

Equality & Human Rights Impact Assessment Recording Form

PART 1 BASIC INFORMATION

Policy Owner/Author	Name: Alison Hastings, Performance and Strategic Planning Manager
E&D Officer	Name: Denise Rooney
Title (of function/policy to be assessed e.g. name of policy, title of training course)	Scottish Fire and Rescue Service Strategic Plan 2019-22
Date Assessment Commenced	31/01/2019

The purpose of the following set of questions is to provide a summary of the function/policy.

Briefly describe the aims, objectives and purpose of the function/policy	The Strategic Plan outlines the steps the Scottish Fire and Rescue Service (SFRS) will take to fulfil the Scottish Government's Fire and Rescue Framework for Scotland. The Plan sets out how the Board and management team of the SFRS will embark on a programme of development for the organisation over the next three years.
Are there any associated objectives of the function/policy (please explain)?	<p>The primary goal of the Scottish Fire and Rescue Service is to make people safer. The Strategic Plan will provide an overview of the high-level commitments for the next three years and will illustrate how we intend to prioritise our resources to improve community safety, wellbeing and resilience.</p> <p>In addition, the Strategic Plan will provide the link between the National Performance Framework, the Justice in Scotland Vision and Priorities, the Fire and Rescue Framework for Scotland 2016 and the strategic operating priorities and objectives of the SFRS.</p>
Does this function/policy link with any other function/policy? If Yes, please list and describe relationship.	The Fire and Rescue Framework for Scotland 2016 outlines the Scottish Government's expectations of the SFRS which need to be reflected in the Strategic Plan and Local Plans. Further detail on the specific strategic actions we will take to meet the priorities set out in these will be presented in Annual Operating Plans and Directorate Plans. The Strategic Plan is related to all SFRS strategies, plans, activities, policies and initiatives by setting the overarching operating parameters for the SFRS.
Who is intended to benefit from the function/policy and in what way?	Scottish Government, SFRS Board, SFRS personnel, people and communities of Scotland through a clear understanding of what the SFRS longer term ambitions

	are and what it sets out to achieve over the next three years in pursuit of those.
What outcomes are wanted from this function/policy?	<p>The Plan sets out the outcomes of the SFRS over the period 2019-22. The Plan provides the strategic direction for the organisation and is supported by detailed underpinning plans that focus on our functional and operational priorities. The impact and the difference the SFRS is making will be the focus of performance measurement.</p> <p>The key strategic ambition of the Strategic Plan will be to improve outcomes for communities and staff, and strengthen the sustainability of the SFRS against a challenging operational environment.</p>
What factors/forces could contribute/detract from the outcomes?	<p>Detract factors that could pose a high risk due to their potential impact and likelihood of occurrence: A failure to align Strategic Plan and underpinning planning framework with the Fire and Rescue Framework for Scotland 2016, failure to communicate content, purpose and operating model to appropriate personnel and stakeholders.</p>
Who are the main stakeholders in relation to the function/policy?	SFRS Board, Strategic Leadership Team, Corporate Assurance Board.
Who implements the policy and who is responsible for the function/policy?	SFRS Board and Strategic Leadership Team are primarily responsible for overseeing and implementing the Strategic Plan.

PART 2

ESTABLISHING RELEVANCE – INITIAL IMPACT ASSESSMENT

- This section is designed to determine the relevance of the function/policy to equality.
- This section also fulfils our duty to consider the impact of our activities in relation to Human Rights.
- Initial screening will provide an audit trail of the justification for those functions not deemed relevant for equality impact assessment.
- Throughout the process the evidence and justification behind your decision is more important

Q1. *The function/policy will or is likely to influence SFRs ability to....*

- a) Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010 and/or;
- b) Advance equality of opportunity between people who share a characteristic and those who do not and/or;
- c) Foster good relations between people who share a relevant protected characteristic and those who do not.

Please tick as appropriate.	Yes/ Potential	No	Don't Know/Don't Have Enough Evidence
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Caring responsibilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage and civil partnership (answer this only in relation to point a above)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion and belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex (gender)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social and economic disadvantage	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If you have selected 'No' for any or all of the characteristics above please provide supporting evidence or justification for your answers.

AND,

If you have identified any potential links to other functions/policies please comment on the relationship and relevance to equality.

Due to the strategic nature of this document, its broad reaching scope and its reliance on the interpretation of its ambitions through associated strategies, plans, policies and practices the Strategic Plan does not lend itself well to analysis under the equality impact assessment process. The Strategic Plan does, however, play a crucial role in directing

future initiatives and corporate decisions which may themselves be more directly relevant to the general equality duty. In recognition of the role the Strategic Plan plays in directing activity of the SFRS and the potential for those activities to further the aims of the general equality duty the Strategic Plan is being screened as relevant to the general equality duty and relevant for progressing to equality impact assessment. The focus of the equality impact assessment will be on outlining the broad equality context within which the SFRS operates.

Q2. Is the function/policy relevant to the Human Rights Act 1998?

Yes **No** **Don't Know**

If you have selected 'No' please provide supporting evidence or justification for your answers

AND,

If you have identified any potential links to other functions/policies please comment on the relationship and relevance to Human Rights.

The screening of the Strategic Plan against the Human Rights Act is consistent with the position outlined in the screening for relevance to the general equality duty detailed above, i.e. the strategic nature of the Plan means that any relevance can be established only by indirect means through the development and implementation of associated initiatives and practices.

Concluding Part 2

Outcome of Establishing Relevance	Please Tick	Next Steps
There is no relevance to Equality or the Human Rights Act 1998	<input type="checkbox"/>	Proceed to Part 4 Monitoring
There is relevance to some or all of the Equality characteristics and/or the Human Rights Act 1998	<input checked="" type="checkbox"/>	Proceed to Part 3 Impact Assessment
It is unclear if there is relevance to some or all of the Equality characteristics and/or the Human Rights Act 1998	<input type="checkbox"/>	Proceed to Part 3 Impact Assessment

PART 3 IMPACT ASSESSMENT

Describe and reference:

- relevant issues
- evidence gathered and used
- any relevant resolutions to problems
- assessment and analysis
- decision about implementation
- justification for decision
- potential issues that will require future review

Characteristic	
Age	<p>Older people</p> <p>Scotland's population is ageing, and life expectancy for men and women is expected to increase by around 4-5 years by 2037.</p> <p>In the year to mid-2017, just under one in five people (19%) were aged 65 and over. However by 2041, one in four people (25%) are projected to be in this age group.</p> <p>The fastest growing age group in Scotland is projected to be those aged 75 and over, increasing by 79% over the 25 year period between 2016 and 2041. This is followed by those aged 65 to 74, projected to grow by 17% over the same period.</p> <p>In contrast, the population of all other groups (below age 65) are projected to decline over the 25 year period to 2041. (Scotland's Population 2017– the Registrar General's Annual Review of Demographic Trends).</p> <p>We know that older people are more at risk from fire incidents. As people get older, it can become more difficult to detect and respond to fires. For example, it can become harder to hear smoke alarms, smell smoke, detect changes in heat and turn off appliances. Anecdotal evidence also suggests that older people may be more likely to possess older appliances, which have a greater potential to be faulty and increase the risk of fire. Of the 44 fire fatalities in 2017-18, 23 were in the 60 and over age group. The rate of fatal casualties in the 60 and over age group was 17.1 per million population, which is more than double the national average (8.1 per million population). To minimise these risks we will look at adapting our services to meet the needs of our aging population in collaboration with our partner agencies. We will also focus on prevention activities, including the collation and sharing of information about the diverse needs of older people in our communities. By sharing information with other agencies we can work to reduce their risk from harm.</p> <p>The fire fatality rate in people over 60 has remained consistently higher than for any other age group.</p>

However, age is not necessarily the only factor which contributes to making people more at risk from fire. The Scotland Together report on fire safety in 2009 stated that 90% of older people involved in a Fatal Fire Survey had other contributory factors, such as mobility problems, disability, mental health issues or alcohol involvement. Social deprivation was also highlighted as a key factor related to an increased risk from fire, which may be a particularly important issue in the current financial climate. Changes in health and social care place a greater emphasis on enabling people to stay in their homes safely, and we have made strides in recent years on partnership working to address the challenges posed by dementia and an ageing population. We also work closely with care homes and sheltered housing providers to make sure the right safety measures are in place and that the duty holders know what they should look to provide a secure environment for their clients/tenants.

We need to work with our partners to understand the risks that people will face in their communities and will undertake a collaborative approach to ensure the safety and wellbeing of individuals.

In addition, living alone tends to increase the risk of fire injury or death – 53% of accidental fire death incidents occur in single occupancy households and 51% occurring in flatted accommodation. As such, an ageing population, with an increasing number of people living alone, has the potential to lead to an increase in accidental dwelling fire deaths (Scotland Together).

The SFRS engages with agencies, other organisations and authorities who work with older people, to identify and target those in need of assistance and advice on fire safety. This type of multi-agency targeted approach is particularly important for older, vulnerable people, who may not be able to obtain information via the usual channels – for example they may not have access to the internet, or understand mainstream fire safety material. Information may need to be provided in accessible formats, such as easy read or large font. There are a number of initiatives, such as installing smoke/heat detectors or linked alarm systems, which also aim to reduce their vulnerability to fire. To ensure that our resources are effective we will make better use of communication tools to engage with older people in their preferred way.

While cardiac arrest can occur at any age without warning, the risk of having a cardiac arrest increases with age, according to the Sudden Cardiac Arrest advice service. Our work to extend our range of activities so that we can provide assistance to people who suffer Out of Hospital Cardiac Arrest (OHCA) is likely to make people safer from this threat as they age.

Younger people

In 2017-18, the non-fatal casualty rate for those aged 0-16 was 90 non-fatal casualties per million population, less than half the

national average of 200 per million population. However, there are also issues in relation to young people and fire related anti-social behaviour, as well as evidence that young people are at a high risk of being involved in a road traffic collision. As such, targeting young people with education is key to promoting community safety and social responsibility.

The SFRS takes forward schools programmes and a formal national accreditation qualification for youth engagement programmes to educate young people on fire safety and decrease fire related anti-social behaviour (e.g. attacks on crews and fire hydrant damage). Many of these are delivered through a multi-agency approach. Topics of learning can include a range of issues, such as home fire safety, the dangers of making hoax calls, dangers of deliberate fire setting, road safety, alcohol and drug awareness, first aid and healthy eating (Scotland Together).

Modified versions of courses are delivered to young people with disabilities. In addition, station-based personnel carry out activities with youth groups and schools. Road safety, fire safety and general outreach programmes are also run.

The SFRS operate a Youth Engagement Framework and will increase the number of initiatives that we run which are aimed at getting young people involved in activities where they can build valuable knowledge and life skills to prepare them for the future. We will also positively engage with young people to support them into work within the Service. Corporate Parenting for young people in or leaving care has been and continues to be a priority for us, to try to provide better life chances for this traditionally disadvantaged group.

Workforce – age equality issues

In 2017/18, 35.8% of all SFRS staff were in the 40-49 age range, 25% were within the 30-39 age range, 30% are in the 50 and over age range and 9% were under 30 years old. The highest proportion of personnel were within the 40-49 age range, and 49% of 'support staff' were 50 years and over. Retained duty system (RDS) staff had the highest percentage of under 30 year olds, at 15%. Wholetime operational staff had the lowest percentage of staff in the 50 and over age range (26%), due to retirement arrangements for operational staff (Scottish Fire and Rescue Service Fire Safety and Organisational Statistics 2017-18).

The evidence indicates that, in respect of the workforce, there may be particular impacts on the following groups of people:

- older members of the SFRS's workforce (e.g. in respect of utilising their knowledge and expertise);
- retired employees who sometimes undertake fire safety visits (e.g. retaining the valuable service they provide);
- young people (e.g. continuing/maintaining youth engagement programmes. These aim to encourage

	<p>young people to learn about fire safety, get involved, increase their skills and take this back to their communities. They can also prepare them for future employment in the Service).</p> <p>There may also be equality issues affecting an ageing workforce, especially in relation to operational firefighters, such as maintaining operational fitness.</p>
<p>Caring Responsibilities</p>	<p>In the broader UK population there are approximately seven million carers with responsibility for a dependent who has a disability or other long term impairment or health condition – approximately 42% are men and 58% are women. By 2030, it is expected that the number of carers will increase by 3.4 million (around 60%). In Scotland the overall number of carers is approximately 759,000 – 17% of the population. 67% of all carers are in employment. 72% of male carers are in employment and 62% of women carers are in employment (Carers Trust).</p> <p>In the broader UK population women are more likely to be primary carers for dependents (children, elderly parents or other family members) than men. There is some evidence within the fire service that wholetime men identify as being primary carers of young children in higher levels than female wholetime firefighters. This may be due to the particular model of shift pattern used which may require and afford a different division of childcare responsibilities.</p> <p>In terms of our practical support for carers, we have various projects nationwide which aim to provide them with the information they need to keep their homes and their dependents safe.</p>
<p>Disability</p>	<p>Communities – disability equality issues</p> <p>20% of people in Scotland are disabled according to the definition of the Equality Act 2010 (Office for National Statistics – Census Results – 2011). Disabilities can increase the likelihood of an individual accidentally causing a fire and can hinder escape when one occurs. The ONS Life Opportunities Survey (ONS, 2014) found that 10% of adults with impairments experienced difficulty accessing rooms within their home or difficulty getting in or out of their home. 15% of fatal fires involved victims who suffered some form of mental impairment. 30% of fatal fires involved victims with physical impairment, rising to 39% when age related physical impairment is included (Arson Control Forum, Learning Lessons from Real Fires: Findings from Fatal Fire Investigation Reports – 2006).</p> <p>In terms of mental health concerns, of the 177 fire deaths across the Scottish Fatal Fire Survey, 16 were recorded as suicide (Scotland Together, 2009). The term disability covers a wide range of impairment types and conditions and it is important to recognise that disabled people are not a homogenous group and will have a range of needs and experiences. For example,</p>

someone who has a physical disability is likely to have very different needs to someone who is Deafblind; and particularly vulnerable people and people with learning difficulties may have difficulty understanding the dangers fire presents to their safety. As such, a variety of fire safety initiatives are necessary to support disabled people and decrease their vulnerability to fire incidents. Some disabled people (e.g. Deaf and Deafblind people whose first language is British Sign Language (BSL) not English, deafened people and people with cerebral palsy or multiple sclerosis) may experience difficulties communicating with the SFRS. This may be in relation to contacting the Service, at incidents or in community education and enforcement activities. Similarly, targeted communication is important in relation to reducing road traffic accidents.

We believe that people are safer when they know more about the risks they face and have the capacity and resilience to help themselves. To ensure that everyone in our communities are safe from harm we will engage with people who have disabilities and will understand their specific needs. We will work alongside communities and groups representing people with disabilities for them to voice how they want services designed and delivered to meet their future needs.

Social and economic factors often increase the fire risks for disabled people, particularly where people have restricted financial resources. As such, the support required by disabled people varies depending on the relevant social and economic factors which are prevalent in each geographic area. Disabled people in more isolated areas may be especially reliant on public service provision to decrease their isolation and engage in public life. The SFRS works with other groups, organisations, authorities and agencies to identify disabled people who may be vulnerable, helping to make their premises safe as well as improve their awareness of fire safety. For example:

- work undertaken with social care services and health agencies has helped identify mental health patients at risk from fire. The SFRS can then perform a risk assessment and provide specific advice to assist in this respect;
- specialist fire alarms (which use lights and vibrating pads) can be installed to alert people who are deaf to the occurrence of a fire;
- heat/smoke detectors can be installed in linked alarms (which alert emergency services directly and can be installed in peoples' homes where they may not be able to telephone for help);
- the SFRS could place BSL video clips on websites, and provide easy-read and accessible information on fire safety;
- deaf awareness and sign language courses have been run in response to local need;

- local voluntary and other organisations work in partnership with the SFRS – for example, to ensure older and disabled people have a working fire alarm. Voluntary and other such organisations often have access to people who may feel uncomfortable contacting public bodies or authorities, and are a valuable tool for reaching some of the most vulnerable people within communities; and
- the SFRS provides general information and advice on fire safety to a wide range of people, for example guidance to businesses about safe emergency evacuation from premises for wheelchair users.

While cardiac arrest can occur in anyone without warning, the risk of having a cardiac arrest increases with pre-existing heart conditions which may mean the person concerned considers they have a disability. Our work to extend our range of activities so that we can provide assistance to people who suffer Out of Hospital Cardiac Arrest (OHCA) is likely to make people who identify as having a disability associated with heart disease safer from this threat.

To assist SFRS staff in responding to the needs of disabled people, the SFRS provides training on equality and diversity. For example a programme of Mainstreaming Equality training is ongoing across the SFRS specifically targeting those personnel key in ensuring embedded equality.

Fire and rescue service workforce – disability equality issues

Overall, 0.4 % of SFRS staff were recorded as disabled. The highest proportion was 1.2% in the support staff category, and the lowest proportion was 0.3% in the whole-time operational, RDS and Volunteer staff, with no Control staff members identifying as having a disability (Scottish Fire and Rescue Service Fire Safety and Organisational Statistics 2017-18).

However, it should be noted that there are some people who may not feel comfortable disclosing that they are disabled to their employers and therefore were not accounted for in these figures.

Where a suitable post is available, the SFRS will have redeployment procedures in place for operational personnel who become disabled during their career. There are also employee networks to help support disabled people.

We aspire to become an employer of choice that reflects the communities that we serve. We seek to promote a career in the fire and rescue service in a way that is attractive and inclusive to a wide range of people from across our society. We want to create opportunities so that each individual can fulfil their full potential including making reasonable adjustments for current and potential employees with disabilities.

<p>Gender reassignment</p>	<p>There are no accurate figures for Trans* people in Scotland. The Scottish Transgender Alliance has indicated to the fire service that some Trans* people may experience distress if they are involved in a situation where they are required to leave a property without being able to publicly present themselves in their preferred gender. This point is noted but it is viewed that the benefits of emergency evacuation of premises outweighs any short-term discomfort experienced.</p> <p>Crew may be called to an incident such as a dwelling fire that is the result of hate crime associated with trans-phobic intolerance.</p> <p>We will work continuously to educate people and empower them to take responsibility for their safety and wellbeing. This includes working with partners and groups representing people who have reassigned their gender in order to understand their specific needs and barriers to inclusion. We will work to empower transgender people to engage with us so that we have a reliable understanding of the potential risks facing this community.</p> <p>We aspire to become an employer of choice that reflects the communities that we serve. We seek to promote a career in the fire and rescue service in a way that is attractive and inclusive to a wide range of people from across our society. We want to create opportunities so that each individual can fulfil their full potential.</p>
<p>Marriage and Civil Partnership</p>	<p>The characteristic of marriage and civil partnership only enjoys protection in relation to discrimination within an employment context. Although the strategic plan has a primary aim of the protection and safeguarding of the health and wellbeing of communities within Scotland, there is also a recognition that we are focused on becoming an employer of choice and therefore we will treat all employees fairly regardless of their marriage or civil partnership status.</p>
<p>Pregnancy and maternity</p>	<p>Some pregnant women may be less mobile than if they were not pregnant. There may be health concerns regarding a pregnant woman and/or fetus arising from the situation that differs from the same situation of a non-pregnant woman, e.g. extrication from a vehicle following a Road Traffic Collision or the treatment of injury. The SFRS notes these issues and addresses them within the appropriate training and operating guidance.</p> <p>The health and safety considerations of pregnant and breastfeeding personnel and those on maternity leave are considered within the appropriate Health & Safety, terms and conditions of employment and operating procedures.</p>
<p>Race</p>	<p>Communities – race equality issues</p> <p>According to the 2011 Census the size of the minority ethnic population in 2011 was just over 200,000 or 4% of the total</p>

population of Scotland (based on 2011 ethnicity classification); this has doubled since 2001 when just over 100,000 or 2% of the total population of Scotland (based on the 2001 ethnicity classification) were from a minority ethnic group. Some parts of Scotland have reasonably large numbers of people from minority ethnic groups living in them. There are significant regional variations in this respect, with Glasgow having the most ethnically diverse population in Scotland and some rural areas having very low minority ethnic profiles. Some of the largest minority ethnic populations in Scotland are comprised of long established and well integrated communities; while some newer communities are less integrated, smaller, more dispersed and can retain some customs that may present as a fire risk (e.g. methods of cooking).

Established communities often have a significant profile at regional and national levels, with longstanding relationships with the SFRS. Newer communities are less likely to be aware of public services in general and are more likely to move residence. This poses specific issues in supporting them and keeping their properties safe from fire. Minority ethnic communities may often also require targeted communications, particularly where English is not their first language.

It is recognised that there is a link between socio-economic deprivation and the risk of harm from fire. Evidence shows that overall poverty is higher among ethnic groups than within the majority white population (Joseph Rowntree Foundation, *UK Poverty 2018: A comprehensive analysis of poverty trends and figures*). We will ensure that we are committed to making people safer from experiencing the effects of harm, much of which is driven by social and economic inequality.

We will target our prevention activities to those most in need and will use the principles of the Scottish Government's open data agenda to share information with partners to enable the development of a more comprehensive understanding of the specific issues and barriers to engagement that people from minority ethnic backgrounds face. With this understanding we can utilise our resources more effectively in empowering communities to improve their safety, wellbeing and resilience.

Travelling communities, whether in permanent and static or non-static or semi-static residences, often have reduced access to services, may be vulnerable to fire risk and may experience isolation from the broader population. Therefore establishing trust with individual local communities and building personal relationships is particularly important. The SFRS works with community groups and organisations, stakeholder representatives and equality organisations to target, protect and educate ethnic minority communities. The SFRS also participate at events such as the annual Mela in Edinburgh and Glasgow.

	<p>The SFRS launched a project on Accessible Communications in 2015 which includes communicating with people whose first language isn't English. Previous work has included:</p> <ul style="list-style-type: none"> • the use of pictorial phrase booklets where language barriers have been identified as a particular regional issue; • use of translation services, such as Happy to Translate and Languageline, as well as local services and partner organisations • specialising in community languages specific to certain regional areas; and • working with fire services from other countries and using these links to assist work with Scotland's local communities. <p>This work continues and the SFRS are working in partnership with other emergency services, where the communication needs of our service users may benefit from a collaborative approach.</p> <p>The SFRS provides equality and diversity training which includes specific information to help address race equality issues.</p> <p>The SFRS has a statutory duty under Part 3 of the Fire (Scotland) Act 2005 to provide advice and enforce fire safety regulations in most non-domestic buildings across Scotland. We are also aware that a significant proportion of minority ethnic communities own their own business so we will ensure that we recognise specific cultural and linguistic needs when relevant.</p> <p>Workforce – race equality issues</p> <p>Of Scotland's fire and rescue service staff, 1.2% were recorded as belonging to a minority ethnic group. The highest proportion of minority ethnic staff were in support staff roles (1.4%) and the lowest proportion of minority ethnic staff were in Control (0.5%) (Scottish Fire and Rescue Service Fire Safety and Organisational Statistics 2017-18).</p> <p>We want to be an employer of choice that reflects the communities that we serve. We recognise that the proportion of staff who belong to a minority ethnic group is lower than the national proportion. We are looking at ways to address this through positive action initiatives.</p> <p>The FBU has a specific section of the Union for uniformed staff who are from a minority ethnic background, where support and advice can be sought.</p>
<p>Religion and Belief</p>	<p>Communities – religion equality issues</p> <p>The 2011 Census indicates just over half (54%) of the Scottish population stated their religion as Christian – a decrease of 11% since 2001, whilst 37% of people stated that they had no religion – an increase of 9%. More than 6 out of 10 people said that their</p>

religion was Christian (65%); 42% Church of Scotland, 16% Roman Catholics and 7% other Christian.

After Christianity, Islam was the most common faith with 77,000 people in Scotland describing their religion as Muslim. This is followed by Hindus (16,000), people from other religions (15,000), Buddhists (13,000), Sikhs (9,000) and Jews (6,000). These groupings account for less than 3% of the overall population.

Numbers reporting 'Muslim' and 'Other religion' both doubled in the decade from 2001. The majority of people from 'Muslim', 'Hindu', 'Sikh' and 'Jewish' religions live in large urban areas (this corresponds with a high density of minority ethnic groups within these areas). The 'Muslim', 'Sikh', 'Hindu', and 'Buddhist' profiles were relatively young compared to the population as a whole. Almost a third of 'Buddhists' were 'White: Scottish', with a quarter 'Chinese' and a quarter 'Other Asian'. The vast majority of 'Hindus' (82%) and 'Sikhs' (83%) were of 'Indian' ethnicity. 82% of those who identified as 'Hindu' were born outside of the UK and 64% of 'Hindus' arrived between the ages of 16 and 34. The majority of 'Muslims' and 'Buddhists' who lived in Scotland on census day were born outside of the UK.

Almost 60 per cent of 'Jewish' people were 'White Scottish', 18 per cent were 'White: Other White' and 16 per cent were 'White: Other British'. The majority (58%) of 'Muslims' in Scotland were of 'Pakistani' ethnicity, with a mixture of ethnicities making up the remaining 42%.

Eighty five per cent of those reporting 'No religion' identified as 'White Scottish' and most of the remainder (10%) were 'White: Other British'

There are very few issues arising from religion in isolation of other cultural factors or relating to race, ethnicity or nationality. Sectarianism remains an issue to varying degrees within Scotland, and one that the SFRS is aware of.

Crew may also be called to an incident such as a dwelling fire that is the result of hate crime associated with religious intolerance.

In order to ensure that all our communities are safe we will work to increasingly understand the specific needs and requirements of our communities that stem from their religious or other beliefs. We will make use of this information to ensure that our decisions are based on strong evidence that responds directly to the holistic needs of our communities. For example there is some evidence that certain religious practices and cooking habits (e.g. frying at high temperatures, deep fat cooking) may increase the risk of domestic fires. An Office of the Deputy Prime Minister (ODPM) report in October 2002 on Establishing Fire Safety Issues Among Older People, found that Hindu respondents

	<p>conceded that religious rituals and festivals could increase fire risk. However, all said they took particular care not to leave incense burning unattended or to light too many candles at Diwali. This suggests it may be useful to target fire safety advice to religious groups especially around the time of festivals or other events.</p> <p>Attacks on crews may be related to the religion of the crew. There is some historical evidence that religion has been a motivating factor on attack on crews. There is a recorded example of attack on crew within at least one former FRS area where the perceived religion of the crew was protestant and this was the aggravating factor for the aggressor. There is not a substantial body of evidence to suggest that attack on crew is motivated by religion.</p>
<p>Sex (gender)</p>	<p>Communities – gender equality issues</p> <p>Scotland's population figure for 2011 has a gender split of 51.5% females to 48.5% males (2011 Census: First Results on Population Estimates for Scotland). In terms of fire incidents, males are more likely than females to: be injured in a fire; need to be rescued from a fire; or, die in fires. This has been a consistent trend over the last decade. In 2017-18 there were 44 fire deaths, 26 of which were male (59%). There were also 1,086 injuries where the gender was recorded (11 where the gender was not recorded). Of these 55% were male and 45% female.</p> <p>In 2017 there were more males than females who were killed or seriously injured in road traffic collisions. 97 males were killed in comparison with 49 females. 1042 males were seriously injured, whilst 538 females were seriously injured (Key 2017 Reported Road Casualty Statistics).</p> <p>In terms of gender equality issues affecting women, domestic violence has the potential to be related to a fire incident. Women are more likely to be the victim of domestic violence – in 84% of cases of domestic abuse there is a female victim and male perpetrator (Domestic Abuse Recorded by Police in Scotland 2017-18). To help combat this, the SFRS have undertaken some work on Violence Against Women – raising awareness, and ensuring that personnel know what to do if it is identified during a Home Fire Safety Visit.</p> <p>Workforce – gender equality issues</p> <ul style="list-style-type: none"> • 86.7% of the fire and rescue service workforce was male and 13.3% female. • Of the 1,035 female staff, 476 were working in the support staff category. • Of the 6,741 male staff, half, 3,371 were working as wholetime operational staff. • The proportion of females was highest in control staffing at 83.6% (158 out of 189). • The proportion of males was highest in wholetime operational staffing at 95.1% (3,371 out of 3,546)

	<p>(Scottish Fire and Rescue Service Fire Safety and Organisational Statistics 2017-18).</p> <p>Women are more likely to have part-time working or flexible working arrangements (by virtue of generally being households' primary carers).</p> <p>For 2017-18, there was a headcount of 846 support staff. The full-time equivalent was 759. This group had the largest number of staff working part-time. Although we do not know exact part-time hours, there was an 11% decrease from headcount to fulltime equivalent.</p> <p>The SFRS undertakes equality and diversity training to help address equality issues, raise awareness and ensure good practice in the workplace. This includes providing information on gender equality. The SFRS are also leading a project on behalf of the Justice Board to improve the representation of women and other under-represented groups across the Justice sector. The Fire Brigades Union (FBU) has a specific section of the Union for uniformed female staff, and Unison has a women's section, where support and advice can be sought.</p> <p>The SFRS Board is taking positive action to support Scottish Minister's ambition of a 50:50 gender split of Board membership by 2020.</p>
<p>Sexual Orientation</p>	<p>Communities – LGBT equality issues</p> <p>It is difficult to obtain accurate data on this equality group; however, it is generally accepted that Lesbian, Gay, Bisexual and Transgender (LGBT) people make up around 5% of the population of Scotland (Cited in Scottish Government – Challenging Prejudice: Changing Attitudes towards Lesbian, Gay, Bisexual and Transgender People in Scotland – 2008).</p> <p>Stonewall estimates that around 200,000 gay people live in Scotland. Anecdotal evidence from Stonewall suggests that people identifying as LGBT are less likely to approach uniformed emergency services due to the image of emergency services as being 'unwelcoming' – although the LGBT community is very diverse in itself and the experiences of individuals can differ from area to area. Some examples of good practice in helping break down these barriers, and encouraging community engagement, include the SFRS: becoming members of Stonewall's Equality Champions programme; working with LGBT Youth Scotland and the Equality Network; participating in Edinburgh and Glasgow Pride; engaging with local groups/organisations; and ensuring that community safety messages are inclusive and widely distributed.</p> <p>There is some evidence that LGBT people from more rural areas often relocate to one of the large cities as they reach adulthood. Moving is not generally an option for those young people still in school or those with limited social mobility. Issues affecting people outside large metropolitan areas can be different to those</p>

	<p>within; therefore engagement to address needs has to occur at a local level.</p> <p>We will be looking to work alongside the lesbian, gay and bisexual communities, our partner agencies, and groups that represent LGB people to develop a more detailed understanding of the barriers that face this community and prevent them from being empowered to know more about the specific risks they face. We will seek to engage with these communities to focus on prevention activities that will improve outcomes for everyone.</p> <p>Fire and rescue service workforce – LGBT equality issues It is difficult to obtain reliable information on the numbers of LGBT individuals employed in the workforce, particularly given that some LGBT people may not wish to disclose this information.</p> <p>The SFRS, through its equality and diversity training, will aim to raise awareness and help ensure good practice in the workplace. It includes information on the issues faced by LGBT people. The FBU has a specific section of the Union for uniformed LGBT members, where support and advice can be sought.</p>
<p>Social and economic disadvantage</p>	<p>Scotland has numerous areas identified as having multiple indicators of deprivation (MID). It is important to note that more than 50% of those households considered to be financially poor are not located within areas of MID.</p> <p>The strategic plan outlines our commitment to making people safer from experiencing the effects of harm, much of which is driven by social and economic inequalities.</p> <p>We are aware that individuals who have died as a result of fire have also been known to other agencies such as health, social care or criminal justice and by sharing information with our partner agencies we can work together to minimise the risk of harm because of poverty or other socio-economic factors.</p> <p>Incident response rates are high in areas identified as MID. Attacks on crews are highest in areas identified as MID.</p> <p>Corporate Parenting for young people in or leaving care is and remains priority for us, to try to provide better life chances for this traditionally disadvantaged group.</p>
<p>Human Rights</p>	<p>The strategies, plans, policies and practices that will be developed to underpin the Strategic Plan are likely to have some relevance to the Human Rights Act 1998.</p> <p>We will respect individual's right to privacy, family life and communications, including ensuring that any information that we collect that can be traced back to individuals will be treated in accordance with the General Data Protection Regulations.</p>

	<p>By assisting to empower people to tackle hate crimes we are helping individuals to live their lives free from violence and harassment.</p> <p>Specific activities resulting from this Strategic Plan will be subjected to an Equality and Human Rights Impact Assessment that will determine the relevance of human rights and ensure that appropriate action is taken to promote these rights within society.</p>
<p>Impact on People in General not covered by specific characteristics</p>	<p>The benefits intended by the Strategic Plan are likely to have a positive impact on people irrespective of any protected characteristic those people may hold.</p> <p>To achieve the aims of the plan, we have published a Gaelic Language Plan so that we can ensure that Gaelic speaking communities are fully aware of our service and benefit from the information we provide.</p>

Summary and Conclusion of Impact Assessment

The Strategic Plan is a high level document that relies on underpinning operating plans, strategies, policies and practices to translate overarching ambitions into achievable and measurable activities. While the Strategic Plan is relevant to equality because it seeks to improve the performance of the SFRS, improve outcomes for communities and relates to the workplace relationship between the SFRS as an employer and its employees the relevance to equality is indirect. The strategies, plans, policies and practices that will underpin the Strategic Plan will provide the means by which to identify, meet and measure the relevant equality issues rather than through the Strategic Plan itself. With regards to this equality impact assessment the important feature to note is the requirement for each of the strategies, plans, policies and practices that are associated with the Strategic Plan to be subject to equality impact assessment and, where appropriate, ongoing scrutiny. The indirect nature of the relevance to equality of the Strategic Plan determines that there are no specific equality issues arising from the Strategic Plan itself, albeit the Plan does set out those conditions where good equality practice can thrive and could contribute towards compliance with the three aspects of the general equality duty.

Due to the high level nature of the Strategic Plan it provides the strategic link between the expectations set out for the SFRS in the Fire and Rescue Framework for Scotland 2016 and the operating processes being developed internally within the organisation. The Plan demonstrates commitment to meeting the needs of Scotland's diverse communities and in fulfilling the obligations the SFRS has to its employees. The Plan provides opportunities to make a positive impact across all protected characteristics and an opportunity to make a positive impact regardless of equality characteristic to all of Scotland's communities.

The potential to make a positive impact can be explored through the outcomes and Strategic Objectives identified in the Strategic Plan:

Outcome 1: *Our collaborative and targeted **prevention and protection** activities improve community safety and wellbeing, and support sustainable economic growth.*

Objectives 1.1: We will work with our partners to ensure targeted prevention and early intervention are at the heart of what we do to enhance community safety and wellbeing.

Objectives 1.2: We will enforce fire safety legislation in a risk-based and proportionate manner, protecting Scotland's built environment and supporting economic growth.

Objectives 1.3: We will evaluate and learn from our prevention and protection activities and analyse data to ensure our resources are directed to maximise community outcomes.

Objectives 1.4: We will respond appropriately to Unwanted Fire Alarm Signals and work with our partners to reduce and manage their impact on businesses, communities and our Service.

Outcome 2: *"Our flexible operational model provides an effective emergency **response** to meet diverse community risks across Scotland."*

Objectives 2.1: We will analyse and understand a broad range of community risks across Scotland so that we have the right resources in the right places at the right time.

Objectives 2.2: We will be more flexible and modernise how we prepare for and respond to emergencies, including working and learning with others and making the most of technology.

Objectives 2.3: We will maintain a strong presence across Scotland to help communities prepare for and recover from emergencies.

Objectives 2.4: We will make our frontline service delivery more effective by enhancing our command, control and communications arrangements.

Outcome 3: *"We are a great place to work where our **people** are safe, supported and empowered to deliver high performing innovative services."*

Objectives 3.1: We will build strong leadership and capacity at all levels within the Service, and improve the diversity of our workforce.

Objectives 3.2: We will embed inclusive learning and development arrangements so that we have the organisational capability to deliver high quality innovative services.

Objectives 3.3: We will care for our people through progressive health, safety and wellbeing arrangements.

Objectives 3.4: We will engage with our people, and other stakeholders, in an open and honest way, ensuring all have a voice in our Service.

Outcome 4: *"We are fully accountable and maximise our **public value** by delivering a high quality, sustainable fire and rescue service for Scotland."*

Objectives 4.1: We will maximise our contribution to sustainable development through delivery of economic, social and environmental benefits for the communities of Scotland.

Objectives 4.2: We will minimise the risks we face through effective business management and high levels of compliance with all our responsibilities.

Objectives 4.3: We will invest in and improve our infrastructure to ensure our resources and systems are fit to deliver modern services.

Objectives 4.4: We will strengthen performance management and improvement arrangements to enable robust scrutiny, challenge and decision making nationally and locally.

Following a mainstreamed approach to equality as set out in the Equality Act (Specific Duties) (Scotland) Regulations 2012 the responsibility for identifying, achieving and monitoring the performance of equality within strategies, plans, policies and practices rests with those developing and implementing those initiatives. The Equality and Diversity Team will support those developing strategies, plans, policy and practice to identify relevant equality objectives and assist in the equality impact assessment of those initiatives. Where the initiative must incorporate specific equality considerations the Equality and Diversity Team will assist in developing those initiatives.

Concluding Part 3

Impact Assessment	Please Tick	Next Steps
There is no relevance to Equality or the Human Rights Act 1998	<input type="checkbox"/>	Proceed to Part 4 Monitoring
There is relevance to some or all of the Equality characteristics and/or the Human Rights Act 1998 and relevant actions are recorded above in Summary and Conclusion	<input checked="" type="checkbox"/>	Proceed to Part 4 Monitoring

PART 4 MONITORING & REVIEW

- The purpose of this section is to show how you will monitor the impact of the function/policy.
- The reason for monitoring is to determine if the actual impact of the function/policy is the same as the expected and intended impact.
- A statement on monitoring is required for all functions/policies regardless of whether there is any relevance to Equality or the Human Rights Act.
- The extent of your answer will depend upon the scope of the function/policy to impact on Equality and Human Rights issues.

If you have provided evidence or justification for believing there is no relevance to Equality or the Human Rights Act in Section 2 Establishing Relevance or Section 3 Impact Assessment:

Q1 How do you intend to monitor and review the function/policy?

The Strategic Plan is reviewed and replaced every three years.

If you have provided evidence or justification for believing there is relevance to Equality or the Human Rights Act:

Q2 What will be monitored?

Given the strategic nature of the Strategic Plan there are no specific equality indicators that are directly measurable. All associated strategies, plans, policies, practices and initiatives that are relevant to the general equality duty will be subject to an equality impact assessment and may require or benefit from specific equality monitoring of their implementation. The completion of equality impact assessments will be recorded by the Equality and Diversity Team.

Q3 How will monitoring take place?

The Equality and Diversity Team will use the team's internal monitoring systems to record the completion of EIAs and work with relevant SFRS colleagues to determine the relationship to the Strategic Plan.

Q4 What is the frequency of monitoring?

Ongoing with an annual review of all equality impact assessment activity.

Q5 How will monitoring information be used?

To assess the SFRS's compliance with the public sector equality duty, improve performance on the completion of equality impact assessments and contribute to the general performance assessment of equality activity.

PART 5 APPROVAL

This Equality and Human Rights Impact Assessment was completed by:

Name	Alison Hastings, Performance and Strategic Planning Manager
Date	31 January 2019

This Equality and Human Rights Impact Assessment was approved by:

Name	Denise Rooney
Date	01 March 2019