

Report to	North Wales Fire and Rescue Authority
Date	20 October 2025
Lead Officer	Dawn Docx, Chief Fire Officer
Contact Officer	Lee Bourne, Head of Training and Development
Subject	Annual Equality Monitoring Report 2024-2025



PURPOSE OF REPORT

- 1 To present to North Wales Fire and Rescue Authority (the Authority) the draft Annual Equality Monitoring Report for 2024 – 2025, as required by the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

EXECUTIVE SUMMARY

- 2 The Annual Equality Monitoring report must be published no later than a year after the reporting period. This report covers the period from 1 April 2024 until 31 March 2025.
- 3 To ensure compliance with the Public Sector Equality Duty (*Section 149, Equality Act 2010*), the Annual Equality Monitoring report must be published no later than 31 March 2026.
- 4 The draft Annual Equality Monitoring Report for 2024-2025 is attached for review by the Authority.

OBSERVATIONS FROM EXECUTIVE PANEL/AUDIT COMMITTEE

- 5 The draft Annual Equality Monitoring Report for 2024-2025 has not been presented to the Audit Committee or the Executive Panel.

RECOMMENDATION

- 6 It is recommended that Members:
 - i) **Review and approve the draft Annual Equality Monitoring Report 2024-2025.**

BACKGROUND

- 7 The Equality Act 2010 consolidated and replaced previous anti-discrimination legislation with a single act. The majority of its provisions came into force on 1 October 2010.

- 8 The Equality Act includes a Public Sector Equality Duty (the 'general duty'). This came into force on 5 April 2011.
- 9 The Public Sector Equality Duty requires public authorities to have due regard to specific equality considerations when exercising their functions.
- 10 In Wales, there are specific duties within the Public Sector Equality Duty, including the requirement to publish an annual equality report.

INFORMATION

- 11 This report provides an overview of Equality data recorded by North Wales Fire and Rescue Service (the Service), as of the 31 March 2025.
- 12 As of that date, the actual headcount of people employed by the Service was 887. However, the total number of posts filled was 949, due to some individuals holding dual roles. As a result, the protected characteristics of those individuals in dual roles will be counted more than once.

IMPLICATIONS

Well-being Objectives	None
Budget	None
Legal	Statutory requirement to comply with the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
Staffing	None
Equalities/Human Rights/ Welsh Language	No negative implications identified as the reports purpose is to support equality and human rights.
Risks	Non-compliance with legislation by not publishing the report by 31 March 2026.