




INVESTING IN FACILITIES AND INNOVATION

- ✓ Safe Havens in all stations
- ✓ A new interim Decontamination Facility is now operational
- ✓ New decontamination programme launched
- ✓ Fire stations have been designated as Safe Spaces
- ✓ Introduction of a new uniform trial.

 Inputs of demographic information held has improved by almost 500 submissions since January 2025.

over 100 People have been referred for support through the Neurodiversity Partnership Network

400 Staff completed the new Taking Care of Behaviours (TCoB) training.

over 140 Managers trained on completing Equality Impact Assessments

✓ Achieved the Ministry of Defence (MoD) Employer Recognition Scheme (ERS) gold award.



8 DICE sessions delivered at corporate inductions

3 DICE Champions Network sessions since January 2025

over 30 Members of staff are part of the DICE Champions Network

Relaunch of the Inclusive Workforce Group to shape inclusivity in the Service

SUPPORTING EVENTS AND INITIATIVES

- 400** Staff participated in the first WFS Cymru 2024
- 9** Staff from SWFRS joined delegates for the National WFS event in June 2025
- Black history month awareness
- Iftar celebration at Cardiff Castle
- Pride Cymru and local events

**DIVERSITY, INCLUSION, COHESION
EQUITY AND FACILITIES**

