

EQUALITY IMPACT ASSESSMENT FORM – MATRICES AND PROMPTS

Equality Matrix and Scoring - the Integrated Impact Assessment is based on the RAG risk scoring as follows:

LIKELIHOOD				
Unlikely	Low Probability	Possible	High Probability	Almost Certain
1	2	3	4	5

IMPACT		
5	VH	Catastrophic – legal action (discrimination claim)
4	H	Major – a serious matter that may lead to negative publicity and disciplinary action within the Service context.
3	M	Moderate – an external complaint or internal grievance.
2	L	Minor – additional small amendments or changes to policy are required.
1	VL	Little impact – only minor considerations are required.

			IMPACT				
			VL	L	M	H	VH
			1	2	3	4	5
LIKELIHOOD	Almost Certain	5	5	10	15	20	25
	High Probability	4	4	8	12	16	20
	Possible	3	3	6	9	12	15
	Low Probability	2	2	4	6	8	10
	Unlikely	1	1	2	3	4	5

Overall Risk Rating	Description	Monitoring
1 – 4 Manageable	The risk may be so low that the Service chooses to accept it and instead simply records that the risk has been identified and that, due to its low likelihood or impact, no further action will be required. Alternatively, minor considerations may be needed upon implementation.	The Project Lead will maintain oversight and continue to manage locally.
5 – 10 Medium	The EIA owner will mitigate identified risks through slight amendments or implement further controls that reduce or eliminate the risk. Alternatively, the owner could confirm that all reasonable steps have been taken to mitigate the risk and no further reasonable action is possible.	
12 – 15 High	This policy, project or service cannot be rolled out until detailed external and / or internal consultation has taken place with those that this area of work affects.	Scores above 12 will require further action, at which point it is advisable to consult with the relevant project sponsor or Principal Officer.
16 – 25 Very High	High risks have been identified, so take immediate action. If legal action is likely, then the Service cannot go ahead with the policy without fundamentally changing it. If the impact remains severe even with this mitigation, then consultation with internal and / or external groups will have to take place.	

EQUALITY IMPACT ASSESSMENT FORM

Purpose

This Equality Impact Assessment (EqIA) ensures that the Service's policies, projects and provision do not unlawfully discriminate against any person, especially those who fall under protected characteristics as outlined in the Equality Act 2010. The scope of this particular EqIAs ensures our Service go beyond any legal requirements and public sector equality duties. This document sets out to identify risk(s) to people, and provides some description as to how the Service intends to mitigate such risk.

Once an EqIA has been completed, it will have to be checked and signed off by the relevant Head of Department. Anyone completing an EqIA who is unclear as to any of the content should contact the Equality, Diversity and Inclusion Officer.

Title	Community Risk Management Implementation Plan (CRMIP) Consultation
Corporate objective being addressed	Our People Principle: Being in the right place, at the right time, with the right skills. Our Prevention Principle: Working with partners to help make communities safer. Our Protection Principle: Making businesses safer together. Our Response Principle: Providing an effective emergency response. Our Environment Principle: Protecting and preserving our natural environment for future generations.
Department / function carrying out the assessment	Planning Performance and Transformation.
Who is responsible for the implementation of the policy?	Project Sponsor – ACFO.
Who is involved in the impact assessment process?	Corporate Planning and Performance Manager, Senior Corporate Planning and Performance Analyst, Corporate Planning and Performance Officer, Deputy Head of Corporate Communications, Welsh Language Officer,

	Equality, Diversity and Inclusion Officer
What are the aims / objectives / expected outcomes of the policy / initiative / service?	This Equality Impact Assessment relates to the consultation process for the Community Risk Management and Improvement Plan (CRMIP). Its purpose is to consider how people with protected characteristics may experience the consultation and to identify any barriers that could prevent participation. The assessment focuses on ensuring that the consultation is accessible, inclusive and provides opportunities for people from all communities across North Wales to contribute their views.
Who is intended to benefit from the project?	Internal and external stakeholders.
Is the policy / initiative / service for external or internal purposes?	Internal and external.
Does this policy / initiative / service have an impact upon the On-Call duty service?	Yes, all stakeholders are directly involved in this consultation.
Are other organisations involved in the delivery? If so, please state which these may be.	There is a full list of stakeholders that will assist our Service to engage effectively with the North Wales Community.
What information / previous experience does the Service have, i.e. a similar initiative and what did this information tell us? (information can be demographic data, i.e. census findings, research findings, comparisons between similar policies in our Service and other Services, survey data, equality monitoring data, ad hoc data gathering exercises).	The Service draws on a range of information sources to inform the design and delivery of its annual public consultation process. These include the latest demographic and population data, census findings, community risk profile information, previous consultation findings, equality monitoring information and stakeholder feedback. Experience gained from previous annual consultations has helped the Service to develop an established approach to engagement across North Wales. This has provided valuable insight into the communities and groups that may be affected by Service proposals and has highlighted the importance of using a variety of engagement methods to maximise participation. A stakeholder mapping exercise will be undertaken to identify organisations, community groups and representative bodies that can support engagement with people who share protected characteristics, as well as groups that may be less likely to participate in traditional consultation activities. This approach will help ensure that a broad range of perspectives is captured and considered as part of the consultation process.

Has a similar impact assessment been conducted by other Fire and Rescue Services or local authorities in respect of a similar policy? If so – is it possible to adapt / incorporate their findings?	Various EqlAs from other fire and rescue consultations have been shared with our service as a way of adopting best practice. Previous EqlAs help us identify risk and the Service is able to implement suitable interventions that mitigate this risk. Previous EqlAs help the Service reflect on learning of previous experiences of their own practices, but other similar organisations that have consulted with their communities.
Date of next review (if applicable)	This EqlA will be reviewed as part of the evaluation process.
Other comments	The scores below represent the inherent risk of individuals or groups experiencing barriers to participation in the consultation process before mitigation measures are applied. The consultation and engagement activities described within this Equality Impact Assessment are intended to reduce these risks and support inclusive participation across all communities in North Wales.

Equality Impact Assessment

Protected Characteristics or Equality Theme	Rationale for your decision (include / refer to evidence) How might this have an impact?
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Age (band)			The total population of North Wales is 697,115 (ONS, 2026). The ageing population trend has continued, with a growing proportion of residents in older age groups. According to the ONS (2023a), 22.3% of the population were aged 65 years and over. Conwy and the Isle of Anglesey have two of the highest proportions of residents aged 65 and over in Wales, while Conwy has the highest proportion of people aged 90 and over. When considering age alongside disability, changes between the 2011 and 2021 Census datasets should be interpreted carefully, as the measures used were not directly comparable (ONS, 2023b). The 2011 Census collected information on people whose day-to-day activities were limited by a long-term health condition or disability, whereas the 2021 Census measured disability as defined by the Equality Act 2010. Despite these differences, the data indicates that between 2011 and 2021 the proportion of females aged 15-24 reporting a long-term limiting condition or disability increased by 0.5 percentage points, while the proportion of males in the same age group increased by 0.3 percentage points. Across age groups over 54, the reported proportion of males and females with a long-term limiting condition or disability (2011 measure) or a disability under the Equality Act 2010 (2021 measure) was lower in 2021 than in 2011. NWFRS will seek to understand and consider the needs of people across all age groups through a comprehensive stakeholder mapping exercise. This process will help identify and engage with organisations and community groups that represent and support children and young people, working-age adults, and older people. Recognising the importance of intersectionality, the Service will work with existing partners and develop new relationships during the pre-consultation phase to ensure a broad range of perspectives are represented. Through this approach, NWFRS will seek to engage with people from different age groups and geographical areas, as well as those with different ethnicities, genders, socio-economic backgrounds, disabilities and health conditions
Likelihood	Impact	Overall	
4	2	8	

Disability			According to the 2021 Census, 20.1% of the North Wales population identified as disabled under the definition set out in the Equality Act 2010. Gwynedd and Flintshire have two of the lowest proportions of disabled people among local authorities in Wales. Taking an intersectional approach, Census data shows that 11.0% of the North Wales population were female and identified as disabled under the Equality Act 2010 definition, compared with 9.1% who were male. Across both males and females, a higher proportion of people reported that their day-to-day activities were limited "a lot" by their disability than reported being limited "a little". The Service recognises the importance of understanding the views and experiences of disabled people, including those living with long-term health conditions, as part of the consultation process. To support inclusive engagement, the Service will work with a range of established partners and community organisations, including Vale of Clwyd Mind, Dementia Actif Gwynedd, Dementia North Wales, Choles and Sophie's Special Ears Fund (CSSEF), and other groups that support disabled people and those with long-term health conditions. The Service has established relationships with a wide range of community groups, charities, disability networks and support organisations across North Wales. A variety of engagement methods, including focus groups and targeted stakeholder activity, will be used to ensure disabled people have opportunities to participate in the consultation and share their views. A comprehensive database of community contacts has been developed to support inclusive and accessible engagement across the region.
Likelihood	Impact	Overall	
4	2	8	

Mental Health and Wellbeing			While some mental health conditions may meet the definition of disability under the Equality Act 2010, mental health and wellbeing have been considered separately within this Equality Impact Assessment to ensure that the experiences and perspectives of people affected by mental health challenges are appropriately reflected within the consultation process. Mental health and wellbeing encompass a broad range of experiences, including anxiety, depression, low mood and other mental health conditions. The Service recognises the importance of ensuring that people with lived experience of mental health challenges have opportunities to participate in the consultation and share their views. To support inclusive engagement, NWFRS will work with established mental health organisations, charities and community groups across North Wales. The stakeholder mapping exercise has identified a range of partners that can support engagement with individuals and communities affected by mental health issues. Building on learning from previous Community Risk Management Plan (CRMP) consultations, the Service will continue to use a range of engagement methods, including targeted focus groups and stakeholder discussions. Previous engagement activities undertaken in partnership with organisations such as Mind have provided valuable opportunities to hear directly from people with lived experience of mental health challenges. Further details of partner organisations and community contacts are included within the Community Engagement Contact List.
Likelihood	Impact	Overall	
4	2	8	

Gender			According to the ONS (2023e), the population of North Wales is broadly balanced between females (51.1%) and males (48.9%). NWFRS will seek to ensure that people of all genders have opportunities to participate in the consultation process. To support this, the Service will work with a range of established partners and community organisations across North Wales to promote the consultation and encourage participation from diverse communities. The Service's existing stakeholder network includes organisations supporting women and girls, community groups, leisure providers and other local partners that engage with people across different age groups and backgrounds. These relationships will support a broad and inclusive approach to consultation, helping to ensure that a range of perspectives are considered in the development of future Service plans.
Likelihood	Impact	Overall	
4	1	4	

Pregnancy and Maternity			Although there is no single population dataset that identifies people who are pregnant or within the maternity period, Welsh Government maternity statistics demonstrate that a significant number of people across Wales are affected by pregnancy and maternity each year. Pregnancy, maternity leave and caring responsibilities can influence how individuals access information and participate in consultation activities. NWFRS recognises the importance of ensuring that people who are pregnant, on maternity leave, or caring for young children have opportunities to participate in the consultation process. As part of the stakeholder mapping exercise, the Service has identified a range of organisations and community groups that can support engagement with these audiences. These include parent and baby groups, family support organisations, childcare providers, community groups and other partners that regularly work with expectant parents and families with young children. The Service has established relationships with many of these organisations and will use these networks to promote the consultation and encourage participation. Through a range of engagement methods and partner-supported activity, NWFRS will seek to ensure that the views and experiences of people affected by pregnancy and maternity are considered as part of the consultation process.
Likelihood	Impact	Overall	
4	2	8	

Gender Re-assignment / Identity			Stonewall (2022) estimates that between 0.5% and 1% of the population are trans and/or non-binary. Census 2021 data showed that 0.3% (1,828 people) of the North Wales population aged 16 and over identified as trans, non-binary, or as having a gender identity different from their sex registered at birth. Through its established relationships with LGBTQ+ organisations and community groups across North Wales, NWFRS will seek to ensure that trans, non-binary and gender-diverse people are aware of and able to participate in the consultation. Existing partnerships with organisations such as Pride Cymru, North Wales Pride and Unique Transgender will support the promotion of the consultation and provide opportunities for targeted engagement where appropriate. By working alongside community partners and offering a range of engagement methods, the Service will seek to remove barriers to participation and ensure that a diverse range of perspectives are considered throughout the consultation process.
Likelihood	Impact	Overall	
4	2	8	

Sexual Orientation			Census 2021 data reported that 2.5% of the North Wales population aged 16 and over identified with a sexual orientation other than heterosexual. Census data also indicates that younger age groups were more likely to identify with a sexual orientation other than heterosexual, with the highest proportion recorded amongst those aged 16-24. The proportion decreases across older age groups. This information will help inform the Service's approach to engagement and consultation activity. NWFRS recognises the importance of ensuring that people of all sexual orientations have opportunities to participate in the consultation process. To support this, the Service will work with established LGBTQ+ organisations, community groups and networks across North Wales to promote the consultation and encourage participation. The stakeholder mapping exercise has identified a range of partners, including Pride Cymru, North Wales Pride, Colwyn Bay Pride, LGBTQ+ charities, support groups, sports organisations and workplace networks. These partnerships will help the Service engage with people from a range of backgrounds, age groups and communities and support an inclusive approach to consultation.
Likelihood	Impact	Overall	
4	1	4	

Marriage or Civil Partnership			According to Census 2021, 44.8% of the North Wales population aged 16 and over were married or in a civil partnership. Census 2021 also reported that around one in three households in North Wales were single-person households, with approximately one in six households comprising a single person aged 65 or over. NWFRS recognises the importance of ensuring that people are able to participate in the consultation regardless of their marital or partnership status. The consultation will therefore be promoted through a range of channels and community networks to maximise opportunities for participation from people with different household compositions and personal circumstances. Through its existing stakeholder relationships and wider engagement activity, the Service will seek to ensure that the consultation is accessible and inclusive to all members of the community.
Likelihood	Impact	Overall	
3	1	3	

Religion and/or Belief			Census 2021 data highlights the diversity of religious beliefs across North Wales. While 41.6% of the population reported having no religion, 49.8% identified as Christian and a further proportion identified with a range of other religions and belief systems. Overall, more than half of the population reported a religious affiliation or belief system. NWFRS recognises the importance of ensuring that people with different religions, beliefs and non-religious beliefs have opportunities to participate in the consultation process. To support this, the Service will engage with a range of faith-based and community organisations across North Wales. The stakeholder mapping exercise has identified places of worship, faith groups, charities and community organisations that can support engagement with people from different religious and belief backgrounds. Through its membership of the North Wales Interfaith Forum and established relationships with faith communities across the region, the Service is well placed to promote the consultation and encourage participation from a diverse range of communities. Recognising that some smaller faith groups may be less visible within traditional engagement networks, the Service will continue to work with community partners to maximise opportunities for participation and ensure that a broad range of perspectives are considered as part of the consultation process.
Likelihood	Impact	Overall	
4	1	4	

Race			
Likelihood	Impact	Overall	
4	3	12	North Wales has become increasingly diverse in recent years. Census 2021 data shows that the proportion of people from ethnic minority backgrounds increased from 5.0% in 2011 to 6.7% in 2021, although this remains lower than the Welsh average (Welsh Government, 2022b). In addition, 4.3% of households in North Wales included people from multiple ethnic groups, compared with 3.6% in 2011. The Service recognises that people from different ethnic and cultural backgrounds may experience barriers to participation, including language, communication or cultural barriers. Census 2021 data showed that 96.7% of people in Wales identified English or Welsh as their main language. Among those who identified another main language, 78% reported that they could speak English well or very well, while 22% reported that they could not speak English well or at all. Polish was the most commonly spoken main language after English and Welsh in North Wales, followed by Romanian and Bulgarian. British Sign Language (BSL) was identified as the preferred language of 169 residents aged three and over across North Wales. To support inclusive participation in the consultation process, NWFRS will make information available through a range of accessible formats and communication channels, including the Service's website. Translation and interpretation support can also be arranged where required. The stakeholder mapping exercise has identified a range of organisations that support people from different ethnic and cultural backgrounds, including Bawso, EYST Wales, Wrexham African Community, Race Council Cymru, the North Wales Race Equality Network, the North East Wales Multicultural Hub, and a range of faith and community organisations. Through these partnerships, the Service will seek to promote the consultation widely and encourage participation from diverse communities across North Wales.

Socio-Economic Duty			The Socio-economic Duty came into force in Wales on 31 March 2021. It requires specified public bodies, when making strategic decisions, to consider how those decisions may help reduce inequalities associated with socio-economic disadvantage. Although levels of deprivation vary across North Wales, areas of significant deprivation remain within some coastal and border communities. It is also recognised that employment does not necessarily prevent people from experiencing financial hardship. The Joseph Rowntree Foundation (2020) reported that 12.7% of workers were living in poverty due to low pay or insufficient working hours. NWFRS recognises that people experiencing socio-economic disadvantage may face barriers to participating in consultation activities, including limited access to transport, digital exclusion, caring responsibilities, and financial constraints. To support inclusive participation, the Service will work with a range of established partners, including local authorities, charities, food banks, faith organisations and community support groups. The stakeholder mapping exercise has identified organisations that can help promote the consultation to people and communities experiencing socio-economic disadvantage. In addition, the Service will use a variety of engagement methods to reduce barriers to participation and maximise opportunities for involvement. Consultation activities will be delivered in accessible locations across North Wales, helping to reduce travel requirements and improve access for local communities. A range of participation options will be available, including face-to-face engagement, written responses, email and online channels through the Service's website. Virtual engagement opportunities will also be considered where there is demand. This approach will help ensure that people can participate in a way that best meets their individual circumstances.
Likelihood	Impact	Overall	
4	3	12	

Welsh Language			NWFRS is committed to ensuring that the consultation is fully bilingual and accessible to Welsh and English speakers alike. All consultation materials, communications and engagement activities will be made available in both Welsh and English, in accordance with the Welsh Language Standards.
Likelihood	Impact	Overall	
4	3	12	Welsh remains an important part of community life across North Wales. Welsh Government data indicates that 29.1% of people aged three and over in North Wales are able to speak Welsh, while 27.4% report being able to read Welsh. The highest proportions of Welsh speakers are found in Gwynedd (77%) and Ynys Môn (67%), highlighting the importance of providing opportunities for people to engage with the consultation through the medium of Welsh. The Service recognises that language can influence how people access information and participate in consultation activities. By providing bilingual information, engagement opportunities and response mechanisms, NWFRS will help ensure that Welsh speakers are able to participate fully and communicate in their language of choice.

Geography and Location			
Likelihood	Impact	Overall	
4	3	12	North Wales covers a large and diverse geographical area, encompassing urban centres, coastal communities and rural locations. Population density varies considerably across the region, with some communities concentrated within larger towns and cities, while others are located in more remote and sparsely populated areas. NWFRS recognises that geography and location can influence how people access information and participate in consultation activities. In some areas, established community groups, networks and local organisations provide effective routes for engagement. However, engagement opportunities may be more limited in other communities, particularly within rural or less connected areas. To support inclusive participation, the Service will utilise a range of engagement methods and communication channels, including community networks, stakeholder organisations, digital platforms and face-to-face engagement opportunities. Existing partnerships and community contacts will also be used to promote the consultation and encourage participation across North Wales. The consultation approach will seek to engage people from all parts of the region, helping to ensure that feedback reflects the diverse communities, geographic areas and local circumstances found across North Wales.

On-Call System or Considerations for Part-Time Staff			NWFRS is committed to ensuring that all employees can participate in the consultation process, regardless of their working arrangements. This includes on-call and part-time staff, whose perspectives are important in shaping the future direction of the Service. The CRMIP is informed by Departmental Plans, which are developed through engagement within individual departments. The consultation process will provide an additional opportunity for on-call and part-time staff to provide feedback on the proposed priorities and objectives. A range of engagement methods will be used to help ensure that differing working patterns do not create barriers to participation.
Likelihood	Impact	Overall	
4	2	8	

Other Equality Interest Groups			NWFRS recognises that some individuals and communities may be less likely to participate in consultation activities due to previous experiences, perceived barriers, or lower levels of trust and confidence in public bodies. The Service is committed to ensuring that the consultation process is open, inclusive and accessible to all members of the community. To support participation, the Service will work with a wide range of community organisations, representative groups and trusted local partners to promote the consultation and encourage engagement from people who may be less likely to participate through traditional consultation methods. A variety of engagement approaches will be used throughout the consultation period, providing multiple opportunities for individuals and communities to share their views. This flexible approach will help ensure that a broad range of perspectives are represented and considered as part of the consultation process.
Likelihood	Impact	Overall	
4	1	4	

Do any of the above criteria have a score of 12 and above and therefore need to move to a full equality impact assessment?

Yes

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No

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If yes, please contact the Equality, Diversity and Inclusion Officer via e-mail benji.evans@northwalesfire.gov.wales to proceed with the full impact assessment.

If no, and any of the criteria has a score of between 1-5 or 6-10, what additional control mechanisms or amendments can you put into place to reduce the score even further? Please identify what the score will be after the control mechanism in place.

Several characteristics have been assessed as having an inherent risk score of 12. These scores reflect the potential for some individuals and communities to experience barriers to participating in the consultation process if appropriate mitigations were not put in place.

To address these risks, the Service has developed a communications and engagement plan designed to promote inclusive participation across North Wales. The plan includes a combination of online, face-to-face and community-based engagement activities, supported by stakeholder mapping, established partnerships and targeted engagement with groups that may be less likely to participate through traditional consultation methods.

Consultation materials and engagement opportunities will be provided bilingually, with translation and interpretation support available where required. Activities will be delivered across different geographical areas and through a variety of channels to help reduce language, accessibility, socio-economic and geographic barriers to participation.

What positive outcomes or changes will be taken as a result of any points identified by this impact assessment?

This Equality Impact Assessment has helped to identify groups and communities that may experience barriers to participating in the consultation process and has informed the development of appropriate mitigation measures.

As a result of the assessment, the Service has strengthened its approach to engagement by identifying opportunities to improve accessibility, increase participation, and ensure that consultation activities are inclusive and representative of the diverse communities of North Wales. Particular consideration has been given to Welsh language provision, geographical accessibility, socio-economic disadvantage, communication needs, and engagement with people who share protected characteristics.

The assessment has also reinforced the importance of partnership working. Stakeholder mapping has identified a wide range of community organisations, support networks, representative groups and local partners that can help promote the consultation and encourage participation from communities that may be less likely to engage through traditional consultation methods.

Through the implementation of the communications and engagement plan, the Service will provide a range of engagement opportunities and response methods, helping to reduce barriers to participation and ensuring that people across North Wales have an opportunity to contribute their views. This will support a more inclusive consultation process and provide a broader evidence base to inform future decision-making.

Post-initiative evaluation

Where applicable, please provide an overview (age range, gender, ethnicity etc.) of who attended the event(s), or were involved in or affected by the policy or initiative, and any relevant comments or complaints that were received in terms of equality and inclusion. The information should then be used to address any relevant concerns.

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Before finalising, you may wish to seek advice from the services Equality, Diversity and Inclusion Officer. You can do this by emailing to benji.evans@northwalesfire.gov.wales for review.

Once completed please return to benji.evans@northwalesfire.gov.wales

Reference List

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