



Arfordir Pen y Bont
Fire and Rescue Authority

North Wales Fire and Rescue Authority

Strategic Equality Plan

2016-2020

Executive Summary

Published April 2016

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Executive Summary

What is the Strategic Equality Plan?

This document is the Fire and Rescue Authorities 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.

How was the Plan Developed?

The plan is developed with the Heads of Departments from across the Service they were asked to identify Equality Objectives within their individual areas of responsibility, with additional support and advice from the Equality Adviser.

North Wales Fire and Rescue Service is part of the North Wales Public Sector Equality Network. The network held a consultation event in October 2015, a large number of local groups and individuals were invited to get involved and have their say.

Public consultation on the objectives took place in November and December utilising the Service's website and the Wrexham Hub. Feedback was invited via email or by post – the objectives were provided electronically so that people had the opportunity to complete an online survey.

All of these activities have contributed to our equality objectives. Legislation allows for the objectives to be changed at any time, so the Service is keen to maintain a level of ongoing engagement to ensure our objectives remain current.

Why does this plan exist?

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 2010 lists a number of characteristics which must not be used as a reason to treat some people worse than others.

When we talk about protected characteristics we mean:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion or Belief/Non-Belief
- Sex
- Sexual Orientation

What will happen as a result of the plan?

The Fire and Rescue Authority have developed a set of overarching Equality Objectives; each of the objectives will have its own specific actions.

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.

How will the Plan be monitored?

This will continue to be done annually to the Fire Authority via the strategic Equality Plan Annual report. The report will be published on the intranet and Fire Authority Website.

The report will contain progress against the Equality Objectives, including Employment and Service Delivery Data.

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 or contact:

Sue Jones

Equality Adviser
Fire Service Headquarters
North Wales Fire and Rescue Service
Ffordd Salesbury
St Asaph
Denbighshire
LL17 0JJ

Sue.jones@nwales-fireservice.org.uk

The Equalities Objectives 2016-2020

Life and Health

- **Equality Objective 1**

Reduce Dwelling Fires and associated casualties through a comprehensive prevention strategy that specifically targets people who can be shown to be at greater risk because of their particular characteristics and/or circumstances.

Employment

- **Equality Objective 2**

Through our own employment practices, programmes and schemes increase the employment prospects of people who might otherwise find it difficult to gain equal access to the world of work.

Education

- **Equality Objective 3**

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.

Personal Safety

- **Equality Objective 4**

Reduce the risk of death or injury from fires in North Wales by the provision of effective prevention and protection services and emergency fire and rescue response.

Representation and Voice

- **Equality Objective 5**

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.

Access to Services, Information and Buildings

- **Equality Objective 6**

Improve access to information and communications with the Service, and improve physical access to fire and rescue service buildings which the public use or visit.