

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
VL	L	M	H	VH

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) 2025-26 Post Consultation Phase
Corporate objectives being addressed.	People Principle. Prevention Principle. Protection Principle. Response Principle. Environment Principle.
Department / function carrying out the assessment.	Planning Performance and Transformation.
Who is responsible for the implementation of the policy?	Project Sponsor – DCFO Stewart Forshaw.
Who is involved in the impact assessment process?	ACFO Anthony Jones – Project Lead. Gary Ashton – Corporate Planning and Performance Manager. Benji Evans – Equality, Diversity and Inclusion Officer.

<p>What are the aims / objectives / expected outcomes of the policy / initiative / service?</p>	<p>The post CRMIP consultation EqlA aims to reassess the potential risks that were initially highlighted in the pre-consultation EqlA. Initial mapping of external stakeholders (including different equality interest groups) enabled the Service to identify, engage and communicate as a way of seeking feedback from a representative population of people across North Wales. Through the methodology of online surveys and physical engagement achieved in 24 focus groups, the Service have been able to effectively engage with people from diverse backgrounds and geographical areas. This insight helped identify new and emerging risks, but also assess how community members feel about the current principle within the CRMIP 2025-26.</p>
<p>Who is intended to benefit from the project?</p>	<p>Internal and external stakeholders.</p>
<p>Is the policy / initiative / service for external or internal purposes?</p>	<p>Internal and external.</p>
<p>Does this policy / initiative / service have an impact upon the On-Call duty service?</p>	<p>Yes.</p>
<p>Are other organisations involved in the delivery? If so, please state which these may be.</p>	<p>Various stakeholders that will assist our Service to mitigate the risks highlighted in this EqlA and full Equality Impact Analysis Report.</p>
<p>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).</p>	<p>Our Service benefit from the recent census 2021 data which provides insight regarding demographics, population information and specific intelligence on different equality interest groups across the region.</p> <p>Following similar consultations where extensive engagement took place with the North Wales community, the Service will benefit from an established community risk profile methodology, comprehensive mapping exercises and the production of Equality Impact Analysis reports which outline strategies and specific actions that help mitigate risks to members of the local community.</p>

<p>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?</p>	<p>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.</p>
<p>Date of next review (if applicable).</p>	<p>This post consultation EqlA will help inform future CRMIP consultations.</p>

Equality Impact Assessment

Protected Characteristics or Equality Theme	Rationale for your decision (include / refer to evidence)
	How might this have an impact?

Age (band)			Description of age band:
Likelihood	Impact	Overall	<p>The total population across North Wales is 687,000 (ONS, 2023a). The trend of population ageing has continued, with more people than ever before in the older age groups. The ONS (2023a) states that 22.3% of the population were aged 65 years and over. Out of all local authorities across Wales, Conwy (27.4%) and the Isle of Anglesey (26.4%) have the highest percentages of people aged 65 years and over. Conwy (1.5%) has the highest percentage of people aged 90 years in Wales.</p> <p>With intersectionality in mind, it is useful to explore disability and age due to a notable difference in the data between 2011 and 2021, particularly in the younger and older age groups (ONS, 2023b). For females aged 15 to 19 years, the percentage of disability was 13.3% in 2021, 8.1 percentage points higher than in 2011 and 7.9 percentage points higher than in 2001. This trend continued into the 20 to 24-year age group, where disability prevalence increased substantially, from 6.2% in 2011 to 17.9% in 2021. For males, the increased prevalence of disability in 2021 began at earlier ages; 8.6% of males aged 5 to 9 years were disabled in 2021, compared with 5.6% in 2011 and 6.5% in 2001 (ONS, 2023b).</p>
5	1	5	

			<p>Age as a concept emerged various times during the consultation. From a recruitment perspective, respondents in the consultation felt strongly about the Service's ability to recruit people across all age groups and older people have a lot of life experience and lots to offer. Our Service promote equality and inclusion within its recruitment processes by adopting best practices, thus easing any concerns the community hold. From a service delivery perspective, multiple respondents acknowledged North Wales has an ageing population. Respondents typically viewed older people as the most 'at risk' group of people in the region and although people are living longer, they are not necessarily living healthier. In terms of Safe and Well checks, there was a high level of support for this prevention activity and specific reference was made to older people, especially older disabled people as the main group of people to benefit. Further factors that impact on older people is provided in the full Equality Impact Analysis report.</p>
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Disability		
Likelihood	Impact	Overall
4	2	8

According to ONS (2023c), 21.1% of the population have a disability and/or long-term health condition. Although, Gwynedd (18.1%) is one of the local authorities with the lowest proportion of disabled people in Wales, the average percentage of disabled people across North Wales region is higher than other parts of the UK. With intersectionality in mind, 22.3% of females and 19.8% of males were disabled. The percentage of those who were limited a little was 11.9% for females and 10.3% for males. A higher proportion of females than males indicated that they were limited a lot; 10.4% and 9.5% respectively (ONS, 2023b).

Disability as a concept emerged multiple times during the consultation. Respondents reinforced existing evidence that disabled people are one of the most disadvantaged groups of people in our society, especially old disabled people as they are often more at risk of fire and other emergencies. There was some reference to people living longer, but people not necessarily living healthier, often because of restricted mobility caused by physical disability and long-term health conditions. In terms of Safe and Well checks, there was a high level of support for this prevention activity and specific reference was made to disabled people, especially older disabled people being one of the main groups of people to benefit. Various respondents highlighted dementia as one health condition which is growing concern with more people being diagnosed and the various symptoms of the disease makes them more at risk of slips, trips, falls, fire and other emergencies. Further factors that impact on disabled people is provided in the full Equality Impact Analysis report.

To help mitigate the risks highlighted in the Equality Impact Analysis report, the prevention team will continuously work hard to engage with disabled people and through effective partnership working with a range of stakeholders, our Service will use targeted interventions and specific safety campaigns to help protect and safeguard disabled people. Further information that impact on disabled people is provided in the full Equality Impact Analysis report. One challenge to the Service is to develop further partnerships to reach out to more disabled people, whilst maintaining its existing relationships to ensure disabled people on our systems are continuously engaged and supported each calendar year to access key safety information.

Mental Health and Wellbeing		
Likelihood	Impact	Overall
4	2	8

Although mental health falls under the definition of disability, NWFRS have separated this group of people due to the nature and challenges associated with targeting people from a mental health and wellbeing perspective. Mental health and wellbeing cover a broad group of people that experience low mood, anxiety, depression etc. Therefore, NWFRS worked closely with mental health charities and various equality interest groups that traditionally have higher levels of adverse mental health to capture feedback and insight.

Various respondents referred to growing concerns for people that experience adverse mental health as being at an increased risk of fire and emergencies. With intersectionality in mind, multiple respondents referred to certain protected characteristics which appear to be more vulnerable to adverse mental health (i.e. LGBTQ+, disabled people, older people), but other factors such as domestic abuse, poverty and homelessness emerged during the consultation.

To mitigate risk, the prevention team and other team members will continue to engage with mental health charities and other equality interest groups to target key safety messages. Further information that impact on disabled people and those who experience adverse mental health is provided in the full Equality Impact Analysis report.

Gender		
Likelihood	Impact	Overall
4	2	8

According to ONS (2021a), the North Wales population is evenly split across females (51.1%) and males (48.9%). Although engagement with males and females has occurred organically throughout the consultation, some engagement with specific gender-based charities and organisations enabled our Service to connect with different binary and non-binary genders across different age groups, people who are unemployed and parents, including single parents.

Many female respondents strongly agree that the Service should make the recruitment of females a priority. There was acknowledgement from some respondents that more women firefighters are visible in the community, but more needs to be done to encourage more women to join. Various female respondents felt the Service need to focus more on specific targeting, engagement and communication with girls and women. Female students (16-18 years old) in community and education settings and adult women.

Some people in South Gwynedd, included women that felt the Service would fail to attract women in this area because of the lack of opportunities to work within their own community and there was specific reference to the lack of fulltime employment opportunities. The inability to work locally was viewed as a potential barrier by some female respondents because spending 13 weeks to complete initial training in Rhyl would be challenging, especially for women who are the primary carer giver. A number of women across different parts of North Wales felt the CRMIP 2025-26 document didn't really mention specific contemporary issues that appear to negatively impact on women. Specific reference was given to poor maternity pay, lack of purposeful shared parental leave arrangements, gender pay gap and other policy driven themes that women felt leave them disadvantaged and devalued, thus avoiding the fire and rescue sector as a possible career option. Naturally, information was provided during the focus groups to reassure many girls and women that the Service is modern forward-thinking employer that is working hard to become more inclusive. To mitigate public perceptions of our Service (and sector), more communications can be devised to focus on the many positives to working in our service and sector, and also myth bust some of the misconceptions that emerged during the consultation.

			<p>Consultation with various gender-based charities and individuals, found that many women that experience domestic abuse and violence may avoid working in male dominated industries. To reassure girls and women that the Fire and Rescue Service is a viable and safe employer, further engagement and partnership working with gender-based charities such as North Wales Women's Centre will enable our Service to connect with hundreds of females where a rapport and trust can be gained, thus enabling the Service to promote careers to this talented pool of people. Specific recruitment activities will be developed to target this group of people.</p> <p>With intersectionality in mind, some women that do experience domestic abuse/violence, may at some point decide to live alone which could make them more at risk of fire and other emergencies.</p> <p>To mitigate risk in terms of the prevention team and other team members will continue to engage with gender-based charities and other community groups that support girls and women to help target key safety messages. Further information that impact on people based on their gender is provided in the full Equality Impact Analysis report.</p>
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Pregnancy and Maternity		
Likelihood	Impact	Overall
4	2	8

To ensure NWFRS reached out and captured the needs of people that are pregnant and those within their maternity phase, the comprehensive mapping exercise identified key partners to help connect with this target audience. Focus groups were organised with women only groups, local and regional parent support groups, LGBTQ+ and pride groups and baby support groups.

Some respondents, mostly women made specific reference to our Service's poor maternity leave policy, lack of mentioned for contemporary challenges for women such as gender pay gap. These feelings left many girls and women feeling the Service lacked an ability to look after parents with babies and young children, particularly single parents and women that wanted to maybe have a family in the near future.

			<p>The Service is doing lots of progressive work to promote gender equality and these points were emphasised during the focus groups, however, there is a genuine need to address public perception, in some cases tackle misconception through myth busting. To mitigate risk and public perceptions, communication and updates can be achieved through community engagement and careers workshops in local community settings and educational establishments where these comments were made. Other media channels could be used to promote careers and to highlight the service progressive work concern gender equality and other aspects of EDI.</p>
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Gender Re-assignment / Identity			
Likelihood	Impact	Overall	
2	4	8	<p>The exact number of trans and/or non-binary people in North Wales is unknown. However, Stonewall (2022) estimate between 0.5% and 1% of the population is Trans and/or non-binary which gives us some kind of indication who we needed to engage with during the consultation is capture reflective and meaningful feedback.</p> <p>Through the extensive contacts the Service has developed with various local LGBTQ+ networks and pride groups, comprehensive feedback from trans, non-binary and gender non-conforming people has been captured. Pride Cymru, Unique Transgender and other LGBTQ+ networks across North Wales has enabled the Service to connect and capture specific insight to the risks impacted on this community.</p> <p>With regards to recruiting and developing diverse teams as a priority, here was a strong consensus amongst respondents, including many people that identify as trans and non-binary that recruiting and developing diverse teams adds value and helps deliver inclusive services. There was specific reference to gender identity alongside other interconnecting characteristics. To mitigate this, the service aims to attract and recruit talented people from all backgrounds, a range of communication methods are adopted and specific interventions are developed to target people from groups that are underrepresented in the workforce. The service also reviews its recruitment practices on a regular basis to ensure best practice is adopted.</p>

			Some trans people felt, their community can be disproportionately impacted by adverse mental health, mostly because of discrimination and exclusion, but some respondents also mentioned trans people are more likely to live alone compared to binary sex people. This is relevant insight that will inform our prevention activities.
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Sexual Orientation		
Likelihood	Impact	Overall
2	4	8

Stonewall estimate between 5-7% of the population are lesbian, gay, bisexual or another sexual orientation which is other than heterosexual (See NHS, 2015). Stonewall (2022) have published more recent reports which suggest younger people are more likely to be open about sexual orientation and gender identity. North Wales has a growing LGB+ community and the emergence of new pride events, support groups and staff networks in the workplace means that engagement with this audience is more meaningful than previous years.

With intersectionality in mind, it is useful to know the age profile of people who identified as LGB+ which tends to be younger than the overall population. More than half of those who identified as LGB+ (57.9%) were aged between 16 and 34 years (ONS, 2021d). In contrast, less than a third of the overall population were aged between 16 and 34 years (29.6%). This intelligence helps our service know who to engage.

To ensure NWFRS reach out and capture the needs of people with different sexual orientations, a comprehensive mapping exercise identified key partners to help connect with this target audience. Through Pride Cymru and other LGBTQ+ networks, feedback helped gain a specific insight to risks that this community experience in North Wales.

			<p>With regards to recruiting and developing diverse teams as a priority, there was a strong consensus amongst respondents, including many LGBTQ+ people that recruiting and developing diverse teams adds value and helps deliver inclusive services. There was specific reference to sexual orientation alongside other interconnecting characteristics. To mitigate this, the service aims to attract and recruit talented people from all backgrounds, a range of communication methods are adopted and specific interventions are developed to target people from groups that are underrepresented in the workforce. The service also reviews its recruitment practices on a regular basis to ensure best practice is adopted.</p> <p>Some LGBTQ+ people felt, their community can be disproportionately impacted by adverse mental health, mostly because of discrimination and exclusion, but some respondents also mentioned LGBTQ+ people are more likely to live alone compared to non-LGBTQ+ people. This is relevant insight that will inform our prevention activities.</p>
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Marriage or Civil Partnership		
Likelihood	Impact	Overall
3	2	6

48.1% people aged 16 and over are married or in a civil partnership (Stats Wales, 2020). Generally, this protected characteristic does not experience particular risks. Although, it is important to stress, people that live alone are deemed more at risk and just because people are in a relationship, this doesn't mean they are not living alone (i.e. partner work nights/away), thus presenting similar to risk to people who do live alone. As a protected characteristic, it is useful to understand households which include two or more people who are accessing services, mainly because single occupants can be at an increased risk of some incident types (i.e. domestic dwelling fires).

			<p>Organically, the Service connected with people that are married or in a civil partnership through the online survey and 24 focus groups. Although a person's actual relationship status does not directly impact on them, living alone can result in some people being more at risk of fire and other emergencies. Feedback from respondents found some people living alone are in poverty and considerations have been given under the socio-economic status section.</p> <p>Also, it is worth stressing that just because two people are married or in a civil partnership, it does not mean they are at less risk based on socio-economic status criteria. Some married couples or those in civil partnerships could be living in poverty, although no specific feedback during the consultation highlighted any concerns relating to this protected characteristic.</p>
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Religion and/or Belief		
Likelihood	Impact	Overall
2	2	4

Our service acknowledges there is some diversity regarding people's religious affiliations and belief systems across North Wales. Equally, it must be acknowledged that more people reported "No religion" than any single religious affiliation, up from 32.1% in 2011 to 46.5% in 2021 (WG, 2022b). This data indicates approximately half the North Wales population have religious affiliations. Therefore, places of worship and faith-based organisations are a logical avenue to engage with people who are religious.

To ensure the Service capture feedback from religious people and those who observe a particular belief system, the pre-consultation mapping exercise identified key partners which included the North Wales Interfaith Forum, places of worship, faith-based organisations and different charities that operate locally. No feedback from the consultation identified any specific issues relating to religious and/or belief.

Race		
Likelihood	Impact	Overall
4	2	8

Like other regions in Wales, North Wales has become more ethnically diverse in the past decade. According to the census data in 2021, ethnic minority groups has increased from 4.4% in 2011 to 6.2% in 2021 (WG, 2022b). For clarity, ethnic minority is any ethnic group outside of white 'Welsh, English, Scottish, Northern Irish and British'.

The largest ethnic minority group in every local authority in Wales was "Other White". The proportion of the population identifying with this ethnic group was highest in Wrexham (4.8%) and Flintshire (3%). Within the high-level "White" ethnic group, Conwy was the local authority with the highest proportion of those identifying as "Irish" (0.7%) in Wales. Interestingly, 5.3% of households were multiple ethnic group households, up from 4.2% in 2011 (WG, 2022b).

With intersectionality in mind, NWFRS acknowledge there are potential language, communication and cultural barriers. Nationally in Wales, 2.9 million usual residents aged three years and over speak English or Welsh as their main language (96.7% of the population, down from 97.1% in 2011). According to the 2021 Census, residents in Wales that did not select English or Welsh as a main language, 78% said they could speak English well or very well, while 22% could not speak English very well or at all. As in 2011, Polish was the most common main language after English or Welsh at 0.7% of the population. Arabic (0.3%) was the most common main language aside from English, Welsh or Polish in 2021. British Sign Language (BSL) was the preferred language of 900 people (which equates to 0.03%) usual residents aged three years and over across Wales.

During the consultation, many respondents that were either from ethnic minority groups or professionals that work closely with this group were concerned for how the Service considers language barriers, religion and cultural practices. Some ethnic minority groups felt the Service could improve the way it engages with them to ensure key safety messages are received and acted upon.

			<p>To mitigate any potential risk, through the NFCC national programme, key safety information is available in multiple languages including leaflets and booklets relating to safety in the home, water safety and some road safety information. The Service's Partnership Managers, Health and Fitness Team and other specialists such as the Service's Equality, Diversity and Inclusion Officer actively engage with community members including ethnic minority groups to ensure key safety messages are communicated effectively. There are other specific campaigns that the promote to target boat dwellers and travellers that reside on the Llangollen Canal. The Service work closely with Race Council Cymru, Asian Fire Service Association and local partners to ensure the Service are using national campaigns and religious observances and celebrations to maximise community engagement opportunities that enable communication.</p>
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Socio-Economic Duty		
Likelihood	Impact	Overall
4	3	12
<p>The Socio-economic Duty came into force in Wales on March 31st 2021 and requires specified public bodies, when making strategic decisions (such as deciding priorities and setting objectives), to consider how their decisions might help reduce the inequalities associated with socio-economic disadvantage.</p> <p>According to the Census 2021, some of the most deprived areas are concentrated in north Wales coastal and border towns (WG, 2021). Working does not preclude experiencing poverty. To explain further, in-work poverty has risen over the last 5 years and a total of 12.7 per cent of workers live in poverty due to low pay or limited hours (JRF, 2020).</p> <p>To ensure NWFRS reach out and capture the needs of people who meet the criteria for low economic status and deprivation, the initial mapping exercise during the pre-consultation identified key partners to help connect with this target audience. Key partners include local authorities, charities, foodbanks, places of worship, faith-based organisations and local support groups.</p>		

			<p>Some respondents referred to themes that relate to lower socio-economic status including people that may be an increased risk due to poverty and deprivation. Discussions related to people living in poor living conditions was raised, but it was unsure whether the conditions were as a result of individual lifestyle choices or the condition of the physical buildings, potential to heat their property or other factors outside the control of the individual. The Service's Prevention team have excellent awareness of the current trends regarding risk in domestic properties, but further engagement and research will be beneficial. Specific campaigns and projects have been designed to protect people, prevent various types of emergencies alternatives and refer people who are in need to external partners (i.e. food banks, financial advice, care support).</p>
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Welsh Language		
Likelihood	Impact	Overall
4	1	4

All materials relating to the CRMIP consultation project will be produced (written and verbal) in Welsh and English. The number of people that stated they could speak Welsh in North Wales is 235,567 and this equates to 34.3%. Our service is extremely proud to communicate in Welsh and we ensure we meet (and where possible exceed) the Welsh standards.

The most recent data published by the Welsh Government suggests 29.1% of people aged three and over were able to speak Welsh. This figure equates to 883,600 people and there is evidence that the Welsh language is growing in popularity as a spoken language and as a first spoken language. With intersectionality in mind, we acknowledge that the highest percentages of Welsh speakers in Wales can be found in Gwynedd (77%) and the Isle of Anglesey (67%) which are both located in North Wales (WG, 2022).

Throughout the consultation and in each focus group, resources and questionnaires were available in Welsh and English. The consultation saw 279 people respond and only 2 were received in Welsh. Although many first language Welsh speakers provided feedback in focus groups and this was translated into English for the purpose of recording and submitting feedback online onto one system. Welsh translators were organised in various focus groups, especially in Gwynedd where there is a higher percentage of Welsh speakers.

Geography and Location		
Likelihood	Impact	Overall
4	2	8
<p>North Wales is a large geographical area which has several urban areas that are highly concentrated with diverse people and groups. In contrast, some rural areas have extremely small amount of people residing in the area.</p> <p>The region includes the localities of Wrexham, Deeside, Rhyl, Colwyn Bay, Flint, Bangor, Llandudno and Holyhead. The largest localities in North Wales are the city of Wrexham and the conurbations of Deeside, Rhyl and Prestatyn, where the main retail, cultural, educational, tourism, and transport infrastructure and services of North Wales are located. Bangor, St Asaph and Wrexham are the region's cities, Bangor is Wales' oldest city, whereas St Asaph is one of Wales' smallest, and Wrexham which gained city status in 2022 is the region's largest settlement.</p> <p>Some areas have well established community groups which make engagement relatively straight forward. However, some areas don't have established community social hubs which can present a challenge for the Service to capture meaningful feedback in some areas.</p>		

On-Call System or Considerations for Part-Time Staff		
Likelihood	Impact	Overall
4	2	8

On-call staff are directly involved in this project. On-call teams have been involved with the design and development of the Services CRMIP through Heads of Departments and middle managers seminars. Naturally, on-call staff that work the retained system will be able to provide feedback that will help shape the CRMP and strategic direction of the Service between 2024-2029.

On-call teams were made aware of the consultation through internal communications and during organised visits.

Other Equality Interest Groups		
Likelihood	Impact	Overall
4	1	4

For all protected characteristics, there have been increases in the number of recorded hate crimes in Wales in recent years (EHRC, 2018). Very low prosecution rate in court means some victims of hate crime lack trust in uniformed public services. Although this lack of trust mostly impacts the police and community engagement teams in local councils, fire and rescue services can experience some adverse impacts too.

The recent Culture reviews in England and Wales have highlighted cultural issues in the sector. This means there may be a lack of trust and confidence in fire and rescue services within the community.

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

No

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.

Some sections have a score of 12 or over which is trigger to conduct further equality analysis. Due to the nature of the CRMP 2024-29 and the fact this plan outlines the key priorities of our Service, a full Equality Impact Analysis report has been produced.

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

As part of the CRMIP consultation 2025-26, this EqIA demonstrates how the service has shown due regard for the diverse needs of the North Wales community. The initial pre-consultation EqIA shown consideration for how the service will engage and communicate with its community and through careful planning, engagement and communication methodologies, 24 focus groups helped capture meaningful feedback from different equality interest groups. This current EqIA has assessed risk based on the feedback and the EQIA summarises how identified risk will be mitigated and, in some cases, referred to relevant external stakeholders. The full Equality Impact Analysis report provides more clarity on the identified risks and mitigation.

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.

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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