

Gwasanaeth Tân ac Achub
De Cymru



South Wales
Fire and Rescue Service

SOUTH WALES FIRE AND RESCUE SERVICE
Annual Equality Report
1st April 2020 - 31st March 2021

This document is also available in Welsh

RAISING AWARENESS - REDUCING RISK

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Equality Statement



Huw Jakeway
QFSM
Chief Fire Officer



Sally Chapman
Deputy Chief Officer
Director of Corporate
Services



Councillor
Tudor Davies MBE
Chairperson
South Wales Fire and Rescue
Authority (SWFRA)



Welcome to our Annual Equality Report for the year 2020/21.

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 centered services for all the communities in South Wales. This is an ongoing journey which we are committed to continuing.

To see how we are working to make equalities real in the Fire Service please check us out on social media and have a look at our Strategic Equality Plan, Corporate Strategic Plan, and Improvement Plan.

These plans 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 2019/20](#)

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



10 Unitary
Authorities



1,100
square miles



approximately

670,000
households



over

1.5
million people



consists of

828

Wholetime firefighters



565

On-Call firefighters



347

Corporate Staff



41

Control Room Staff



In contact with
approximately

35,000
business premises



In 2021-2022, we:



handled

32,056
emergency calls



were called to

605
accidental fires
in the home

received

301
hoax calls

of which

51

Control
identified
as false

responded to

16,723
incidents

of which



5,481
were fires

2,918

were non fire emergencies



8,324

were false
alarms

attended



367

deliberate road vehicle fires

643

road traffic collisions

of which

98

involved extrication of persons



carried out



30

KS1-4 school visits

engaged with

1,120

young people



carried out

3,889*

Home Safety Checks

carried out

451

fire safety audits

We provide: **prevention, protection & response**

24

hours a day

7

days a week

365

days of the year for only

92^p

per person per week

Due to Covid-19, engagement figures are lower than usual.

* An additional 2,660 home safety checks were conducted over the phone.



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:

- The Service has been an active contributor to the creation of Welsh Government's new Socio-Economic Duty, including: the Chief and Diversity Officer both being speakers in online events, shaping of the Duty's application and infrastructure, participating in research and the established working group.
- Our commitment to visibility and role modelling was actioned by the developing and sharing of staff stories via social media for Black History Month, LGBT History Month, and International Women's Day.
- Achieved further progression on obtaining anonymous service user data which will assist us in assessing what we deliver, to whom, and where there are still gaps.
- Organised and successfully ran virtual positive action events in which fire fighters shared their stories.
- Reviewed the Operational recruitment process in order to see if any barriers exist for those who could be socio-disadvantaged (such as requiring a drivers licence when first recruited).



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.

What we did

- Aligned each corporate action to an outcome within the new Strategic Equality Plan

What we still intend to do

- Monitor and review equality outcomes in light of the impact of COVID-19

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

- Used survey/feedback information from both the public and internal systems such as Business Management Information System (BMIS)

What we still intend to do

- Carry out pilots on new data collection processes

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

- Developed new ways of promoting safety messages, such as advertising on the side of a van, in order to reach those who may not access the internet
- Altered how school visits took place in order to still provide during pandemic lockdown
- Increased online engagement via social media

What we still intend to do

- Expand these options, including looking into radio and podcast
- Review how the range of delivery might be expanded



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

- Increased the use of video clips and gifs on social media to further increase audience
- Designed corporate documents, like the Strategic Plan, into shorter formats with reduced written and more pictorial content
- Began looking into new ways of promoting messages for those who are socio-disadvantaged, including the use of ads on vehicles parked in specific locations
- Assessed all published documents and media posts for both imagery and wording that was relevant and inclusive

What we still intend to do

- Continue exploring new ways of increasing accessibility which include complying with the Socio-Economic Duty



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

- Tagged each corporate action to one of the Strategic Equality Plan outcomes
- Progressed the new anonymous service user data collection system
- Reviewed data and information collecting systems in preparation for the new Socio-Economic Duty

What we still intend to do

- Finish trialling the new method of collecting anonymous service user data, and roll it out



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

- Built assessment checks into Fire Authority Report templates
- Revised the impact assessment process (currently awaiting final approval)

What we still intend to do

- Once approved, the delivering of information sessions on the new process will be increased



Regulation 9: Collection and reporting of employment information

This includes data on recruitment and retention, promotion, training opportunities, and grievance and disciplinary actions. During the period covered by this report, there were 6 grievances and 26 discipline cases, of which one was related to a protected characteristic.

What we did

- Carried out an extensive piece of work to enable application information to be automatically transferred onto a new employee's personal page.

What we still intend to do

- Analyse the promotion data to assess and address any indirect barriers are preventing staff from under-represented groups from applying and/or being successful



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

- Consulted with staff on the new personal review process for staff that focuses on their development
- Updated the Coursemill platform which enables the hosting of virtual and e-learning modules
- Ensured induction sessions continued to include an Introduction to Equality element

What we still intend to do

- Roll out the new personal review process, including the provision of training to managers and staff



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 2020](#)

What we still intend to do

- Continue to review and investigate actions which could reduce Gender pay gaps within the Service as a whole



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

- Drafted and consulted on the new Strategic Equality Plan 2020-2025, which was aligned to the Service's Strategic Plan timeframe of five years

What we still intend to do

- Ensure Strategic Equality Plan reviews are compiled and published ahead of the Legally required deadline
- Include the new Socio-Economic Duty into the reviewing and reporting of objectives



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

What we still intend to do

- Regularly review evaluation criteria to take account of any new legislation



Service Data 1st April 2020 - 31st March 2021*

NOTE: equality fields are voluntary and open to applicant's input, which could present twice.

*This data is from Home Fire Safety Checks and doesn't include all of our services (i.e. school sessions)



Age

Age Range	2020/2021
18-20	8
21-24	31
25-40	247
41-59	300
60-64	119
65-69	129
70-74	167
75-79	236
80-84	250
85-89	193
90+	152
Not answered/Prefer not to say	2,059
Total	3,891



Gender/Sex

Gender/Sex	2020/2021
Female	1,197
Male	671
Not answered/Prefer not to say	2,023
Total	3,891



Disability

Disability	2020/2021
Yes	417
No	962
Not answered/Prefer not to say	2,512
Total	3,891

Service Data 1st April 2020 - 31st March 2021



Ethnicity

Ethnicity	2020/2021	Ethnicity	2020/2021
African	3	Scottish	3
Any other background	8	Welsh	615
British	687	White & Asian	1
Caribbean	3	White & Black African	1
English	26	Not answered/Prefer not to say	2,513
Indian	6	Total	3,891
Irish	11		
Other Asian	1		
Other Black	2		
Other White	8		
Pakistani	3		



Service Data 1st April 2020 - 31st March 2021



Welsh Speaker

Welsh Speaker	2020/2021
Yes	38
No	1,574
Not answered/Prefer not to say	2,279
Total	3,891



Belief

Belief	2020/2021
Atheist	55
Christian	585
Jewish	2
Muslim	7
Other	31
Not answered/Prefer not to say	3,211
Total	3,891



Sexual Orientation

Sexual Orientation	2020/2021
Bisexual	2
Gay	2
Heterosexual	1,093
Lesbian	3
Other	3
Not answered/Prefer not to say	2,788
Total	3,891

Service Data 1st April 2020 - 31st March 2021

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



Accidental House Fires

Accidental House Fires*	2020/2021
People aged 65+	65
Residents who identify as ethnically non-British**	8



Road Traffic Collisions (RTC) attended

Road Traffic Collisions attended by SWFRS	2020/2021
People aged 65+	55
RTC victims who identify as ethnically non-British**	17



Home Safety Check (HSC) visits

Home Safety Check visits	2020/2021
Disabled	417
Smoke alarms installed***	277
People aged 65+	1,127
Smoke alarms installed***	874
Residents who identify as ethnically non-British**	47
Smoke alarms installed***	63
Single Parent Households	148
Smoke alarms installed***	125
Specialist smoke alarms installed****	859



Service Data 1st April 2020 - 31st March 2021

- * information is taken from demographics obtained when an ADF has included a victim and also from demographics obtained through HFSCs of dwellings that have had an ADF during FY 2020/2021.
- ** ethnicity information is self-declared. Ethnically non-British includes all ethnicities that are not English, Northern Irish, Scottish and Welsh.
- *** standard smoke alarms issued by either a Partner Agency / CS Personnel or by Station Personnel.
- **** specialist deaf smoke alarms issued by either a Partner Agency / CS Personnel or by Station Personnel.

Below is a list of Non-British ethnic groups self-identified in financial year 2020/2021:

- African
- Asian
- Bangladeshi
- Black Other
- Caribbean
- Chinese
- Irish
- Multi-Racial
- White Other



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

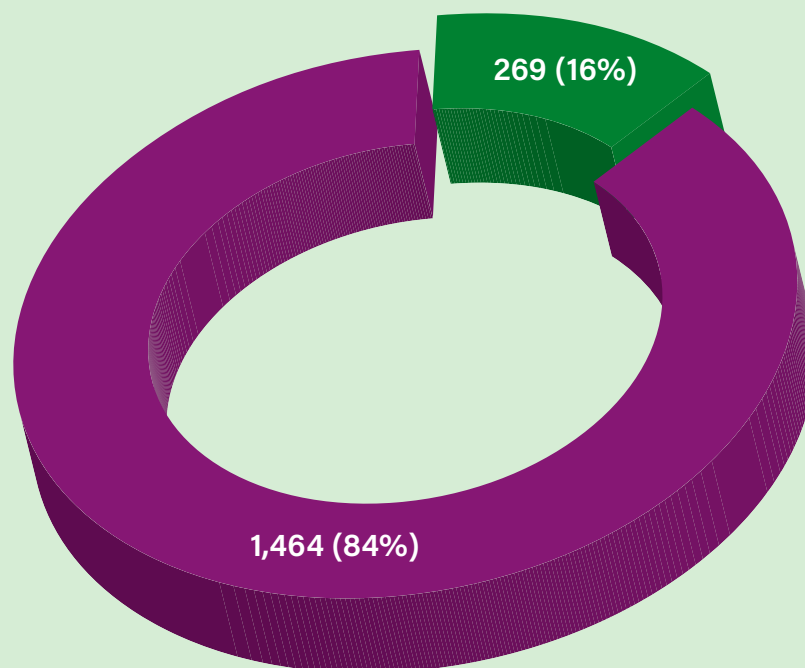
with your address and which language version you require.

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 2021

Female
Male



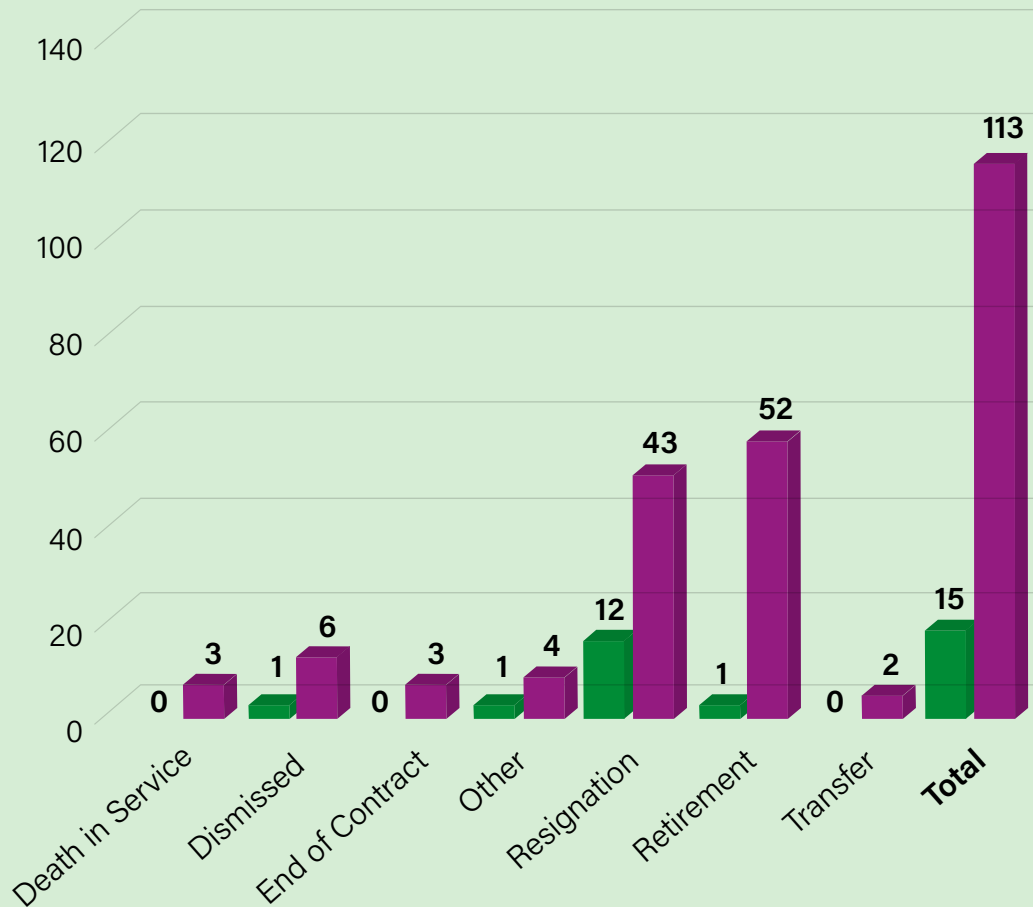
*Trans staff without a Gender Recognition Certificate (GRC) are recorded according to the gender related to their NI number. At this point in time, the HMRC requires a GRC before they will amend gender/tax/pension status. This is outside the control of South Wales Fire and Rescue Service.

The term 'Gender' is used (instead of Sex) in order to align data with the Government's legal requirement of producing a Gender Pay Gap Report.

Staff Leavers between 1st April 2020 - 31st March 2021

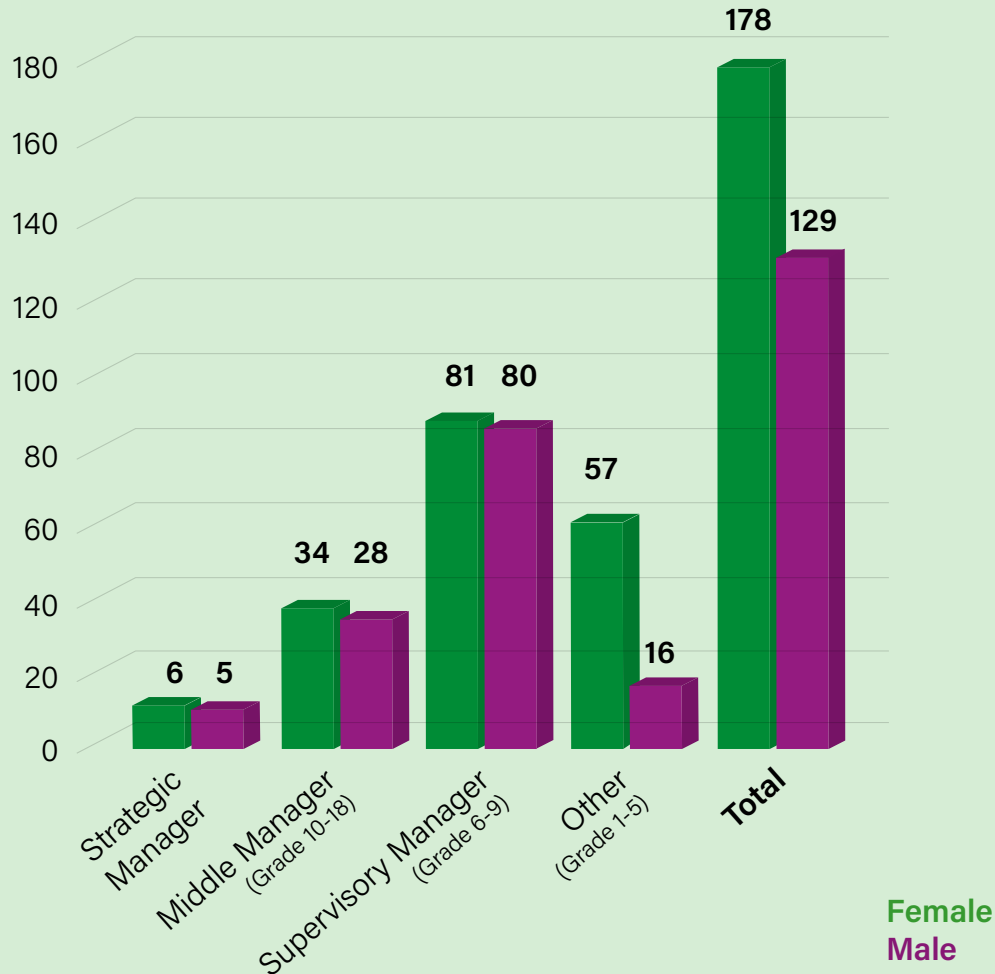
NOTE: equality fields are voluntary and open to applicant's input, which could present twice.

Female
Male

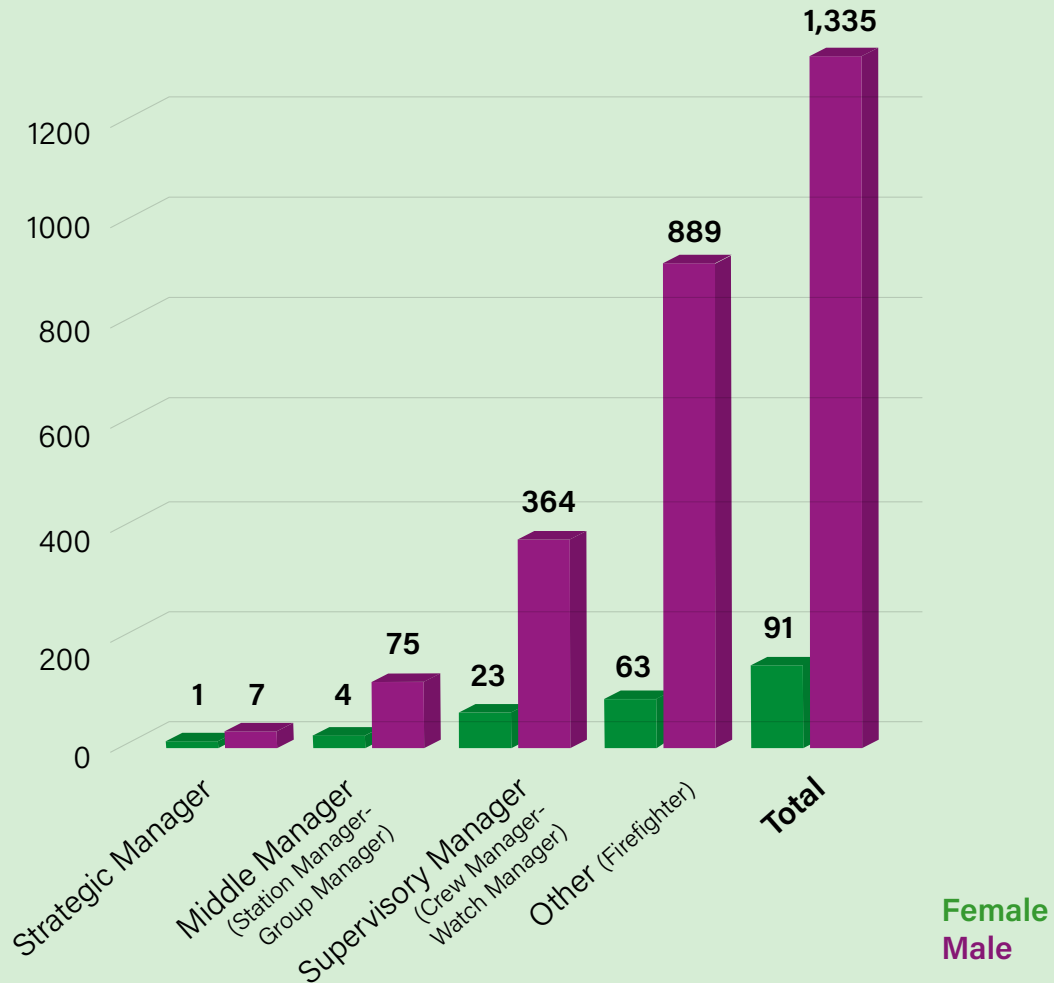


Corporate Staff by Gender/Grade on 31st March 2021

NOTE: equality fields are voluntary and open to applicant's input, which could present twice.



Uniformed Staff (inc Control and On-Call) by Gender/Grade on 31st March 2021



Recruitment Data: 2020 - 2021

Applications Received - Corporate Staff



Gender/Sex

Gender/Sex	Total Applications
Female	306
Male	150
Transgender	0
Unknown	0
Prefer not to say	0



Disability

Disability	Total Applications
Registered Disabled	14
Not Registered Disabled	292
Prefer not to say	150



Ethnicity

Ethnicity	Total Applications
Ethnic Minority	9
White	295
Prefer not to say	152



Age

Age Range	Total Applications
Under 18	0
18-24	74
25-40	160
41-59	77
60+	5
Prefer not to say	140

NOTE: equality fields are voluntary and open to applicant's input, which could present twice.

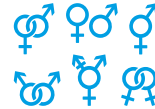
Recruitment Data: 2020 - 2021

Applications Received - Corporate Staff



Belief

Belief	Total Applications
Atheist	Not recorded
Buddhist	2
Christian	100
Hindu	1
Jewish	0
Muslim	1
Sikh	Not recorded
None	191
Other	0
Prefer not to say	161



Sexual Orientation

Sexual Orientation	Total Applications
Bisexual	35
Gay	4
Heterosexual	255
Lesbian	1
Other	0
Prefer not to say	161



Welsh Speaker

Welsh Speaker	2020/2021
Don't speak Welsh	159
Learner	88
Intermediate	15
Fluent	35
Prefer not to say	159

Recruitment Data: 2020 - 2021

Applications Received - Wholetime Firefighter



Gender/Sex

Gender/Sex	Total Applications
Female	247
Male	1,770
Transgender	0
Unknown	482
Prefer not to say	0



Disability

Disability	Total Applications
Registered Disabled	0
Not Registered Disabled	289
Prefer not to say	2,210



Ethnicity

Ethnicity	Total Applications
Ethnic Minority	104
White	1,935
Traveller (other)	1
Prefer not to say	459



Age

Age Range	Total Applications
Under 18	0
18-24	811
25-40	1,396
41-59	102
60+	0
Prefer not to say	190

NOTE: equality fields are voluntary and open to applicant's input, which could present twice.

Recruitment Data: 2020 - 2021

Applications Received - Wholetime Firefighter



Belief

Belief	Total Applications
Atheist	Not recorded
Buddhist	10
Christian	600
Hindu	0
Jewish	2
Muslim	4
None	3
Other	7 (Islam)
Prefer not to say	1,873



Sexual Orientation

Sexual Orientation	Total Applications
Bisexual	138
Gay	32
Heterosexual	2,104
Lesbian	43
Other term	8
Prefer not to say	174



Welsh Speaker

Welsh Speaker	Total Applications
Don't speak Welsh	74
Learner	107
Intermediate	34
Fluent	154
Prefer not to say	2,364

Recruitment Data: 2020 - 2021

Applications Received - On-Call Firefighter



Gender/Sex

Gender/Sex	Total Applications
Female	70
Male	485
Transgender	3
Unknown	2



Disability

Disability	Total Applications
Registered Disabled	1
Not Registered Disabled	526
Prefer not to say	33



Age

Age Range	Total Applications
Under 18	19
18-24	197
25-40	290
41-59	42
60+	6
Prefer not to say	6



Ethnicity

Ethnicity	Total Applications
Ethnic Minority	19
White	507
Prefer not to say	34

NOTE: equality fields are voluntary and open to applicant's input, which could present twice.

Recruitment Data: 2020 - 2021

Applications Received - On-Call Firefighter



Belief

Belief	Total Applications
Atheist	Not recorded
Buddhist	1
Christian	110
Hindu	0
Jewish	1
Muslim	1
Sikh	1
No Religion	383
Other	5
Prefer not to say	58



Sexual Orientation

Sexual Orientation	Total Applications
Bisexual	9
Gay	5
Heterosexual	476
Lesbian	7
Prefer not to say	63



Welsh Speaker

Welsh Speaker	Total Applications
Don't speak Welsh	475
Learner	57
Intermediate	1
Fluent	15
Prefer not to say	12

Recruitment Data: 2020 - 2021

Applications Received - Control



Gender/Sex

Gender/Sex	Total Applications
Female	209
Male	166
Transgender	0
Unknown	0
Prefer not to say	140



Disability

Disability	Total Applications
Registered Disabled	136
Not Registered Disabled	2
Prefer not to say	377



Ethnicity

Ethnicity	Total Applications
Ethnic Minority	14
White	500
Prefer not to say	1
Traveller/Other	0



Age

Age Range	Total Applications
Under 18	0
18-24	146
25-40	269
41-59	99
60+	1
Prefer not to say	0

NOTE: equality fields are voluntary and open to applicant's input, which could present twice.

Recruitment Data: 2020 - 2021

Applications Received - Control



Belief

Belief	Total Applications
Atheist	Not recorded
Buddhist	0
Christian	114
Hindu	0
Jewish	1
Muslim	0
No Religion	372
Other	6 (5 other, 1 Islam)
Prefer not to say	22



Sexual Orientation

Sexual Orientation	Total Applications
Bisexual	22
Gay	16
Heterosexual	439
Lesbian	17
Other	3
Prefer not to say	18



Welsh Speaker

Welsh Speaker	Total Applications
Don't speak Welsh	11
Learner	10
Intermediate	9
Fluent	20
Prefer not to say	472

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

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.

Strategic Plan

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



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



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