minimum legal requirements
- Actively promoted the availability of information in other formats
- Made sure our Strategic Plan was also available in an Easy Read version
- Continued using pictures and icons in place of wording, wherever possible

What we still intend to do

- Utilise data from feedback and social media posts to assist in identifying which ways of publishing surveys, documents, and campaigns work best
- Explore how to make sure communities in socio-economically disadvantaged areas have parity of access

Regulation 7: Arrangements for collection of information about compliance with the general duty

An Authority must put appropriate arrangements in place to ensure that it identifies the relevant information that it holds, and identifies and collects relevant information that it does not hold.

What we did

- Linked each corporate action to one of the Strategic Equality Plan outcomes
- Reviewed the data collection systems we use to see if there are any gaps in what information we gather
- Began developing a single equality monitoring form in order to increase the consistency of questions we ask

What we still intend to do

- Carry out trials of the new monitoring form so we know it is fit for purpose

Regulation 8: Impact and monitoring of policies and practices

Assessments need to be completed when a policy or practice is being proposed or reviewed. This will include business planning, efficiency proposals, and staff restructures.

What we did

- Further revised the current Risk Assessment forms and process so that it will be ready for the upcoming new Socio-Economic Duty
- Carried out Equality Risk Assessments on all significant strategic decisions and amendments

What we still intend to do

- Launch our new draft Equality Risk Assessment (to be called an Integrated Assessment)
- Roll out Guidance and awareness/learning sessions on the new assessment process

Regulation 9: Collection and reporting of employment information

This includes data on recruitment and retention, promotion, training opportunities, and grievance and disciplinary actions.

What we did

- Encouraged staff to update their personal information
- Used the Open Government License template for staff data (this was anonymized which means no one could be personally identified)

What we still intend to do

- Review how training record data can be adjusted so we can better see if there are any groups of staff who are not accessing these opportunities
- Consider options for joining up recruitment information and current staff data, so both can be held on one system

Regulation 10: Staff Training

Authorities are required to promote knowledge and understanding of the general and specific duties amongst employees and must ensure that performance assessment procedures, such as personal appraisals or personal development reviews, are used to identify and address training needs.

What we did

- Made sure staff inductions included an equality session that contained general information on the Equality Act and Specific Duties, along with their practical application
- Identified that our new staff appraisal process requires the ability to capture additional equality training needs - for example, in relation to management skills for new managers
- Promoted external learning events to the Equality Allies Network

What we still intend to do

- Continue the incorporation of equality into in-house learning opportunities
- Make sure the Diversity Officer is involved in developing the new appraisal process.
- Acquire a suitable e-learning package so all of our staff can have easy and readily available access to further training which compliments in-house modules

Regulation 11 and 12: Equal Pay and Action Plans

What we did

- Published our Gender Pay Gap Report which can be viewed at YouGov and also on our website

[Gender Pay Gap Report 2019](#)

What we still intend to do

- Review current data, evidence, and gaps in order to generate meaningful actions for addressing gender disparity in pay, workplace culture, opportunities, training, and professional development

Regulation 13: Review of arrangements

Regulation 14: Annual reporting on compliance with the general duty

Equality objectives must be reviewed at least every 4 years. Authorities are also required to keep under review other aspects of compliance with general and specific duties.

What we did

- Consulted on the Outcomes for our new Strategic Equality Plan
- Made sure the new Plan links to other key documents like our Strategic Plan and the Upcoming People Plan
- Had each corporate action tagged to one of the Strategic Equality Plan Outcomes

What we still intend to do

- Carry out a first review of the Plan after March 2021 in order to see how we are doing

Regulation 18: Public Procurement

The general duty applies to all procurement regardless of the value of the contract. The specific duty applies when a Local Authority is procuring works, goods or services from other organisations on the basis of a 'relevant agreement.'

What we did

- Request information from suppliers through procurement processes in line with Equal Opportunities and Discriminatory Practices, training and promotion opportunities
- Reviewed Procurement Procedures to take account of the Well-being of Future Generations (Wales) Act 2015
- Reviewed the Services Contract Terms and Conditions to ensure inclusion of current legislation including Modern Slavery
- Improved delivery of training to staff by utilising the procurement intranet pages
- Signed up to the Welsh Government Code of Practice on Ethical Employment in Supply Chains

What we still intend to do

- Review Procurement Processes to ensure compliance with legislation
- Enhance evaluation criteria to take account of current legislation and WFGA 2015

Service Data 1st April 2019 - 31st March 2020

Data is based on home visits where Home Safety advice was given:

Age

Age Range	2019/2020
18-20	41
21-24	123
25-40	1,353
41-59	1,666
60-64	560
65-69	716
70-74	827
75-79	784
80-84	737
85-89	499
90+	363
Not answered/Prefer not to say	8,145
Total	15,814

Gender

Gender	2019/2020
Female	4,759
Male	3,173
Not answered/Prefer not to say	7,882
Total	15,814

Disability

Disability	2019/2020
Yes	1,728
No	4,977
Not answered/Prefer not to say	9,108
Total	15,814

Service Data 1st April 2019 - 31st March 2020

Ethnicity

Ethnicity	2019/2020	Ethnicity	2019/2020
African	11	Other Multi	5
Any other background	33	Other White	36
Bangladeshi	9	Pakistani	40
British	2,384	Scottish	24
Caribbean	5	Welsh	3,267
Chinese	2	White & Asian	3
English	188	White & Black African	3
Indian	21	White & Black Caribbean	3
Irish	42	Not answered/Prefer not to say	9,721
Other Asian	12	Total	15,814
Other Black	5		

Service Data 1st April 2019 - 31st March 2020

Welsh Speaker

Welsh Speaker	2019/2020
Yes	198
No	6,647
Not answered/Prefer not to say	8,969
Total	15,814

Sexual Orientation

Sexual Orientation	2019/2020
Bisexual	21
Gay	16
Heterosexual	4,880
Lesbian	15
Other	29
Not answered/Prefer not to say	10,853
Total	15,814

Belief

Belief	2019/2020
Atheist	258
Buddhist	14
Christian	2,648
Jewish	5
Muslim	73
No Religion	1,088
Other	151
Sikh	8
Not answered/Prefer not to say	11,569
Total	15,814

Service Data 1st April 2019 - 31st March 2020

Data is based on home visits where Home Safety advice was given:

Accidental House Fires

Accidental House Fires*	2019/2020
People aged 65+	67
Residents who identify as ethnically non-British**	10

Road Traffic Collisions (RTC) attended

Road Traffic Collisions attended by SWFRS	2019/2020
People aged 65+	49
RTC victims who identify as ethnically non-British**	17

Home Safety Check (HSC) visits

Home Safety Check visits	2019/2020
Disabled	1,728
Smoke alarms installed***	1,333
People aged 65+	3,926
Smoke alarms installed***	3,593
Residents who identify as ethnically non-British**	230
Smoke alarms installed***	233
Single Parent Households	746
Smoke alarms installed***	631
Specialist smoke alarms installed****	2,980

Service Data 1st April 2019 - 31st March 2020

*information is taken from demographics obtained when an Accidental Dwelling Fire (ADF) has included a victim and also from demographics obtained through HFSCs of dwellings that have had an ADF during financial year 2018/2019.

**ethnicity information is self-declared. Ethnically non-British includes all ethnicities that are not English, Northern Irish, Scottish and Welsh.

Below is a list of Non-British ethnic groups self-identified in financial year 2019/2020:

- African
- Any other background (Arabic, Kurdistani, Syrian, Traveller)
- Bangladeshi
- Caribbean
- Chinese
- Irish
- Other Asian (Filipino, Japanese, Malaysian, Nepalese, Sri Lankan)
- Other Black
- Other Multi
- White
- White Other (American, Bulgarian, Canadian, Dutch, German, Greek, Hungarian, Italian, Maltese, Moldovan, Polish, Romanian, Serbian, Slovak, Spanish)
- Pakistani
- Scottish
- Welsh
- White and Asian
- White and Black African
- White and Black Caribbean

***standard smoke alarms issued by either a Partner Agency / Community Safety Personnel or by Station Personnel.

***specialist deaf smoke alarms issued by either a Partner Agency/Community Safety Personnel or by Station Personnel.

Staff Data

As per instruction from the Welsh Government, completely anonymized staff data (by self-declared Protected Characteristics) is now viewable as an Open Data Source Document.

<https://www.southwales-fire.gov.uk/publications/equalities-diversity/>

This means no one can be personally identified by how the data is presented, yet we are able to still show a general breakdown of how we are working towards representing our communities.

Please note that when numbers have been low, they have been kept out of the data report. This is to help make sure no person can be identified. Figures for Gender/Grade, as well as Leavers, is also included.

If you would like a paper copy of this data, email:

divext@southwales-fire.gov.uk

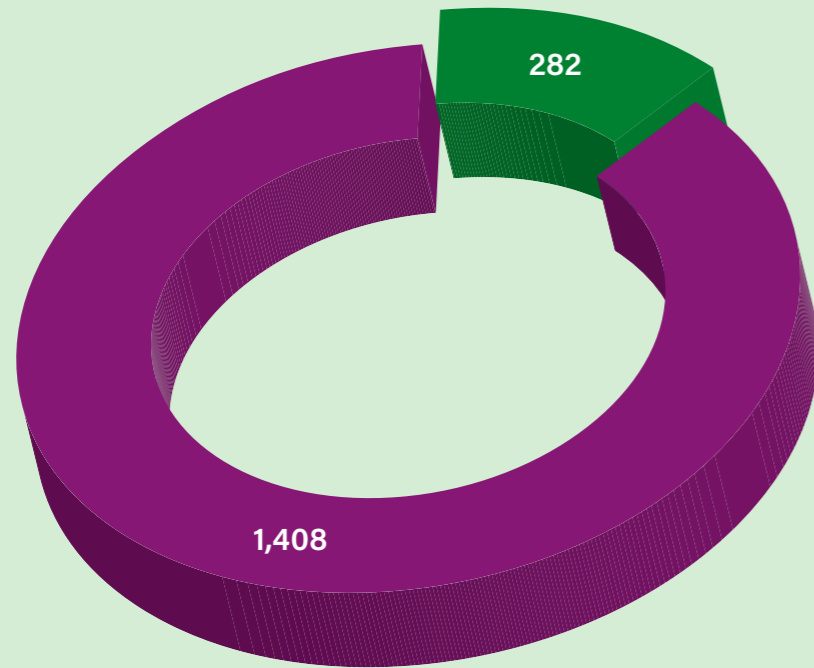
or write to:

Diversity Unit,
SWFRS Headquarters,
Forest View Business Park,
Llantrisant, CF72 8LX

with your address and which language version you require.

The following two pages of charts provide an overview of key information. It is worth noting that staff data is based on the number of people, not the number of posts (some have two contracts, eg; a wholtime firefighter may also be On-Call at their local Station).

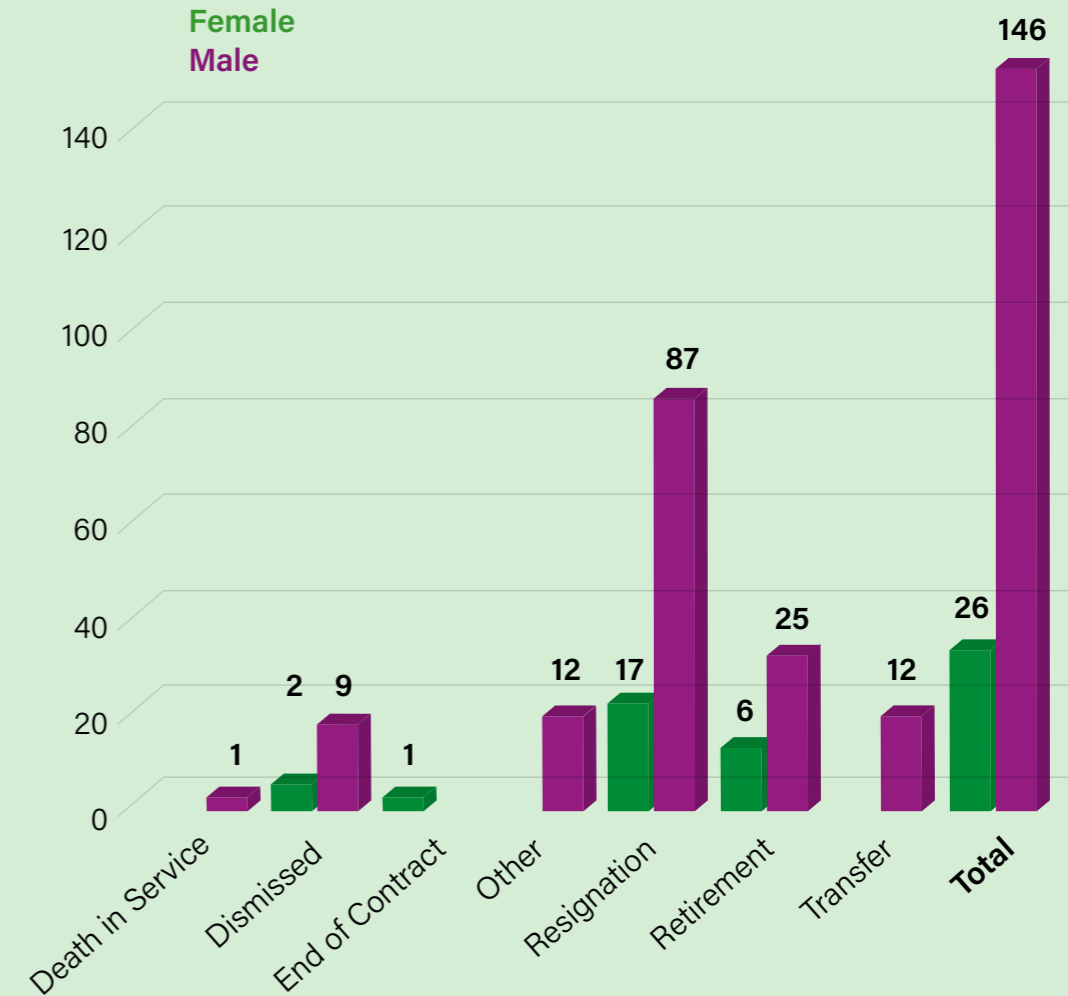
All Staff Data based on Gender* as of 31st March 2020



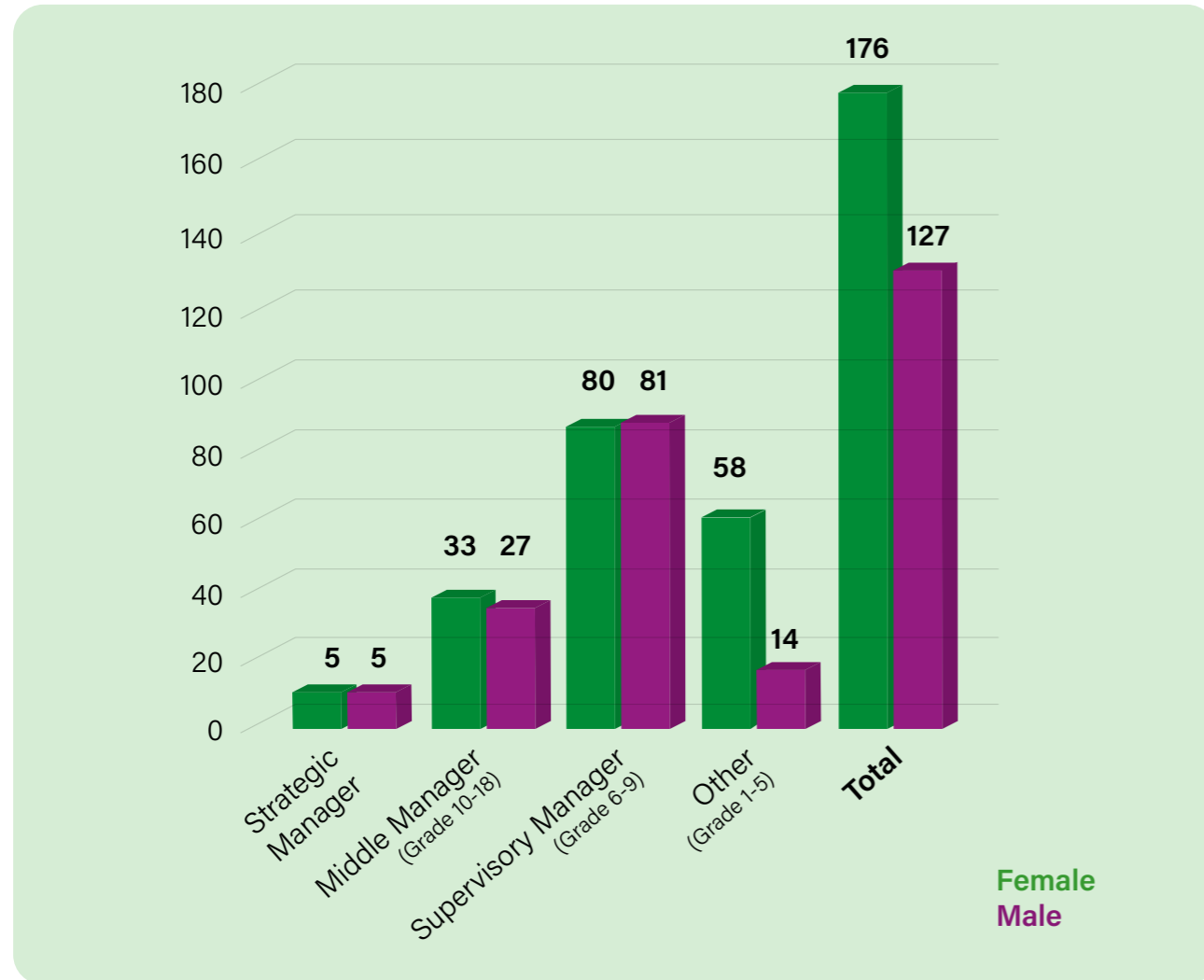
Female
Male

*Trans staff without a Gender Recognition Certificate (GRC) are recorded according to the gender related to their NI number. At this point in time, the HMRC requires a GRC before they will amend gender/tax/pension status. This is outside the control of South Wales Fire and Rescue Service.

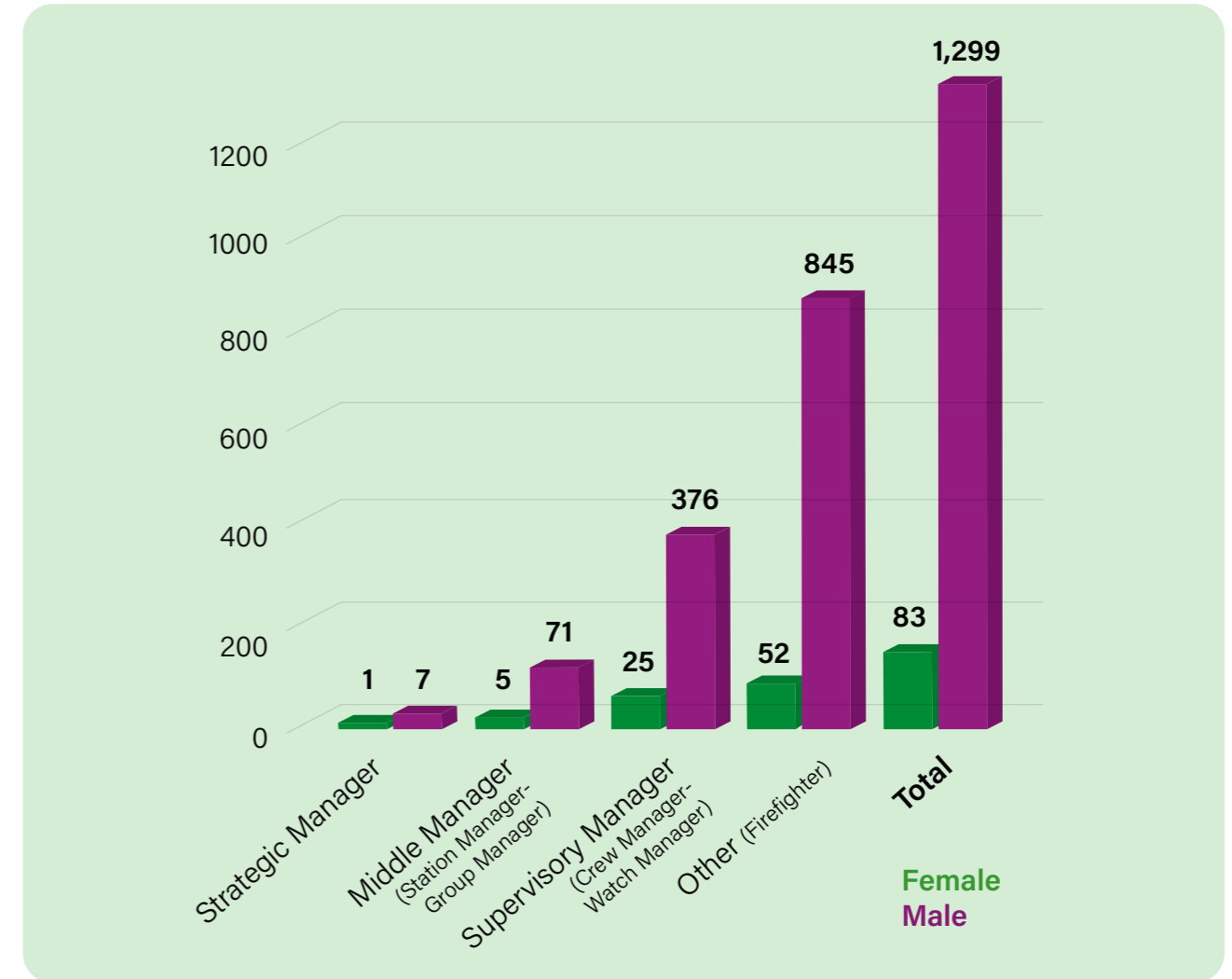
Staff Leavers between 1st April 2019 - 31st March 2020



Corporate Staff by Gender/Grade on 31st March 2020



Uniformed Staff (inc Control and On-Call) by Gender/Grade on 31st March 2019



Recruitment Data: 2019 - 2020

Applications Received - Corporate Staff



Gender

Gender	Total Applications
Female	247
Male	244
Transgender	0
Unknown	0
Prefer not to say	0



Age

Age Range	Total Applications
Under 18	4
18-24	61
25-40	125
41-59	111
60+	4
Prefer not to say	186



Disability

Disability	Total Applications
Registered Disabled	16
Not Registered Disabled	284
Prefer not to say	191



Ethnicity

Ethnicity	Total Applications
Ethnic Minority	19
White	315
Prefer not to say	157

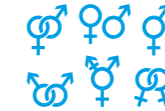
Recruitment Data: 2019 - 2020

Applications Received - Corporate Staff



Belief

Belief	Total Applications
Atheist	0
Buddhist	1
Christian	103
Hindu	1
Jewish	0
Muslim	2
No Religion	159
Other	0
Sikh	0
Prefer not to say	225



Sexual Orientation

Sexual Orientation	Total Applications
Bisexual	*
Gay	*
Heterosexual	286
Lesbian	*
Other	0
Prefer not to say	191



Welsh Speaker

Welsh Speaker	2019/2020
Don't speak Welsh	165
Learner	63
Intermediate	25
Fluent	32
Prefer not to say	206

Recruitment Data: 2019 - 2020

Applications Received - Wholetime Firefighter



Gender

Gender	Total Applications
Female	193
Male	1,572
Transgender	*
Unknown	41
Prefer not to say	0



Age

Age Range	Total Applications
Under 18	20
18-24	480
25-40	1,162
41-59	105
60+	0
Prefer not to say	5



Disability

Disability	Total Applications
Registered Disabled	29
Not Registered Disabled	1,720
Prefer not to say	23



Ethnicity

Ethnicity	Total Applications
Ethnic Minority	502
White	1,166
Prefer not to say	104

Recruitment Data: 2019 - 2020

Applications Received - Wholetime Firefighter



Belief

Belief	Total Applications
Atheist	0
Buddhist	10
Christian	442
Hindu	1
Jewish	0
Muslim	14
No Religion	1,204
Other	15
Sikh	0
Prefer not to say	96



Sexual Orientation

Sexual Orientation	Total Applications
Bisexual	78
Gay	24
Heterosexual	1,537
Lesbian	35
Other	0
Prefer not to say	98



Welsh Speaker

Welsh Speaker	Total Applications
Don't speak Welsh	1,189
Learner	325
Intermediate	77
Fluent	161
Prefer not to say	20

Recruitment Data: 2019 - 2020

Applications Received - Auxiliary Firefighter



Gender

Gender	Total Applications
Female	1
Male	13
Transgender	0
Unknown	0
Prefer not to say	0



Age

Age Range	Total Applications
Under 18	0
18-24	2
25-40	12
41-59	0
60+	0
Prefer not to say	0



Disability

Disability	Total Applications
Registered Disabled	0
Not Registered Disabled	14
Prefer not to say	0



Ethnicity

Ethnicity	Total Applications
Ethnic Minority	2
White	12
Prefer not to say	0

Recruitment Data: 2019 - 2020

Applications Received - Auxiliary Firefighter



Belief

Belief	Total Applications
Atheist	0
Buddhist	0
Christian	3
Hindu	0
Jewish	0
Muslim	1
No Religion	7
Other	0
Sikh	0
Prefer not to say	3



Sexual Orientation

Sexual Orientation	Total Applications
Bisexual	*
Gay	*
Heterosexual	286
Lesbian	*
Other	*
Prefer not to say	0



Welsh Speaker

Welsh Speaker	Total Applications
Don't speak Welsh	10
Learner	2
Intermediate	0
Fluent	2
Prefer not to say	0

Glossary

The Equality Act (2010)

This replaced more than 100 pieces of legislation with one legal document.

General Duty

The Equality Act 2010 established a General Duty which has three fundamental areas:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations

Protected Characteristics

These are the identified characteristics which are protected by Law against being discriminated against or otherwise treated less than anyone else and cover: Age, Belief/ Non-Belief, Disability, Gender Reassignment, Race, Sex, and Sexual Orientation.

In certain circumstances, this also includes Civil Partnerships/Marriage and Pregnant/ Maternity.

Wales Specific Duties

The Welsh Government set out specific areas that must be complied with here in Wales, and by doing so, public bodies such as the Fire and Rescue Service will be able to show compliance with the General Duty above.

Strategic Equality Plan (SEP)

Our Strategic Equality Plan is developed with input from communities and staff, and outlines how we plan on meeting the requirements of both the Equality Act (2010) and the Wales Specific Duties.

Improvement Plan (IP)

This is published on our website (www.southwales-fire.gov.uk) and shows how we are performing across our services, and what the priorities are for the coming year.

Risk Reduction Plan (RRP)

This plan is published on our website (see above) and shows our priorities plus how we intend to meet them.

South Wales Fire and Rescue Service
Headquarters, Forest View Business Park, Llantrisant. CF72 8LX

diversity@southwales-fire.gov.uk | www.southwales-fire.gov.uk

We welcome correspondence in Welsh and English – we will respond equally to both and will reply in your language of choice without delay.



@SWFireandrescue



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@sw_fire_and_rescue