

Gwasanaeth Tân ac Achub
Canolbarth a Gorllewin Cymru

Mid and West Wales
Fire and Rescue Service

ANNUAL EQUALITY REPORT

01 April 2024 – 31 March 2025



www.mawwfrs.gov.uk

Mae'r ddogfen hon ar gael yn Gymraeg





Foreword

I am delighted to present Mid and West Wales Fire and Rescue Service's Annual Equality Report covering the period April 2024 to March 2025. This is our first report under our Strategic Equality Plan for 2024 – 2028, highlighting the actions we have taken to engage with our communities, support the diverse needs of our staff, and further embed equality, diversity, and inclusion within our organisation.

The Annual Equality Report is one of the principal means by which we demonstrate our commitment to both our legal and moral obligations—recognising diversity, promoting inclusion, and ensuring equal opportunities for all. Throughout the year, we have continued to deliver our essential front-line emergency services and high-risk prevention and protection activities while collecting data on the impact of our work.

This report provides an opportunity to celebrate our continued progress in advancing Equality, Diversity, and Inclusion within our Service and the communities we proudly serve. However, we recognise that significant challenges remain, and there is still important work to be done to eliminate discrimination and create a truly inclusive environment.

As an organisation, we remain steadfast in our commitment to ensuring that everyone, regardless of background, feels valued and supported. Through sustained engagement, education, and meaningful initiatives, we will continue to strive to make a real difference—ensuring our services remain accessible, equitable, and responsive to the diverse needs of our communities.

Chief Fire Officer **Craig Flannery**

Mid and West Wales Fire and Rescue Service welcomes comments on all aspects of this report, both in what it contains and what it may not make clear enough about the work we have done.

If you have any comments or want to know more about the activities contained within this report, please contact:

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This report is available in Welsh and can also be made available in alternative formats and languages. If you would like a copy of the report in an alternative language or format, please contact humanresources@mawwfire.gov.uk

Our Strategic Equality Plans and associated Annual Equality Reports are available on our website, or can be requested in hard copy in whichever format is required.



Introduction

This report covers the financial year April 2024 to March 2025 and is presented under our statutory reporting requirements, as set out by regulation 16 of the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011.

What does Equality, Diversity and Inclusion mean to Mid and West Wales Fire and Rescue Service (MWWFRS)?

The Service sees Equality, Diversity and Inclusion as key business issues, and the main drivers for the Service to endorse strategies relating to diversity are:

- Managing risk and reputation
- Enhancing individual and business performance
- Developing a creative, innovative culture
- Meeting the needs of our communities
- Attracting, retaining and developing employees
- Compliance with Legislation

Equality of opportunity encompasses the Service's approach to not only service provision, but access to services and information and inclusion within decision-making processes, through to ensuring that the Service's policies and procedures are continually scrutinised and equality impact assessed, to provide for an organisation which strives towards the elimination of discrimination against any group(s) or individual.





ABOUT US

We are made up of the following 6 Unitary Authorities



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council



Cyngor Sir Gâr
Carmarthenshire
County Council



Powys



Approx
1350
Members of Staff



We cover
12,000
km²



43,568
non domestic premises



approximately
432,791
households



913,217
people

1 April 2024 - 31 March 2025



We handled
21,812
emergency calls



Were called to
418
accidental fires
in the home



Responded to
13,114
incidents

Attended
81



deliberate road vehicle fires



2,583
were fires



4,599
non fire emergencies



5,832
false alarms



Attended
786

road traffic collisions of which

86



involved extractions of persons

149
hoax calls



(149 attended, 157 not attended
control identified as false)



Engaged with
32,262
young people

Carried out
11,752

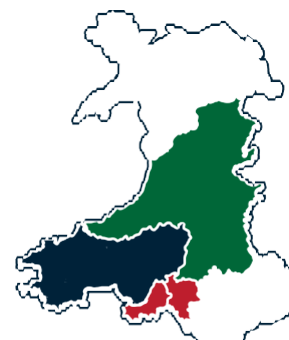


Home Safety Checks



The Role of the Fire Authority

Mid and West Wales Fire Authority consists of 25 elected members who represent individual wards within 6 constituent Unitary Authorities, which make up the Mid and West Wales area. The Unitary Authorities are:



Cyngor Castell-nedd Port Talbot
Neath Port Talbot Council



Cyngor Sir Gâr
Carmarthenshire
County Council



The Service is responsible for providing public safety information, prevention and protection programmes, and emergency response cover for the Mid and West Wales area. The organisation employs approximately 1,300 members of staff within the various employment categories i.e. Operational, Control and Support Staff, and covers around 4,500 square miles – almost two thirds of Wales, serving a wide range of communities within its coastal, urban and rural areas.

The role of the Fire Authority

The role of Mid and West Wales Fire and Rescue Authority is to perform all the duties and responsibilities of a Fire Authority in accordance with appropriate legislation and regulations, in particular:

- The Local Government (Wales) Act 1994
- The Mid and West Wales (Combination Scheme) Order 19951 as amended (the Combination Order) which established the provision of a Combined Fire Authority covering the new County areas of Carmarthenshire, Ceredigion, Neath and Port Talbot, Pembrokeshire, Powys and Swansea.
- Fire and Rescue Services Act 2004.
- The Regulatory Reform (Fire Safety) Order 2005.
- Combined Fire and Rescue Services Schemes (variation) Wales Order 2009.
- Local Government (Wales) Measure 2009.
- The Equality Act 2010.
- Local Government (Wales) Measure 2011.
- Welsh Language (Wales) Measure 2011
- The Wellbeing of Future Generations (Wales) Act 2015.
- Welsh Government's Fire and Rescue National Framework 2016.
- Annual Equality Report



- The Local Government and Elections (Wales) Act 2021.
- The Socio-economic Inequalities (Wales) Regulations 2021.

The Authority has a statutory obligation to maintain a Fire and Rescue Service capable of dealing effectively with calls for assistance in the case of fire and other emergencies.

Mid and West Wales Fire and Rescue Service is committed to protecting people, property and the environment from fire and other emergency events as well as providing other humanitarian services. This will be achieved by involving and informing the community and working in partnership with others to engender the safer communities' ethos, and to provide a value for money service for those who live, work, or visit mid and west Wales.

The Authority's role is to deliver proactive preventative services, and reactive fire and rescue services to the people of mid and west Wales in an open, transparent and cost-effective way, acting in the best interests of mid and west Wales and its citizens. In discharging its role, Mid and West Wales Fire and Rescue Authority seeks to act for the greater good of all its constituent authorities and their citizens, and in doing so places the collective wellbeing above individuals or particular group interests in accordance with the best principles of democratic local government. Additionally, the Authority is required to:

- Agree its Annual Improvement Plans, the revenue and capital budgets and the contribution from the constituent councils.
- Monitor the revenue and capital budgets and deal with any significant variations, including decisions on any supplementary contributions.

Mid and West Wales Fire and Rescue Service is headed by the Chief Fire Officer, who has overall corporate management and operational responsibility for the organisation, and is the Head of Paid Service.



EIN GWELEDIGAETH

I ddarparu'r gwasanaeth gorau posibl i gymunedau Canolbarth a Gorllewin Cymru.

OUR VISION

To deliver the best possible service for the communities of Mid and West Wales.



#EichGTACGC

#YourMAWWFRS

BEHAVIOURS

- ✓ Be Accountable
- ✓ Be Respectful
- ✓ Demonstrate Integrity
- ✓ Be Impartial
- ✓ Be Ethical

ENABLERS



Our people



Corporate Social Responsibility



Leadership and Management: Governance, decision making and continuous improvement



Digital and Information Communications Technologies Strategy



Financial Resilience



Partnerships and Collaboration



If we shrunk Mid and West Wales Fire and Rescue Service's workforce into a group of


approximately 100 people

with all the existing human ratios remaining the same, there would be:

80  **20** 
Males Females

45 
Single households

27 
people able to speak Welsh

2 
people would be Lesbian, Gay or Bisexual

5 
of the workforce with disability

33 
people who were Christian

1
person would be of other religion

37 
would have no religion


(**29** would prefer not to say)



7
people aged **16-24**

55
people aged **25-44**

37
people aged **45-64**

1
person aged **65+**

92 people from a white background & **1** from a non-white background 

(Not including On Call FF's)
2 households would be earning less than **27K** per year 
3 household would be earning over **58K** per year 



Where We Are

The Equality Act (2010) Wales Specific Duties

This section shows what we have done and what we intend to do, in relation to the Wales Specific Duties; and compliments, rather than duplicates, the information in our comprehensive Strategic Equality Plan (SEP).

Objective 1

Advocate for Diversity and Inclusion

We want to create a work environment where everyone, no matter their background, feels welcome and valued. We'll make sure our employees have the necessary knowledge and skills they need to be advocates for diversity and inclusion and ensure fairness in their work.

What we did

- We sought feedback from Staff on the current Appraisal Process in order to review, simplify and embed Service behaviours throughout the employee lifecycle.
- We reviewed and developed coaching and mentoring within the Service to strengthen staff development alongside the Appraisal Process.
- We developed neurodiversity training to enhance awareness, foster inclusivity, and equip fire service personnel with the knowledge and skills to support neurodivergent colleagues and community members effectively.
- We maintained our certification with the Disability Confident Employer Scheme and will continue to develop through further stages.
- We have and will continue to work towards reducing the Gender Pay Gap.
- We all participated in mandatory Active Bystander training and Violence Against Women, Domestic Abuse & Sexual Violence and Safeguarding training.
- We connected with an external provider to collaborate in the creation of mandatory Equality, Diversity and Inclusion training.
- Our Service is a safe and welcoming place. All stations are available not only to serving staff, but they can also be used as safe havens for vulnerable members of the public.



- We encouraged our teams to contribute during decision making processes with the management team, highlighting the benefits of cognitive diversity. An open-door approach ensures that individuals have access to senior managers at any level to express their concerns or ideas.
- We ensured our tender specifications and qualification and award criteria for the provision of training are such that they are up-to-date and match the diversity of the communities that we serve.
- We established a Culture and Inclusion Working Group to provide a listening platform that helps staff share ideas to positively evolve organisational culture and inclusion. By focusing on people's views, observations, and opinions the group cultivates an organisational voice to develop recommendations that accomplish Service needs in balance with a healthy, safe, and inclusive working environment.
- Our Divisions worked closely with the local authorities where they share leadership ideas to develop staff further.
- Our Employees actively provided feedback on various training sessions to enhance future training programs.
- We developed Reasonable Adjustments Training to ensure that managers understand their responsibilities in providing appropriate workplace accommodations, fostering an inclusive environment, and supporting individuals with diverse needs.
- We created a 'Suggestions for change' box to provide employees with a confidential and accessible way to share ideas, propose improvements, and raise concerns, fostering a culture of continuous development and inclusivity within the Service.

What we need to do

- Update our Equality, Diversity and Inclusion training based on the feedback from employees.
- Develop Anti-Bullying and Anti-Harassment Training to equip employees with the knowledge and skills needed to recognise, prevent and address bullying and harassment in the workplace, fostering a culture of respect, inclusion, and psychological safety for all.
- Review and improve 'Speak up' reporting line and disciplinary process.
- Review and refresh leadership and management skills of all individuals in management positions.
- Our senior managers need to embody the principles of openness, accountability, and humility as they steer the organisation towards a more inclusive and supportive culture.



Objective 2

Build a diverse and inviting workplace with opportunities to grow

Our goal is to hire, nurture and keep a talented, diverse and multilingual team that reflects the communities we work with.

What we did

- We continued to engage with external stakeholders to attract diverse applicants via careers fairs.
- We have and will continue to progress any work to close gaps and ensure full compliance with the Welsh Language Standards.
- We advertised specialised roles in targeted publications and ensured every job posting encouraged applications from a variety of people.
- We have attended events in Colleges to promote the Fire Service and make students from all backgrounds aware of the opportunities available in Mid and West Wales Fire and Rescue Service.
- We promoted the Service by creating innovative advertisements, individual station leaflets, the use of social media and face to face discussions with members of the public. Some job opportunities were advertised via video clips to engage widely and attract the widest possible pool of candidates.
- We introduced a change to the interview process for all whole-time candidates where applicants receive the interview questions 15 minutes ahead of their interview. This is to ensure that we reduce applicant anxiety, encourages candidates to provide suitable answers and fosters a more inclusive process for all applicants.
- We utilised our On-Call recruitment advocates to promote the Service and increase the expressions of interests from male and female members of the public.

What we need to do

- Improve Service-wide understanding on the importance of a diverse workforce and how positive action supports this goal.
- Continue to review and improve our recruitment and employment processes, including enhancing job adverts and job descriptions to make them more inclusive.
- Create more opportunities for internships and apprenticeships, specifically for groups that are not well-represented.
- Explore vacancy-filler software which can send alerts to personnel or previous applicants interested in working with the organisation.



- Conduct an employee survey to check how flexible working arrangements are used across organisation.



Objective 3

Make sure everyone can use our services and facilities

We will make sure that our services and facilities are accessible and inclusive to anyone who needs to use them.

What we did

- We produced online videos as an alternative way in which we communicate key messages.
- Divisions actively engage with their communities to strengthen trust but also ensure that their work remains relevant and responsive to the needs of the community.
- Our procurement team engaged with local SMEs (Small to Medium Enterprises) to ensure that any barriers to tendering for work were removed as much as possible so that they could bid on an equal footing with the larger national suppliers. This included attendance at Business Wales Supplier Expo event at Swansea Arena, a number of pre-tender engagement events that we organised for some Estates frameworks that we set up and presentations made at SME events organised by Carmarthenshire County Council and Cwmpas.
- We considered Equality, Diversity and Inclusion within all our procurement activities.
- We established a network of Community Ambassadors. The Ambassadors include representatives with a broad range of different experiences from across the Mid and West Wales area, and will play a pivotal role in helping to shape the services provided and assist with building a positive and supportive environment within communities. They will also act as a liaison between the Service and community members, helping to communicate important information, promote community engagement and represent the views of local communities.
- We developed a comprehensive Equality Impact Assessment and stakeholder mapping exercise to identify key influencers, decision-makers and those impacted together with their level of interest and influence in order to support the recent CRMP 2040 engagement process, where views were sought from stakeholders on the services provided by the Service. The stakeholder map is something that is re-visited regularly as part of the engagement process for the CRMP 2040, to ensure inclusive and effective engagement and the promotion of equality.
- We created a wellness room to provide a facility for members of the On-Call system to use to rest and support their wellbeing and readiness for duty.



What we need to do

- Conduct an assessment of access across all sites to determine how accessible our buildings and facilities are and align funding to support necessary investments.
- Continue making improvements to achieve Disability Confident Level 3 accreditation





All data to be finalised and included prior to publication April 2025

STAFF DATA (01 April 2024 – 31 March 2025)

Gender

Female	257
Male	1003
Total	1260

Disability (Declared)

Female	13
Male	46
Total	59

Age

16-24	19	71
25-34	59	227
35-44	82	331
45-54	61	267
55-64	32	102
65+	4	5
Total	257	1003

Religion or Belief

	Female	Male
Christian	62	352
Islam	1	2
Buddhist	0	3
Jehovah	1	0
Other	0	0
None	99	374
Prefer Not to Say	94	272
Total	257	1003

Race/Ethnicity

	Female	Male
Asian (Bangladeshi)	1	1
Asian (Indian)	1	0
Asian (Other)	0	2
Black African	0	2
Black Caribbean	0	1
British	223	904
Other White	3	14
Mixed (Asian & White)	0	2
Mixed (White & Black Caribbean)	0	1
Mixed (Other)	0	6
Mixed (White & Black African)	0	1
Irish	0	1
Prefer not to say	27	59
White	2	9
Total	257	1003

Marital Status

	Female	Male
Single	113	449
Married	106	463
Partnered	10	29
Divorced	13	30
Widowed	3	1
Civil Partnership	0	6
Separated	2	4
Other	2	2
Prefer Not to Say	8	19
Total	257	1003

Gender Identity Same as Birth

	Female	Male
Yes	195	806
No	0	1
Prefer Not to Say	62	196
Total	257	1003



Pregnancy & Maternity

	Female	Male
Yes	19	0
No	238	1003
Total	257	1003

Sexual Orientation

	Female	Male
Bisexual	5	10
Gay / Lesbian	10	3
Heterosexual	187	765
Transgender	0	0
Prefer Not to Say	55	225
Total	257	1003





Staff Data by Management Level

Gender		Area Manager [+]	Station Manager & Group Manager [07-15]	Crew Manager & Watch Manager [04-06]	Firefighter [01-03]
Female		2	61	96	98
Male		12	104	367	520
	Total	14	165	463	618

Duty System					
	Female	0	9	9	28
	Male	8	63	139	153
Wholetime	Total	8	72	148	181


	Female	0	2	4	8
	Male	0	0	6	6
Control	Total	0	2	10	14


	Female	2	50	81	17
	Male	4	41	52	2
Support	Total	6	91	133	19


	Female	0	0	2	45
	Male	0	0	170	359
On-Call	Total	0	0	172	404

*Following pay awards the grade brackets have been adjusted to accurately reflect previous reporting periods.


Wholetime Recruitment (01 April 2024 – 31 March 2025)


Gender 	
Female	2
Male	18
Total	20


Disability (Declared) 	
Female	1
Male	2
Total	3


Age 		
	Female	Male
16-24	0	4
25-34	2	7
35-44	0	7
45-54	0	0
55-64	0	0
65+	0	0
Total	2	18




Race/Ethnicity 		
	Female	Male
Black African	0	0
Black Caribbean	0	0
Black Other	0	0
Asian Bangladeshi	0	0
Asian Pakistani	0	0
Asian Indian	1	0
Asian Other	0	0
British	1	13
Chinese	0	0
European	0	0
Traveller	0	0
Mixed (Black/White)	0	0
Mixed (Asian/Black)	0	0
Mixed (Asian/White)	0	0
Mixed Other	0	0
White	0	0
Prefer Not to Say	0	5
Other	0	0
Total	2	18

Sexual Orientation 		
	Female	Male
Bisexual	0	0
Gay / Lesbian	1	0
Heterosexual	1	12
Transgender	0	0
Prefer Not to Say	0	6
Total	2	18

Marital Status 		
	Female	Male
Single	2	6
Married	0	8
Partnered	0	0
Divorced	0	1
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	3
Total	2	18

Religion or Belief 		
	Female	Male
Christian	0	2
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	2	8
Prefer Not to Say	0	8
Total	2	18

Gender Identity Same as Birth 		
	Female	Male
Yes	2	13
No	0	0
Prefer Not to Say	0	5
Total	2	18





Wholetime Leavers (01 April 2024 – 31 March 2025)

Gender

Female	3
Male	38
Total	41

Religion or Belief

	Female	Male
Christian	0	12
Islam	0	0
Buddhist	0	1
Sikh	0	0
Other	0	0
None	1	11
Prefer Not to Say	2	14
Total	3	38

Disability (Declared)

Female	0
Male	3
Total	3

Age

	Female	Male
16-24	0	0
25-34	1	4
35-44	2	6
45-54	0	12
55-64	0	16
65+	0	0
Total	3	38

Marital Status

	Female	Male
Single	0	7
Married	2	23
Partnered	1	0
Divorced	0	4
Widowed	0	0
Civil Partnership	0	0
Separated	0	2
Other	0	0
Prefer Not to Say	0	2
Total	3	38

Race/Ethnicity

	Female	Male
Chinese	0	1
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	1	34
White Other	0	1
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	2	2
Total	3	38

Gender Identity Same as Birth

	Female	Male
Yes	0	28
No	0	0
Prefer Not to Say	3	10
Total	3	38



Sexual Orientation



	Female	Male
Bisexual	0	1
Gay / Lesbian	1	0
Heterosexual	0	24
Transgender	0	0
Prefer Not to Say	2	13
Total	3	38





On Call Recruitment (01 April 2024 – 31 March 2025)

Gender



Female	15
Male	82
Total	97

Disability (Declared)



Female	1
Male	8
Total	9

Age



	Female	Male
16-24	6	30
25-34	5	22
35-44	4	23
45-54	0	6
55-64	0	1
65+	0	0
Total	15	82

Race/Ethnicity



	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black African	0	1
Bangladeshi	0	0
Indian	0	0
White British	12	66
White Other	0	0
Other Mixed	0	3
Prefer Not to Say	3	12
Total	15	82

Religion or Belief



	Female	Male
Christian	1	18
Islam	0	0
Buddhist	0	1
Sikh	0	0
Other	1	0
None	10	47
Prefer Not to Say	3	16
Total	15	82

Sexual Orientation



	Female	Male
Bisexual	1	2
Gay / Lesbian	1	0
Heterosexual	10	61
Transgender	0	0
Prefer Not to Say	3	19
Total	15	82

Marital Status



	Female	Male
Single	11	45
Married	2	23
Partnered	1	1
Divorced	0	1
Widowed	0	0
Civil Partnership	0	2
Separated	0	0
Other	0	0
Prefer Not to Say	1	10
Total	15	82


Gender Identity Same as Birth





	Female	Male
Yes	13	70
No	0	1
Prefer Not to Say	2	11
Total	15	82





On Call Leavers (01 April 2024 – 31 March 2025)


Gender 	
Female	5
Male	48
Total	53


Disability (Declared) 	
Female	0
Male	1
Total	1

Age 		
	Female	Male
16-24	0	4
25-34	1	13
35-44	3	8
45-54	1	6
55-64	0	15
65+	0	2
Total	5	48


Race/Ethnicity 		
	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	5	47
White Other	0	0
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	1
Total	5	48

Religion or Belief 		
	Female	Male
Christian	1	19
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	1
None	4	23
Prefer Not to Say	0	5
Total	5	48


Marital Status 		
	Female	Male
Single	3	20
Married	1	19
Divorced	0	2
Widowed	0	1
Partnered	1	1
Civil Partnership	0	2
Separated	0	0
Prefer Not to Say	0	3
Total	5	48


Gender Identity Same as Birth 		
	Female	Male
Yes	5	42
No	0	0
Prefer Not to Say	0	6
Total	5	48





Sexual Orientation 		
	Female	Male
Bisexual	0	1
Gay / Lesbian	0	0
Heterosexual	4	39
Transgender	0	0
Prefer Not to Say	1	8
Total	5	48

Support Staff Recruitment (01 April 2024 – 31 March 2025)

Gender 	
Female	13
Male	9
Total	22


Race/Ethnicity 		
	Female	Male
Chinese	0	0
Asian Other	0	1
White & Black African	0	1
Bangladeshi	0	0
Indian	0	0
White British	9	6
White Other	1	0
Other Mixed	0	0
Prefer Not to Say	3	1
Total	13	9


Disability (Declared) 	
Female	0
Male	0
Total	0


Age 		
	Female	Male
16-24	1	0
25-34	4	2
35-44	3	0
45-54	5	5
55-64	0	2
65+	0	0
Total	13	9

Religion or Belief 		
	Female	Male
Christian	1	2
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	3	1
Prefer Not to Say	9	6
Total	13	9




Marital Status 		
	Female	Male
Single	4	3
Married	5	2
Divorced	2	1
Widowed	0	1
Partnered	1	1
Separated	0	0
Other	0	0
Prefer Not to Say	1	1
Total	13	9


Gender Identity Same as Birth 		
	Female	Male
Yes	6	5
No	0	0
Prefer Not to Say	7	4
Total	13	9


Sexual Orientation 		
	Female	Male
Bisexual	0	0
Gay / Lesbian	2	0
Heterosexual	8	8
Transgender	0	0
Prefer Not to Say	3	1
Total	13	9

Support Staff Leavers (01 April 2024 – 31 March 2025)

Gender 	
Female	9
Male	8
Total	17


Disability (Declared) 	
Female	0
Male	1
Total	1


Age 		
	Female	Male
16-24	0	0
25-34	1	1
35-44	2	1
45-54	4	2
55-64	2	4
65+	0	0
Total	9	8


Race/Ethnicity 		
	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	7	8
White Other	0	0
Asian & White	1	0
Other Mixed	0	0
Prefer Not to Say	1	0
Total	9	8



Religion or Belief 		
	Female	Male
Christian	4	2
Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	0
None	1	3
Prefer Not to Say	4	3
Total	9	8

Marital Status 		
	Female	Male
Single	2	1
Married	4	6
Divorced	2	0
Widowed	0	0
Civil Partnership	0	1
Separated	0	0
Other	0	0
Prefer Not to Say	1	0
Total	9	8


Gender Identity Same as Birth 		
	Female	Male
Yes	6	7
No	0	0
Prefer Not to Say	3	1
Total	9	8


Sexual Orientation 		
	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	8	7
Transgender	0	0
Prefer Not to Say	1	1
Total	9	8








Promotion Data (01 April 2024 – 31 March 2025)

Gender 	
Female	11
Male	27
Total	38


Disability (Declared) 	
Female	1
Male	2
Total	3


Age 		
	Female	Male
16-24	3	0
25-34	2	8
35-44	4	11
45-54	2	6
55-64	0	2
65+	0	0
Total	11	27


Race/Ethnicity 		
	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	11	25
White Other	0	2
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	0	0
Total	11	27

Religion or Belief 		
	Female	Male
Christian	1	7

Islam	0	0
Buddhist	0	0
Sikh	0	0
Other	0	1
None	6	9
Prefer Not to Say	4	10
Total	11	27

Marital Status 		
	Female	Male
Single	8	14
Married	3	12
Partnered	0	0
Divorced	0	0
Widowed	0	0
Civil Partnership	0	1
Separated	0	0
Other	0	0
Prefer Not to Say	0	0
Total	11	27

Gender Identity Same as Birth 		
	Female	Male
Yes	10	19
No	0	0
Prefer Not to Say	1	8
Total	11	27

Sexual Orientation 		
	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	9	19
Transgender	0	0
Prefer Not to Say	2	8
Total	11	27



Employee Transfer Data (01 April 2024 – 31 March 2025)

Gender

Female	7
Male	40
Total	47

Disability (Declared)

Female	0
Male	4
Total	4

Age

	Female	Male
16-24	1	1
25-34	0	8
35-44	4	12
45-54	2	18
55-64	0	1
65+	0	0
Total	7	40

Race/Ethnicity

	Female	Male
Chinese	0	0
White & Asian	0	0
White & Black Caribbean	0	0
Bangladeshi	0	0
Indian	0	0
White British	6	38
White Other	0	2
Asian & White	0	0
Other Mixed	0	0
Prefer Not to Say	1	0
Total	7	40

Religion or Belief

	Female	Male
Christian	4	15

Islam	0	1
Buddhist	0	0
Sikh	0	0
Other	0	0
None	2	11
Prefer Not to Say	1	13
Total	7	40

Marital Status

	Female	Male
Single	6	16
Married	1	21
Partnered	0	1
Divorced	0	1
Widowed	0	0
Civil Partnership	0	0
Separated	0	0
Other	0	0
Prefer Not to Say	0	1
Total	7	40

Gender Identity Same as Birth

	Female	Male
Yes	6	33
No	0	0
Prefer Not to Say	1	7
Total	7	40


Sexual Orientation


	Female	Male
Bisexual	0	0
Gay / Lesbian	0	0
Heterosexual	6	30
Transgender	0	0
Prefer Not to Say	1	10
Total	7	40




Data Captured via the Service’s Incident Recording Systems

(01 April 2024 – 31 March 2025)

Victim Age 	
<16	182
17-25	126
26-40	184
41-55	128
56-70	232
70+	461
Age unknown	521
Total	1834

Gender 	
Female	780
Male	1026
Not Known	22
Not Specific	6
Total	1834

Race/Ethnicity 	
Asian or Asian British - Bangladeshi	0
Asian or Asian British - Indian	9
Asian or Asian British - Other Asian	4
Asian or Asian British - Pakistani	1
Black or Black British - African	3
Black or Black British - Caribbean	0
Black or Black British - Other Black	5
Chinese	0
Mixed - Other Mixed	4
Mixed - White & Asian	4
Mixed - White & Black African	1
Mixed - White & Black Caribbean	1
Not Known/Stated	145
White - British	1634
White - Irish	5
White - Other White	18
Total	1834





Gwasanaeth Tân ac Achub
Canolbarth a Gorllewin Cymru

Mid and West Wales
Fire and Rescue Service

EIN GWELEDIGAETH
I ddarparu'r gwasanaeth gorau posibl i
gymunedau Canolbarth a Gorllewin Cymru.

OUR VISION
To deliver the best possible service for
the communities of Mid and West Wales.

#EichGTACGC #YourMAWWFRS

Find out more

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

Our website contains more detailed information on areas reported in this document. In the Our Plans and Performance section of our website you will find information on: -

- Corporate Plans
- Annual Improvement Plans
- Consultation Reports
- Wales Audit Office Reports
- Welsh Performance Indicators Reports
- All Wales Dwelling Fire Response Charter

We welcome your comments or suggestions for future planning improvements.

To provide your feedback, you can contact us via our website www.mawwfire.gov.uk, telephone us on **0370 6060699** or write to us at Mid and West Wales Fire and Rescue Service HQ, Lime Grove Avenue, Carmarthen, SA31 1SP.

Alternatively, you can email us at mail@mawwfire.gov.uk

Alternative Versions

This document is also available in accessible formats. If you would like this information in an alternative language or format, including audio, please contact us on: **0370 6060699** or e-mail: mail@mawwfire.gov.uk



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