

Report to	Full Fire Authority	
Date	20 July 2026	
Lead Officer	Dawn Docx, Chief Fire Officer	
Contact Officer	Chris Dinwoodie, Organisational Development Manager	
Subject	Annual Equality, Diversity and Inclusion Performance Assessment Report 2025/26	

PURPOSE OF REPORT

- 1 To present the Annual Equality, Diversity and Inclusion (EDI) Performance Assessment Report for 2025/26 and seek approval for its publication in line with statutory and organisational commitments.

EXECUTIVE SUMMARY

- 2 The Annual EDI Report for 2025/26 provides an overview of progress against North Wales Fire and Rescue Service's (the Service) five-year Equality, Diversity and Inclusion Strategy. It demonstrates how the Service has continued to embed inclusivity into its organisational culture, improve workforce diversity, and deliver inclusive services to communities.
- 3 The report also highlights partnership work and actions taken in response to the Independent Culture Review, reinforcing our commitment to creating a workplace where everyone can thrive.

OBSERVATIONS FROM THE EXECUTIVE PANEL

- 4 It was noted that the gender pay gap was narrowing and compared well to the national average, supported by encouraging progress as staff are increasingly supported to pursue promotion opportunities within the organisation.
- 5 It was noted that the report highlighted partnership work and actions taken in response to the Independent Culture Review, reinforcing the Service's commitment to creating a workplace where everyone can thrive.

RECOMMENDATION

- 6 It is recommended that Members:
 - i) **Approve the publication of the Annual EDI Report 2025/26 on the Service's website.**

BACKGROUND

- 7 In 2024, the Service launched a five year EDI Strategy to support delivery of the Community Risk Management Plan (CRMP), fulfil legal obligations, and uphold organisational values. The strategy focuses on four key aims: embedding inclusivity into organisational culture; attracting, recruiting and retaining talented people; delivering inclusive services to communities; and developing effective partnerships.
- 8 This annual report summarises progress made during 2025/26 and should be read alongside the Equality Monitoring and Gender Pay Gap reports.

INFORMATION

- 9 The 2025/26 Equality, Diversity and Inclusion Performance Assessment Report demonstrates that the Service has continued to make measurable progress in embedding equality, diversity and inclusion across the organisation. The report demonstrates continued improvement in embedding inclusive practices across the organisation, supported by strengthened leadership oversight, workforce development and ongoing monitoring of equality outcomes.
- 10 During the year, the Service has made positive progress in attracting, developing and supporting a more diverse workforce. This included targeted lawful positive action activity to encourage applications from under-represented groups, particularly women seeking firefighter roles, together with modest improvements in workforce representation. The report also highlights a significant reduction in the mean gender pay gap, from 8.29% to 5.27%, representing an encouraging improvement and placing the Service below the current UK average.
- 11 The report further outlines action taken to improve the accessibility and inclusivity of service delivery to communities across North Wales. This includes additional staff training, increased engagement with under-represented groups, and partnership working to support prevention, consultation and community trust. The report concludes by identifying priorities for 2026/27, including further leadership development, continued positive action activity, strengthened workforce data monitoring, and the expansion of staff support networks.

IMPLICATIONS

Well-being Objectives	Supports a more equal, inclusive workforce aligned with the Well-being of Future Generations (Wales) Act.
Budget	No direct financial implications beyond existing EDI commitments.
Legal	Compliance with Equality Act 2010 and associated regulations.
Staffing	Reinforces commitment to fair recruitment, progression, and retention practices.
Equalities/Human Rights/ Welsh Language	Promotes equality and inclusion; report available bilingually.
Risks	Failure to publish would result in reputational risk and non-compliance with transparency commitments.