



North Wales
Fire and Rescue Authority

Strategic Equality Plan

2020-2024

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Foreword

North Wales Fire and Rescue Authority is committed to equality of opportunity for all and to providing a professional service which embraces diversity and promotes equality of opportunity. As an employer we are also committed to valuing equality and diversity within our workforce. Our aim is to ensure that these commitments, reinforced by our Core Values, are embedded in our day to day working practices with all our customers, colleagues and partners.

This plan outlines the key Equality Objectives identified by our Service and stakeholders. The aim of the strategic plan is to bring about improvements and outcomes for the public and staff. The Plan provides a framework to help ensure that equality is considered within our organisation and that it influences decision-making at all levels of the Service.

It is important that the Service has a clear overview and understanding of the issues being faced by people with different protected characteristics both singly and in combination.

We are committed to advancing equality of opportunity and protecting and promoting the rights of everybody to achieve better outcomes for all. It is the outcomes that matters as we strive to ensure that our Service is fair, responsive, inclusive and accessible for all, as we endeavour to build a fairer, and more equal Wales.

In delivering services to a diverse population we also realise that everyone has different needs. Our Strategic Equalities Plan sets out our ongoing commitment to ensuring respect and fairness for the residents, elected members, staff members and all visitors to the North Wales area. We will provide equality of opportunity and will not tolerate discrimination on grounds of:

sex, gender identity, marital status, sexual orientation, race, colour, nationality, religion, age, disability, working pattern, caring responsibilities, trade union activity or any other grounds which are not justifiable.

Our policies and practices reflect our commitment to the elimination of discrimination and the promotion of equality of opportunity. Through the implementation of these policies and practices, we aim to maintain a culture in which prejudice and discrimination are not tolerated and where staff are able to challenge unacceptable behaviour.

North Wales Fire and Rescue Authority is committed to enabling staff to achieve a balance between work commitments and their lives outside work. We recognise that staff who are able to balance work and home lives will provide a better service, enjoy better health, be motivated and able to give their best at work.

Every person working for North Wales Fire and Rescue Authority has a personal responsibility for implementing and promoting these principles in their day-to-day dealings with the public, with each other and with partners.

This Strategic Equality Plan is the Authority's third Strategic Equality Plan and it outlines our commitment to achieving equality within all aspects of our service delivery and in our employment practices.

Simon A Smith
Chief Fire Officer
North Wales Fire and Rescue Service

Councillor Peter Lewis
Chair
North Wales Fire and Rescue Authority

The Law and the Public Sector

The Equality Act 2010

The General Public Sector Equality Duty 2010

The Equality Act 2010 amalgamated previous disparate pieces of equality legislation, harmonising and strengthening equality legislation under one new Act. The Act includes a public sector equality duty that requires public sector bodies, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this 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 Equality Act lists a number of characteristics which must not be used as a reason to treat some people worse than others. These are the 'protected characteristics'.

The protected characteristics are:

- age,
- disability,
- gender reassignment,
- marriage and civil partnership
- pregnancy, maternity and breastfeeding,
- race,
- religion and belief,
- sex,
- sexual orientation.

Treating a person worse than someone else because they have one or more of these characteristics is discrimination. We all have some of these characteristics. Often, but not always, they're the first thing we notice about people: whether they're older or younger, a man or a woman, if they share our ethnic origin or have a disability that we can see.

Types of Discrimination

Discrimination can come in one of the following forms:

- **Direct discrimination** - treating someone with a protected characteristic less favourably than others.
- **Indirect discrimination** - putting rules or arrangements in place that apply to everyone, but that put someone with a protected characteristic at an unfair disadvantage.
- **Harassment** - unwanted behaviour linked to a protected characteristic that violates someone's dignity or creates an offensive environment for them.
- **Victimisation** - treating someone unfairly because they've complained about discrimination or harassment.
- **Discrimination by association** – treating someone less favourably than others, because of someone they are associated with.
- **Discrimination by perception** – treating someone less favourably than others because of a protected characteristic they are thought to have, regardless of whether this perception by others is actually correct or not.
- **Discrimination arising from a disability** – treating a disabled person less favourably because of something arising in consequence of their disability and the treatment cannot be objectively justified.
- **Failure to make reasonable adjustments (Disability only)** – a disabled person can experience discrimination if the employer or organisation doesn't make a reasonable adjustment.

The Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

The Specific Duties for Wales

There are also associated specific statutory equality duties for Wales (Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011) that enable a public authority in Wales to meet the general duty. The specific regulations include:

- Publishing Equality Objectives
- Publishing a Strategic Equality Plan
- Engagement and involvement provisions
- Ensuring published material is accessible
- Assessing impact of relevant policies and practices
- Training and collection of employment information

- Promoting knowledge and understanding amongst employees of the Equality Act
- Addressing unfair pay differences
- Reviewing progress on the Strategic Equality Plan and associated Equality Objectives
- Procurement practice provisions.

The broad purpose of the specific duties in Wales is to help listed bodies in their performance of the general duty and to aid transparency.

The specific duties apply to listed bodies in Wales. They do not apply to non-devolved public authorities operating in Wales.

Most devolved public authorities in Wales covered by the general duty are also covered by the specific duties. The specific duties set out the steps that listed bodies in Wales must take in order to demonstrate that they are paying due regard to the general duty.

Equality Act 2010 (Section 1: Socio-economic duty)

The socio-economic duty was written into legislation as Section 1 of the Equality Act 2010, with the aim of ensuring that public bodies take socio-economic disadvantage into account when making strategic decisions. In 2010 it was decided not to implement the socio-economic duty but the Welsh Government have committed to implement the Socio-economic duty into legislation from 1 April 2020.

An authority to which this section applies must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage.

This means that the public sector in Wales would have a duty to have due regard for the socio-economic impact of its key decisions, which may benefit from greater engagement with unions and employers.

Guidance will become available from the Welsh Government for Public Sector Bodies from 1 April 2020.

The Human Rights Act 1998

The Human Rights Act provides legal protection for the basic rights of human beings, such as the right to have a private family life, or the right to be educated.

The Human Rights Act requires public sector bodies to ensure that they place human rights at the heart of the way public services are developed and delivered.

Welsh Language Standards 2016

The Welsh Language Act (1993) places a duty on the public sector to treat Welsh and English on an equal basis when providing services to the public in Wales.

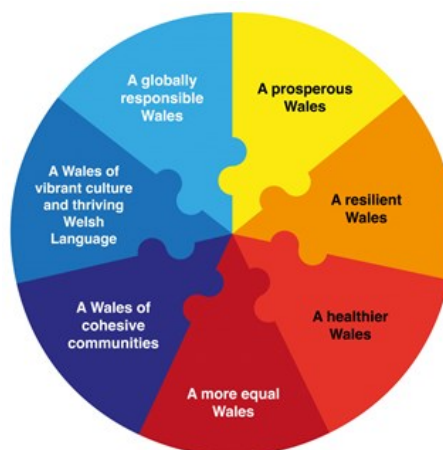
According to the Act, public organisations are required to prepare a language scheme to explain which services they will provide in Welsh.

In February 2011 the Welsh Language (Wales) Measure 2011 was passed by the National Assembly for Wales and given royal assent.

The Well-being of Future Generations (Wales) Act 2015

The Authority is committed to embedding the Well-being of Future Generations (Wales) Act 2015 into all its service delivery and activities.

The Well-being of Future Generations Act requires North Wales Fire and Rescue Authority to set and publish well-being objectives. These long-term objectives are changes that the Authority wants to help bring about in North Wales that will contribute to improving local well-being and to moving Wales closer to achieving its well-being goals. Having identified these long-term objectives, the Authority has a duty to take all reasonable steps to pursue them and to report publicly after the end of each financial year on the progress it has made.



The Act also requires North Wales Fire and Rescue Authority to engage as an active member of Public Services Boards (PSBs). These statutory boards bring relevant organisations together to plan and work jointly on improving the social, cultural, economic and environmental prospects of future generations of people in their area.

North Wales Fire and Rescue Authority is a member of all four PSBs in North Wales – Anglesey and Gwynedd, Conwy and Denbighshire, Wrexham and Flintshire. The four North Wales PSBs published their local well-being plans as required in 2018.

The Well-being of Future Generations Act also asks individual public services to apply five ways of working:

1 LONG TERM The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.

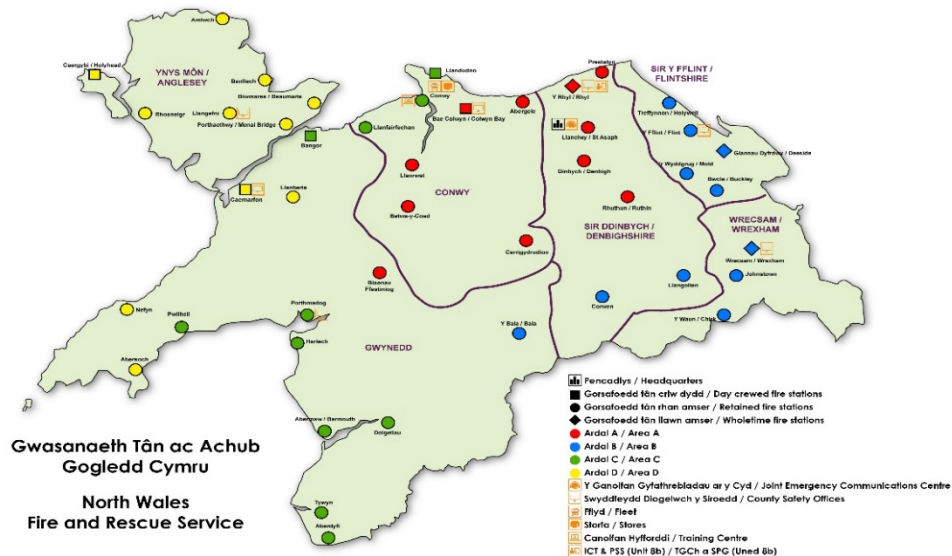
2 PREVENTION How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.

3 INTEGRATION Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.

4 COLLABORATION Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.

5 INVOLVEMENT The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.

North Wales Fire and Rescue Authority



Map of North Wales Fire and Rescue Authority Area

The role of the Authority is defined in a range of laws and regulations but the Authority has always sought to improve and enhance the services it provides and to do more than meet the minimum requirements.

The Authority has a legal duty to provide a fire and rescue service that meets the needs of local communities. The Authority has to be prepared to deal with a wide-range of emergencies, from house fires and road traffic collisions to floods and chemical spills. It also has to deliver fire prevention to help keep people and property safe from fire.

FIRE PREVENTION: Fire and rescue authorities must arrange for fire safety to be promoted in their area. This includes informing people about fire prevention and advising them how best to react if a fire does break out.

FIRE SAFETY ENFORCEMENT: Fire and rescue authorities have a duty to enforce fire safety in non-domestic premises (hotels, schools, shops and offices, etc.). This duty includes exercising powers to issue alteration, enforcement and even prohibition notices if they find that fire safety arrangements in premises are unsatisfactory.

EMERGENCY RESPONSE: Fire and rescue authorities must make arrangements for receiving 999 calls and for sending trained and equipped personnel to extinguish fires and protect life and property at those fires. They must also make arrangements for rescuing people from road traffic collisions and for protecting them from serious harm. In April 2017 the Welsh Government also created a statutory duty to respond to flooding or water rescue incidents that pose a threat to life.

PLANNING AND RESPONSE TO OTHER EMERGENCIES: Fire and rescue authorities must make arrangements for mass decontamination of people after chemical, biological or radio-active incidents, and for rescuing people from trains, aircraft and collapsed buildings. They must also be prepared to assist with large-scale emergencies elsewhere in the UK.

The Service is also committed to actively engaging with other organisations to improve the safety of the community, including providing wide ranging education programmes. The Service helps support and signpost people who are vulnerable to risks not directly related to the fire service, such as older people who may be at risk from severe weather, households at risk of crime, or people at risk of domestic violence.

North Wales Fire and Rescue Service Profile

Executive responsibility for running the Fire and Rescue Service rests with the Chief Fire Officer who provides strategic leadership, manages the overall coordination of the Service's activities and optimises its use of resources. The Chief Fire Officer also provides professional advice to the Authority.

North Wales Fire and Rescue Service contributes to the achievement of this vision in numerous ways including through active participation in community safety partnerships.

It supports other fire and rescue services in the UK when required and remains continually prepared to protect in the event of large scale disasters.

Executive Panel

The Executive Panel has a varied role dealing with topics such as the appointments of senior officers, policy and constitutional issues. It considers responses to consultation papers and other policy developments, and makes recommendations to the Fire and Rescue Authority on its key policies including the Combined Improvement and Well-Being Plan.

The Panel's Terms of Reference were set in 2001 and are reviewed as and when required. It consists of the chair and vice chair and two members from each constituent authority. It is chaired by the Chair or, in his/her absence, the Deputy Chair.

It meets four times a year, between each meeting of the Fire and Rescue Authority, although additional meetings may be held depending on workload and, in particular, what personnel issues require its involvement.

Standards Committee

The Standards Committee was established in accordance with the requirements of the Local Government Act 2000 and its Terms of Reference were set in 2003. Its duties include the consideration of complaints against Authority member's referred to it by the Ombudsman and the granting of dispensations. It also advises the Authority on issues to do with standards.

The committee consists of six members, four of whom are independent. The Fire and Rescue Authority representatives on this Committee cannot be an office holder on the Authority. The Chair and Deputy Chair are drawn from the independent members.

Audit Committee

The Committee has four primary roles of governance audit and scrutiny, financial and resource management audit and scrutiny, risk management and assurance audit and scrutiny and performance audit and scrutiny.

The Committee's membership consists of all non-executive (panel) members and meets a minimum of twice per year. The Chair and Deputy Chair are appointed from different constituent authorities in the interests of representations of the communities of North Wales.

The Committee has the facility to set-up time-limited task groups to undertake reviews and the discretion to co-opt executive members with relevant expertise onto these groups.

Operational Service Areas

We provide fire protection and prevention services across North Wales to around 696,000 people over a geographical area of 2,400 square miles. Community Safety offices are located in:

Gwynedd and Ynys Môn Community Safety Office

Llanberis Road
Caernarfon
Gwynedd
LL55 2DF

Conwy and Denbighshire Community Safety Office

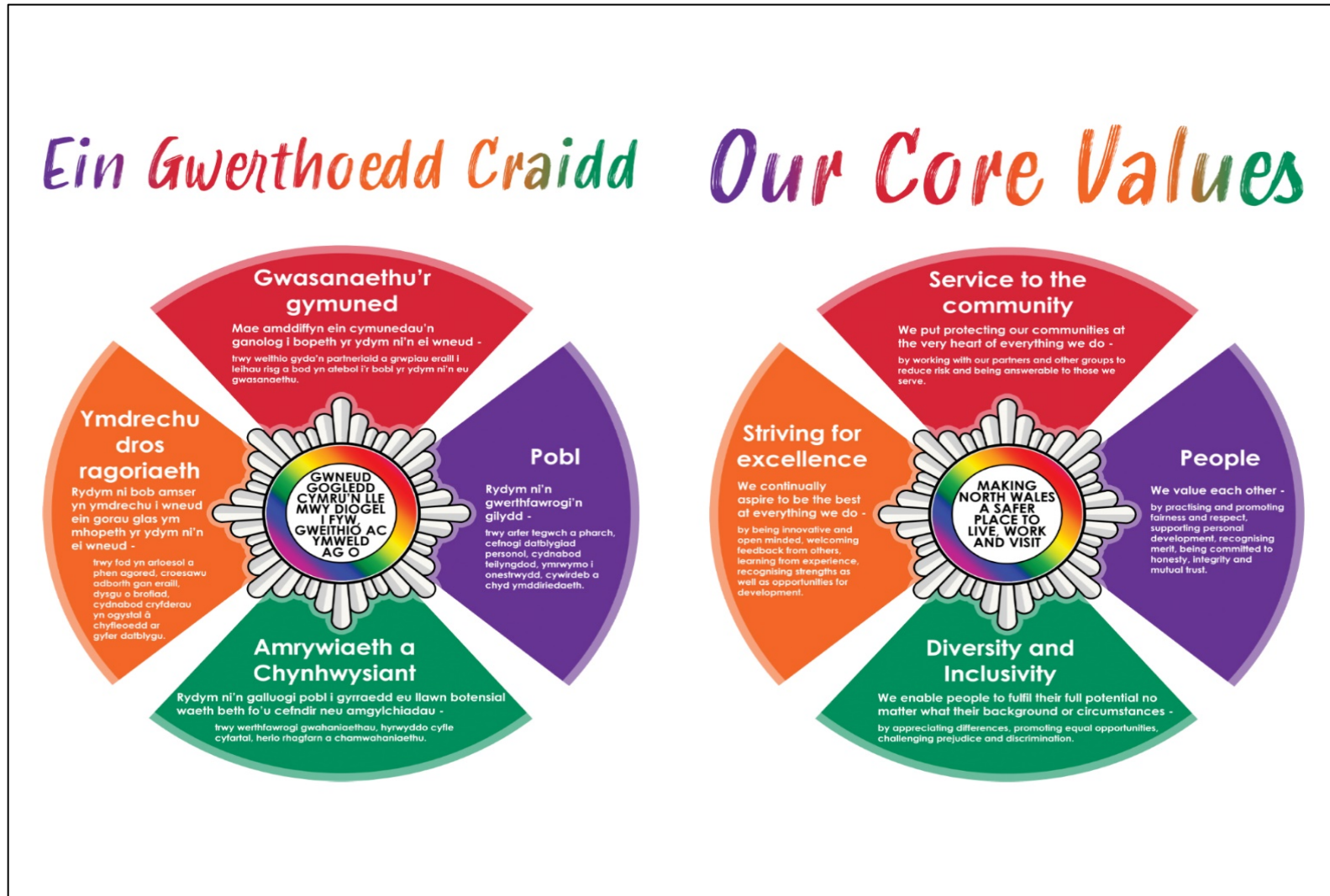
Colwyn Bay Fire Station
Abergele Road
Colwyn Bay
Conwy
LL29 8AA

Wrexham and Flintshire Community Safety Office

Bradley Road
Wrexham
LL13 7ST

The Fire and Rescue Service Core Values

The Service Core Values summarise the principles by which we operate and the personal values that staff are encouraged to adopt and demonstrate.



Complaints Procedure

Our overriding objective is to provide a high quality service that is cost effective and efficient within the North Wales area for the people of North Wales. However, it is accepted that occasionally things will go wrong, at these times it is our duty to put things right.

Our complaints procedure is in place to deliver continued improvements across the Service. We constantly strive to improve customer confidence and satisfaction. We are committed to investigating every complaint thoroughly, and monitoring the complaints on all areas of equality.

If you wish to make a complaint you may do so at any time and in any format you wish, by phone, by post, or in person.

Post: Duty Control Room Manager
North Wales Fire and Rescue Service
Joint Communications Centre
Crud y Dderwen
Ffordd William Morgan
St Asaph
Denbighshire LL17 OJG

Phone: 01745 535805

Fax: 01745 536412

Email: complaints@nwalesfireservice.org.uk

Purpose of the Strategic Equality Plan

This document is the Fire and Rescue Authority's means of complying with the legislation and a way of measuring the aspiration to achieve equality within all aspects of our service delivery to everyone who lives, works and visits North Wales.

Why does this plan exist?

The Strategic Equality Plan has been developed so that we can set out how we aim to meet our commitment to equality and how we will meet legal obligations contained within the Equality Act 2010. The Equality Act 2010 amalgamated previous disparate pieces of equality legislation, harmonising and strengthening equality legislation under one new Act.

How was the plan developed?

The plan is developed with the Heads of Departments from across the Service. They identified equality objectives within their individual areas of responsibility, with additional support and advice from the Equality Adviser.

In North Wales a Public Sector Equality Network of Equality Advisers was established to share best practice and collaborate on stakeholder events. Its membership consists of representatives from the Fire and Rescue Service, NHS Trust, local authorities, North Wales Police, Welsh Ambulance Service Trust, and Snowdonia National Park Authority. This has resulted in several joint consultation events.

The network held a consultation event in May 2019, and invited a large number of local groups and individuals to get involved and have their say. The event engaged with a number of organisations working across North Wales that are representative of the protected characteristics.

The findings of the event were scrutinised and have contributed to the formation of our equality objectives; the specifics of the findings will be outlined in more detail in the Action Plan of the Strategic Equality Plan as a direct link to the equality objectives.

Identify and Collect Relevant Equality Information

Recruitment and Employment Information

Under this legislative duty we are required to collect and publish a range of recruitment, pay and employment information on an annual basis. This includes data on all of the protected characteristics. The purpose of equality monitoring is to help us identify equality risks and prevent inequality. This information helps the Service to understand the impact of our decisions on different people. This information will be published on the North Wales Fire and Rescue Authority website.

Pay Gaps and Gender Pay Objectives

The Service workforce profile is predominantly male, this is reflected in most fire and rescue services across the UK. Operational and support staff pay scales are nationally negotiated and these are designed to support equality and fairness. The Service has a number of processes in place to encourage fairness and work life balance.

- Flexible Working
- Maternity Paternity and Adoption Leave
- Networks and Support
- Organisational Development and Training
- Recruitment, Retention and Progression.

Difference between the Gender Pay Gaps and Equal Pay

Whilst both equal pay and the gender gap deal with the difference (disparity) in pay women receive in the workplace, they are two different issues:

Equal pay:

Means that men and women in the same employment performing equal work must receive equal pay, as set out in the Equality Act 2010.

Gender pay gap:

Is a measure of the difference between men's and women's average earnings across an organisation or the labour market. It is expressed as a percentage of men's earnings.

In Britain, there is an overall gender pay gap of 16.2% (ONS) for 2019.

North Wales Fire and Rescue Service's gender pay gap report is published yearly, further information is available [here](#).

During this four year plan we will be taking action to progress our gender pay action plan and continue to work to identify and address, ethnicity and disability pay gaps indicated by the Equality and Human Rights Commission.

Training

Additional monitoring information is published on our training activity – this information is required for all staff organised by protected characteristics, and will be reported annually.

A listed body in Wales must make appropriate arrangements to:

- promote knowledge and understanding of the general and specific duties amongst our employees
- use any performance appraisal processes to identify and address training needs of employees in relation to the duties.

Assessment of Impact

The law requires that a duty to pay 'due regard' be demonstrated in the decision making process. Assessing the potential equality impact of proposed changes to policies, procedures and practices is one of the key ways in which public authorities can show 'due regard'.

The purpose of equality impact assessments is to identify the potential effect of a policy, procedure, practice, service or function on staff and service users in relation to equality. It is a means to ensure that we identify and eliminate any issues or actions which could potentially discriminate against or disadvantage individuals, particularly those with protected characteristics. It also helps us to scrutinise our policies and procedures and, therefore, improve the quality of our services.

A specific requirement of the legislative duties is that the Service must ensure:

- that the practice, procedure or policy does not unlawfully discriminate;
- it identifies any adverse impact on protected groups;
- it considers how the practice, procedure or policy could better advance equality of opportunity;
- it considers if the practice, procedure or policy will effect relations between different groups.

North Wales Fire and Rescue Service has reviewed its policy process and this has resulted in an expansion of the impact assessment process to include the following:

- Equality Impact
- Socio-Economic Impact
- Data Security
- Financial Impact
- Health and Safety
- Well-Being
- Welsh Language.

The process is now called the Integrated Impact Assessment Process. We will continue to publish relevant completed assessments on the Service's website and we will also monitor all completed Impact Assessments on a regular basis. Effective Integrated Impact Assessments will enhance our work, ensuring a positive impact on all stakeholders.

Procurement

The Service has a due regard to eliminate discrimination, advance quality of opportunity and foster good relations when spending public money. This applies to all procurement regardless of the value of the contract. It is important to us that the goods and services we purchase are suitable for their intended use. It is equally important to us that the suppliers of those goods and services meet our high standards on equality.

How will the Plan be monitored?

The main purpose of an Annual Equality Monitoring Report is to fulfil the Service's legal duties and obligations to report on its progress in delivering the General and Specific Equality Duties which includes its progress in delivering the Equality Objectives.

This will continue to be done annually to the Fire and Rescue Authority via the Annual Performance Assessment Report. The report will be published on the intranet and Fire and Rescue Authority website.

A report containing progress against the equality objectives, including employment monitoring data will be posted on North Wales Fire and Rescue Service's website.

Publication

This plan will be published in full on our website and available in a range of formats on request.

Review

Under the Public Sector Equality Duty we have a duty to report annually to the Fire and Rescue Authority on the progress of our equality objectives and the Service should produce an Annual Equality Report by 31 March each year.

New actions may be identified during the reporting period based on changes in legislation or Service requirements.

Who will be responsible for delivering this plan?

All Authority Members, staff and anyone who works for, or on behalf of North Wales Fire and Rescue Authority. The actions and their intended outcomes will be measured and reported on annually.

Where to get further information

If you would like further information contained in the Strategic Equality Plan and supporting documents please visit North Wales Fire and Rescue Service website. This plan is available in Welsh and can also be made available in alternative formats.

To make a request please telephone/email or write to:

The Equalities Adviser
North Wales Fire and Rescue Service
Ffordd Salesbury
St Asaph Business Park
St Asaph
Denbighshire
LL17 0JJ

Phone 01745 535266

:

Fax: 01745 535296

Email: sue.jones@nwales-fireservice.org.uk

Our Equality Objectives 2020 - 2024

Our equality objectives represent the Service's commitment to challenging the barriers to equality and inclusion and contribute to our key strategic objectives:

Priority 1 – Life and Health

Equality Objective 1

Reduce dwelling fires and associated casualties through a comprehensive prevention strategy that specifically targets people living in North Wales who can be shown to be at greater risk because they may share one or more particular characteristic.

Priority 2 – Employment

Equality Objective 2

Through our own employment practices, programmes and schemes we aim to increase the employment prospects of people who might otherwise find it difficult to gain equal access to the world of work. We will prioritise action to advance gender equality in North Wales.

Equality Objective 3

We will progress an inclusive culture where leaders and staff demonstrate their commitment to promoting equality and support for a fair and inclusive workforce.

Priority 3 - Education

Equality Objective 4

Through a comprehensive programme of tailored education and advice provided singly and in collaboration, to empower people living, working and visiting North Wales to continue to reduce their own level of risk from fire and other hazards throughout the different stages in their lives.

Priority 4 - Personal Safety

Equality Objective 5

Reduce the risk of death or injury from fires for people sharing different protected characteristics in North Wales, by the provision of effective prevention and protection services and emergency fire and rescue response.

Priority 5 – Participation and Communication

Equality Objective 6

By being open and accountable about what we do and what our plans are, encourage more people to involve themselves in the process of determining the way fire and rescue services are delivered in North Wales, and aim to increase the range of representative voices that contribute to that process.

Improvement and Well-being Objectives for 2020/21

The following draft improvement and well-being objectives are currently being proposed:

Objective 1: to work towards making improvements to the health, safety and well-being of people in North Wales

Objective 2: to continue to work collaboratively to help communities improve their resilience

Objective 3: to operate as effectively and efficiently as possible, making the best use of the resources available

Objective 4: to continue to identify opportunities to encourage greater engagement with people, communities, staff and stakeholders

Objective 5: to maintain a suitably diverse, resilient, skilled, professional and flexible workforce

Objective 6: to develop ways of becoming more environmentally conscious in order to minimise the impact of our activity on the environment

Objective 7: to ensure that social value and sustainability are considered, including during procurement processes.

North Wales Fire and Rescue Authority Strategic Equality Objectives

Priority 1 – Life and Health

Equality Objective 1

Reduce dwelling fires and associated casualties through a comprehensive prevention strategy that specifically targets people living in North Wales who can be shown to be at greater risk because they may share one or more particular characteristic.

Reason	<ul style="list-style-type: none"> • Further develop knowledge and understanding of factors that contribute to a person's vulnerability to dwelling fires and use this to provide targeted messaging to build awareness of the risks and try to influence and change behaviours. • Promote safety campaigns to ensure identified areas of greatest risk are prioritised. • Better understand the needs of and increase the safety of the public living, working and visiting North Wales. In particular those who are shown to be at greater risk because they share one or more protected characteristic or because of their personal circumstances.
Planned Actions	<ul style="list-style-type: none"> • Identify community groups that represent the full diversity of the citizens living in the area covered by North Wales Fire and Rescue Service. Develop all available communication channels with those more at risk, either directly or through partnership working with other agencies. • Encourage the uptake of free Safe and Well Checks through reviewing the current service delivery models and an effective communication strategy. • Understand the community profile to better recognise the needs of the public and how we can best improve their safety. • Engage with the local business community and raise awareness and promote fire safety in their required language.
Expected Equality Outcome	By increasing the safety of individual members of the public in the North Wales area, the number of incidents attended by the Service will reduce.

Priority 2 – Employment

Equality Objective 2

Through our own employment practices, programmes and schemes we aim to increase the employment prospects of people who might otherwise find it difficult to gain equal access to the world of work. We will prioritise action to advance gender equality in North Wales.

Equality Objective 3

We will progress an inclusive culture where leaders and staff demonstrate their commitment to promoting equality and support for a fair and inclusive workforce.

Reason	Equality Objective 2 <ul style="list-style-type: none">• Increase the diversity of the workforce in all sectors of the Fire and Rescue Service. Equality Objective 3 <ul style="list-style-type: none">• Actively encourage female operational staff to participate in the promotion process.• Engage with individuals from under-represented groups with the aim of identifying any potential or perceived barriers to recruitment within the Service.• Work to reduce the gender pay gap and produce a Gender Pay Action Plan.
Planned Actions	Equality Objective 2 <ul style="list-style-type: none">• Run positive action events to encourage applications from under-represented groups.• Continue to analyse and review the recruitment and selection process, to ensure we increase the diversity of applicants.• Review the annual employment monitoring data for trends and continuity planning.• Set up and run career workshops for people from minority groups to encourage them to apply for vacancies in partnership with other North Wales Public Sector employers.

	<p>Equality Objective 3</p> <ul style="list-style-type: none"> • Better understand what barriers may exist regarding the progression of women into senior positions and what we can do to change this. • To increase awareness among staff of the existing coaching and mentoring programmes and how to access support. • Undertake an equality training needs analysis, then source and develop a suite of training for managers and key staff on equality and diversity topics. • Provide training around management skills which will better equip our staff to manage diverse teams and promote an inclusive culture. • Understand the different needs of our staff, and in particular of those who have specific learning needs, when designing and implementing processes relating to internal development and progression. • Continue to promote the work of the Inclusive Fire Service Group. • Raise awareness and actively promote the Service's new Core Values. <p>Equal Pay</p> <ul style="list-style-type: none"> • Continue to undertake Gender Pay Audit in line with legislation and produce a Gender Pay Action Plan. • Continue to report pay gaps for gender, disability, age and ethnicity through the Strategic Equality Plan Annual Employment Monitoring Report ensuring this is reported by contract type, permanent and fixed-term contracts, full-time, part-time and other flexible working arrangements.
<p>Expected Equality Outcome</p>	<p>We will see increase the diversity of staff both working and applying to work for the Service.</p> <p>We will see an increase in the number of female staff applying to enter and being successful in the promotion process.</p> <p>We will identify a Gender Pay Equality Objective and be working to address any difference.</p>

Priority 3 - Education

Equality Objective 4

Through a comprehensive programme of tailored education and advice provided singly and in collaboration, to empower people living, working and visiting North Wales to continue to reduce their own level of risk from fire and other hazards throughout the different stages in their lives.

Reason	<ul style="list-style-type: none">• Increase the public's knowledge and awareness of the safety risks by increasing the delivery of Safe and Well Checks, with at least 25% of the checks being delivered to households referred to the Service by another agency.• To increase the safety of people living, working and visiting North Wales. In particular those who are shown to be at greater risk because of they share one or more of the protected characteristics.• Ensure North Wales Fire and Rescue Service staff understand the Social Model of Disability.
Planned Actions	<ul style="list-style-type: none">• Commence regular programmes of engagement with specific communities/schools/colleges, and develop a standardised toolkit for this type of engagement in order to ensure that a consistent and inclusive message is delivered at every opportunity.• To ensure that all materials used within the school setting are available in the appropriate format for use with children who have additional learning needs and that our staff are sufficiently trained to be able to deliver in these formats.• Evaluate the impact and effectiveness of current safety messages and safety campaigns.
Expected Equality Outcome	<p>We reduce the number of incidents attended by increasing the safety of individual vulnerable members of the public in the North Wales area.</p> <p>We have identified opportunities to engage with a more diverse community and are increasing our engagement with the public as a result.</p>

Priority 4 - Personal Safety

Equality Objective 5

Reduce the risk of death or injury from fires for people sharing different protected characteristics in North Wales, by the provision of effective prevention and protection services and emergency fire and rescue response.

Reason	<ul style="list-style-type: none">• To better understand the needs of and increase the safety of people living, working and visiting North Wales. In particular those who are shown to be at greater risk because they share one or more protected characteristic or because of their circumstances are living in a low income household.
Planned Actions	<p>Incorporate into the Safe and Well checks an understanding and awareness of:</p> <ul style="list-style-type: none">• Hate/Mate crime• Elder Abuse• Domestic Abuse• Modern slavery• Further develop a better understanding around the specific needs for victims of domestic violence from under-represented groups.• Review the way in which we support local business' to reduce the risk of fire and remain compliant within fire safety legislation to ensure that all the information we provide is appropriate and in an accessible format.
Expected Equality Outcome	<p>We have reduced the overall number of incidents attended resulting in the increased safety of individual members of the public in the North Wales area.</p>

Priority 5 – Participation and Communication

Equality Objective 6

By being open and accountable about what we do and what our plans are, encourage more people to involve themselves in the process of determining the way fire and rescue services are delivered in North Wales, and aim to increase the range of representative voices that contribute to that process.

Reason	<ul style="list-style-type: none"> • To extend the ways we engage with communities and encourage them to participate in how the services we provided are developed and delivered. • Increase the number of diverse groups who actively engage with the Fire and Rescue Service.
Planned Actions	<ul style="list-style-type: none"> • Understand the community profile to better recognise the needs of the public and how we can best improve their communication and participation with the Service. • Identify community groups that represent the full diversity of the public living in the area covered by North Wales Fire and Rescue Service. Develop all available communication channels with them, either directly or through partnership working with other agencies. Share these communication channels with staff working in the community. • Ensure that the Service is represented at as many local forums and events as possible in order to maximise interaction with under-represented groups. • Continue to look at the most effective methods of engagement via our existing links with community groups and organisations. Further identify other community groups that represent the full diversity of the public living in the area covered by North Wales Fire and Rescue Service. Encourage these groups to actively participate when we are consulting on our Strategic Plans and Objectives. • Organise community events including open days at our fire stations where our front-line staff can engage and build relationships with the local community, in order to promote career opportunities, cadets programmes and apprenticeship schemes; and offer fire safety advice in order to improve the public's understanding of risk. • Ensure that the website and all forms of communication on the site (surveys, forms etc.) are fully accessible, and we are offering the fire safety message in other languages and formats.

	<ul style="list-style-type: none"> • Continue to promote our commitment to Equality, Diversity and Inclusion throughout the procurement process and in our relationships with suppliers and contractors. • Strengthen the scrutiny process for the Integrated Impact Assessment process to ensure all policies are inclusive of all protected groups.
Expected Equality Outcome	<p>We have developed a wider more diverse network with members of the public to consult and engage with.</p> <p>We are able to increase the number of responses from our diverse communities who feed into our consultations process.</p>