

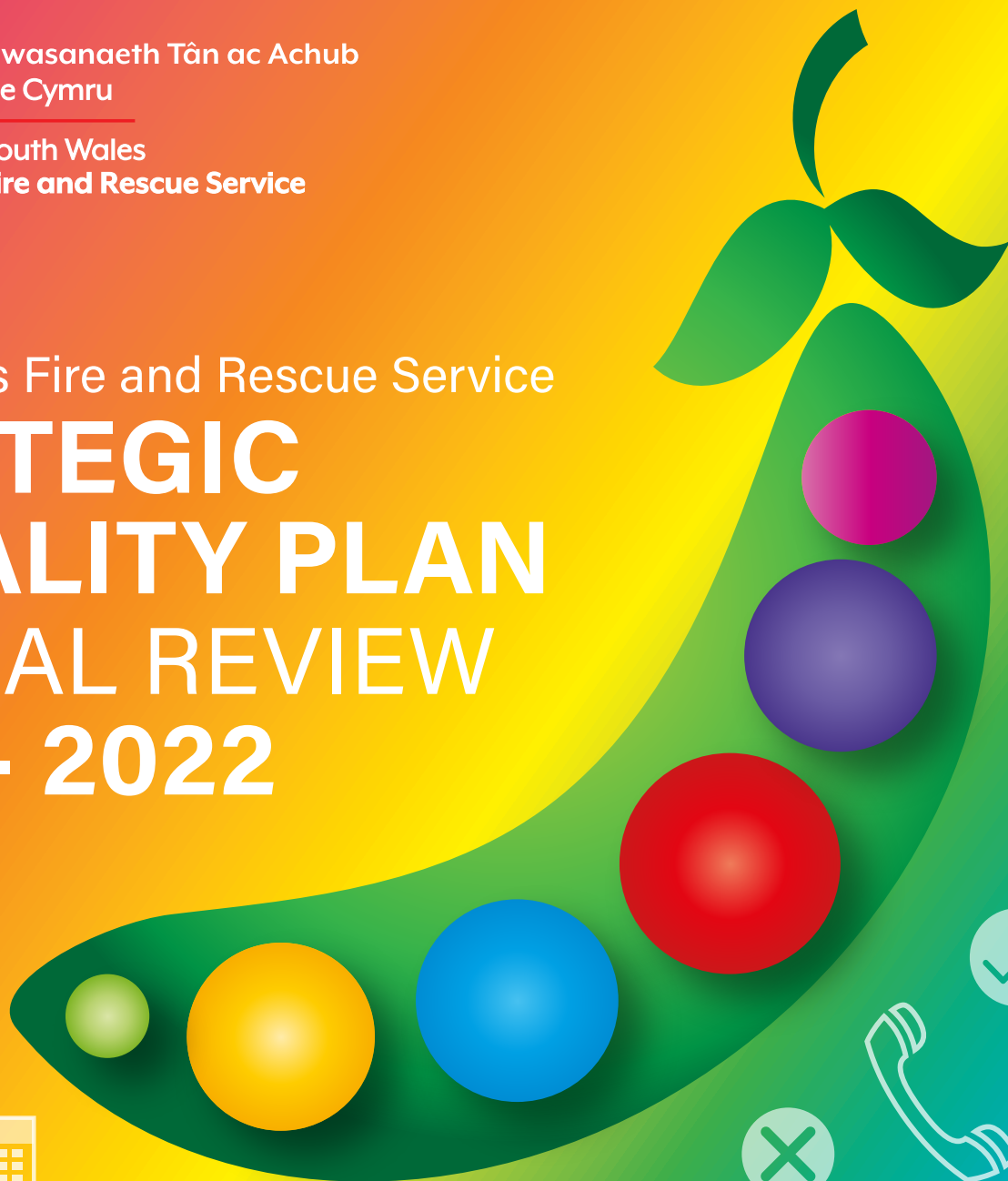


Gwasanaeth Tân ac Achub  
De Cymru

South Wales  
Fire and Rescue Service

South Wales Fire and Rescue Service

# STRATEGIC EQUALITY PLAN ANNUAL REVIEW 2021 - 2022



RAISING AWARENESS - REDUCING RISK

# INTRODUCTON

This is the 2021-2022 review of South Wales Fire Rescue Service's Strategic Equality Plan (the Plan can be found on the website, links below)

English: <https://bit.ly/StrategicEqualityPlan2020-2025>

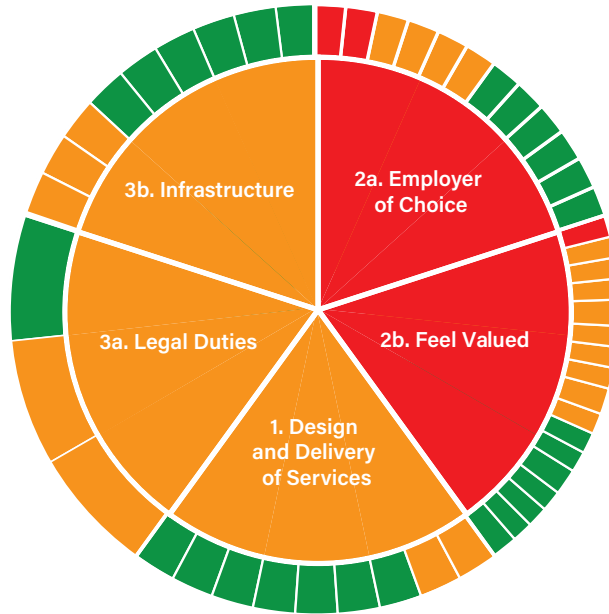
Welsh: [bit.ly/CymlunCydraddoldebStrategol2020-2025](https://bit.ly/CymlunCydraddoldebStrategol2020-2025)

All organisational actions/tasks are mapped to one of the Strategic Equality Plan Outcomes, and this review provides a snapshot of the journey towards achievement.

# OVERVIEW

The sunburst and table on page 4 show the performance of all IN PROGRESS and DEFERRED tasks relating to our five Equality Outcomes as of 31st March 2022:

- 1. Ensure under-represented groups / marginalised communities are involved at the outset of design and delivery of our services**
- 2a. Become an employer that all communities can see themselves becoming a part of**
- 2b. Become a place of work where all employees feel valued**
- 3a. Ensure we carry out our legal duties under the Equality Act (2010) and related Welsh legislation**
- 3b. Improve our infrastructure to better support a 21st century inclusive employer**



EO in Progress					EO Completed					EO Completed				
1. Design & Delivery of services					1. Design & Delivery of services					1. Design & Delivery of services				
▲	●	★	Unknowns	Total	▲	●	★	Unknowns	Total	▲	●	★	Unknowns	Total
0	2	5	0	7	0	0	26	0	26	0	0	26	0	26
2a. Employer of choice					2a. Employer of choice					2a. Employer of choice				
2	4	4	0	10	0	0	26	0	26	0	0	2	0	2
2b. Feel Valued					2b. Feel Valued					2b. Feel Valued				
1	9	6	0	16	0	0	73	0	73	0	0	2	0	2
3a. Legal Duties					3a. Legal Duties					3a. Legal Duties				
0	2	1	0	3	0	0	19	0	19	3b. Infrastructure				
3b. Infrastructure					3b. Infrastructure									
0	3	6	0	9	0	0	23	0	23					

# EACH OUTCOME

## **1. Ensure under-represented groups / marginalised communities are involved at the outset of design and delivery of our services**

We will do this by:

- Exploring new ways of working to improve service delivery.
- Building relationships with external groups and seeking their input into how we can better serve them.
- Working with local authorities, charities, health bodies and other organisations to combine resources to reduce 'consultation fatigue.'
- Involving marginalised communities by asking for feedback on what we are doing.
- Communicating with those we serve, letting them know what we are doing and why.
- Collecting and analysing relevant data to make sure we are not accidentally excluding a group (or groups).

What we have worked on during 2021/2022:

- We are developing a Survey Hub on the intranet for staff to access information/ guidance on Surveys and Questionnaires.
- Plans are in place to review our Stakeholder Register and Partnership Register during 2022/23.
- We are enhancing the Equality Allies Network to increase awareness, membership, and participation.
- We intend carrying out a holistic EDI audit and assessment during 2022/23.
- We continue to improve our use of social media.

## **2a. Become an employer that all communities can see themselves becoming a part of**

### **2b. Become a place of work where all employees feel valued**

We will do this by:

- Addressing internal and external barriers to us becoming a truly inclusive employer of choice.
- Attracting higher numbers of applications from people in under-represented groups.
- Building trust and valuing all staff.
- Reviewing our current internal culture.
- Listening to feedback from under-represented groups.
- Upskilling current and future employees.
- Enhancing terms and conditions wherever possible.
- Promoting opportunities for progression.
- Supporting and retaining our staff.
- Providing fit for purpose recruitment, selection, and promotional activities.

What we have worked on during 2021/2022:

- We promote EDI issues by invite, attending talks, informal chats to teams and departments, via Routine Notice articles, speaking slots in meetings, induction sessions, etc.
- The development and implementation of a Service wide recruitment strategy continues to be reviewed and refined in advance of circulation to key stakeholders.
- We are considering the current work of the National Fire Chiefs Council in terms of wellbeing and will implement best practice/recommendations by this group.
- We have shortened the recruitment process for on call firefighters and have recognised the need for a greater social media presence. Local recruitment and attraction plans have been formulated and are monitored on a quarterly basis.
- A draft Coaching & Mentoring Strategy has been completed.

- We are developing a reporting portal on our Business Management Information System (BMIS) to track the progress made against the Investors in People (IIP) recommendations.
- A survey is to be conducted to determine the effectiveness of internal communications with improvements, where required, to follow.
- Station Commanders continue to collaborate with Property Services to improve facilities on all fire stations.
- We continue to work with Mid & West Wales FRS to streamline HR processes at the Joint Fire Control.
- We continue to implement the employee wellbeing delivery plan through the Wellbeing Steering Group which meets quarterly and has specific actions allocated to individuals across the service. Work is underway on updating and enhancing wellbeing content on the intranet.

### **3a. Ensure we carry out our legal duties under the Equality Act (2010) and related Welsh legislation**

### **3b. Improve the infrastructure to better support a 21st century inclusive employer**

We will do this by:

- Publishing reports ahead of their deadlines.
- Working with others to share learning and resources.
- Lobbying for creative solutions to future proof a 21st century Fire Service.
- Researching equipment, working patterns, and technology which support inclusion and enhances what we do.
- Improving compliance with the Equality Act (2010).
- Supporting Welsh businesses/suppliers (where possible).
- Continuing to implement Welsh Language training.

What we have worked on during 2021/2022:

- We intend carrying out a holistic EDI audit and assessment during 2022/23.
- We are exploring online training solutions to develop and deliver a bespoke line manager training package for diversity.
- People Services continue to develop greater interaction with internal customers to operate an HR business partnership model.
- We are achieving some efficiencies through the CORE digital portfolio, recruitment being the most recent addition.
- We are undertaking work to implement a new Learning Management System.
- We are working with CORE to maximise efficiencies further so that all modules within the system are as efficient as they can be.
- We are carrying out comprehensive Integrated Assessments to ensure our services are fit for all.



**South Wales Fire and Rescue Service**  
Headquarters, Forest View Business Park, Llantrisant. CF72 8LX  
diversity@southwales-fire.gov.uk | www.southwales-fire.gov.uk

We welcome correspondence in Welsh and English – we will respond equally to both and will reply in your language of choice without delay.



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