**Equality & Human Rights Impact Assessment Recording Form**

**PART 1**

**BASIC INFORMATION**

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| **Policy Owner/Author** | **Name: Louise Patrick, Temporary Performance and Strategic Planning Manager** |
| **E&D Officer** | **Name:** |
| **Title**  **(of function/policy to be assessed e.g. name of policy, title of training course)** | Draft Scottish Fire and Rescue Service Strategic Plan 2022-25 |
| **Date Assessment Commenced** | 07/02/2012 (Wording Draft will be finalised against final version of Strategic Plan 2022-25) |
| **Assessment Reviewed** |  |

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

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| **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 help deliver the seven priorities within Scottish Government’s Fire and Rescue Framework for Scotland 2022. The Plan will also help deliver the priorities outlined within the SFRS Long-Term Vision document. 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)?** | 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.  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 2022, the SFRS Long-Term Vision and the Strategic Outcomes of the SFRS. |
| **Does this function/policy link with any other function/ policy? If Yes, please list and describe relationship.** | The Fire and Rescue Framework for Scotland 2022  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?** | The Plan sets out the outcomes of the SFRS over the period 2022-25. 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.  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. |
| **What factors/forces could contribute/detract from the outcomes?** | 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 2022, failure to communicate content, purpose and operating model to appropriate personnel and stakeholders. |
| **Who are the main stakeholders in relation to the function/policy?** | SFRS Board, Strategic Leadership Team, staff, public. |
| **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....***

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

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

**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.**

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| 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 and Island 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?***

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| **Yes** | **No** | **Don’t Know** |
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**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.**

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| 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**

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| **Outcome of Establishing Relevance** | **Please Tick** | **Next Steps** |
| There is no relevance to Equality or the Human Rights Act 1998 |  | Proceed to Part 4 Monitoring |
| There is relevance to some or all of the Equality characteristics and/or the Human Rights Act 1998 |  | 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 |  | 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

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| **Characteristic** |  |
| **Age** | **Older people**  Scotland’s population is ageing, the number of people aged 65+ has grown by a third and life expectancy for men and women is expected to increase by around 2-4 years by 2043.  In the year to mid-2021, just under one in six people (16.8%) were aged 65 and over. By 2043, one in seven people (14%) are projected to be in this age group.   The fastest growing age group in Scotland is projected to be those aged 75 and over, increasing by 75% over the 25-year period between 2016 and 2041. This is followed by those aged 65 to 74, projected to grow by 19% over the same period.   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 2020– the Registrar General’s Annual Review of Demographic Trends).  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 534 fire fatalities in 2020-21, 23 were in the 60 and over age group. The rate of fatal casualties after age 79 is considerably higher, with those aged 80-89 having a rate more than triple the Scotland average and those over 90 years of age having a rate over five times higher. In the 60-69 age group was 13.5 million population, 70-79 age group 16 Million population, 80-89 age group 28 million population and 90+ age group 45.3 million population. The national average is 8.1 million population.  The fire fatality rate in people over 60 has remained consistently higher than for any other age group and the 60+ age group is the most vulnerable. This age group is more likely to be a fatal fire victim than any other age category. The increasing year on year trend for the over 60 age group over the last two years is cause for concern. This may be due to the population increase over 60s living longer lives, but other lifestyle factors such as isolation, mental health issues, mobility and medication use are factors impacting on individual’s safety. Statistically, the older you are the more likely you are to become a fire fatality.  While people living longer lives is a positive indicator, as people grow older it is likely that they may require new forms of support to keep them safe from harm. An aging population will increase levels of long-term medical conditions for example. This will generate new demands as Scotland seeks to support the population to age well in safe and resilient communities. Current trends in moving from care in institutional settings towards home-based care will increase the number of people who are potentially at risk of fire and other forms of preventable harm, such as slips, trips and falls, within the home environment.     This further increases the scope for us to work with our partners to deliver effective prevention measures through a more holistic approach to assessing risk and acting to reduce or remove harm. 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.  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 several 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.  **Younger people**  In 2020/21 the non-fatal casualty rate for those aged 0-4 was 114 non-fatal casualties per million population a rate just over half of the average. Those aged 5-16 was 55 non-fatal casualties per million population a rate four times less than the Scotland average of 220.4 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, such as our Youth Volunteer and Modern Apprenticeship schemes. 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 2020-21, 31.9% of all SFRS staff were in the 40-49 age range, 25% were within the 30-39 age range, 32.3% are in the 50 and over age range and 10.9% were under 30 years old. The highest proportion of personnel were within the 40-49 age range, and 50.8% of ‘support staff’ were 50 years and over. Retained Duty System (RDS) staff had the highest percentage of under 30-year olds, at 15.4% and Control staff second highest with 14%. Wholetime Operational staff had the lowest percentage of staff in the 50 and over age range (26.2%) an increase of 8 from last year. There was a decrease of 46 (39.9%) from last year in Wholetime Operational staff in their 40s, due to retirement arrangements for operational staff (Scottish Fire and Rescue Service Fire Safety and Organisational Statistics 2020-21).  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 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).   There may also be equality issues affecting an ageing workforce, especially in relation to operational firefighters, such as maintaining operational fitness. |
| **Caring Responsibilities** | 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. In 2020 Carers UK estimated there were around 13.6 million people caring through the pandemic. 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, 59% of carers are women and 41% are men. 56% of all carers are employed or self-employed. An estimated 4% of the under 16 population are carers. (Carers Trust).  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.  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.  In terms of our staff and ensuring a suitable work-life balance we have several policies and frameworks that support flexible and agile working. |
| **Disability** | **Communities – disability equality issues**  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 had trouble 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).  In terms of mental health concerns, of the 27 fatal fires in 2019/20 4% were suicide/attempted: setting fire to self with a five-year average of 6%. (SLT Report dated 26 January 2022 – Fire Fatalities Analysis 2019/20).  There were 805 probable suicides registered in Scotland in 2020, men accounted for 71% and women 29%. The number of female deaths from suicide rose slightly in the past year, but the overall mortality rate remained similar. The suicide rate in Scotland’s most deprived areas is three times the rate in the least deprived areas. (Suicide – NRS – Probable Suicides 2020)  The term disability includes any condition of the body or mind (impairment) that makes it more difficult for the person with the condition to do certain activities (activity limitation) and interact with the world around them (participation restrictions). The definition covers a wide range of impairment types and conditions including movement, vision, hearing, cognition, thinking, remembering, communicating, mental health and social relationships. It is important to recognise that disabled people are not a homogenous group and will have an extensive and diverse range of needs and experiences. For example, 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.   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, 0.8% of SFRS staff were recorded as disabled. The highest proportion was 3.1% in the support staff category, followed by Control staff at 1.1%, Wholetime operational at 0.8%, RDS was 0.5% and the lowest proportion was Volunteer staff at 0.3% (Scottish Fire and Rescue Service Fire Safety and Organisational Statistics 2020-21).  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. Likewise, there will be a proportion of staff who are living with disabilities that are undiagnosed and the figures also do not account for these.  As part of our commitment to equality, diversity and inclusion and as a ‘Disability Confident’ employer the SFRS has made a commitment to create a workplace which is positive about disability where we have removed unfair discrimination and bias and where we encourage all employees to treat others equally.  From the very beginning of the employment journey within the SFRS, we ensure that the Equality Act 2010 is considered. Our Recruitment and Selection Policy is in place to ensure that all candidates are treated fairly and consistently within our recruitment and selection processes and that the most suitable candidates are appointed using objective selection criteria and methods relevant to the post. This includes the provision of reasonable adjustments to the recruitment process being made for applicants who have disclosed any disability or specific learning difficulty at application stage.     Throughout employment, in creating the ‘[‘We are Positive About Disability - Guide to Reasonable Adjustments and Supporting Staff with a Disability’](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.firescotland.gov.uk%2Fmedia%2F2281135%2FPositiveDisabilityGuidanceV1.1.pdf&data=04%7C01%7Clouise.patrick%40firescotland.gov.uk%7Ce027331a244f47b09c5c08da17da0ad9%7C791d5ea724c942709ed3bfde1f8a6624%7C0%7C0%7C637848522495560733%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=lHERQppOq3Qdyy14KgOpVYNnNLr1I74%2Fxu3FmEUlKdM%3D&reserved=0), the SFRS demonstrates to all our employees, and prospective employees, that we are committed to fulfilling our legal and moral obligations in being a diverse and inclusive employer. The inclusion of disability related information helps managers to consider the challenges faced by people, across a broad range of disabilities, including hidden disabilities, enabling them to create a much more inclusive and empowering workplace which values difference and diversity. This guidance is supported by a range of policies that promote fairness within employment including the Attendance Management Policy and the Capability Policy.    For those who have become disabled or are diagnosed with a condition/impairment in employment which determines that they can no longer carry out their original role, our Redeployment Policy and supporting procedures ensures that all employees are treated in a fair and consistent manner and in accordance with relevant employment legislation.    Each of our employment policies and practices is assessed through our Equality and Human Rights Impact Assessment process to identify and respond to the different needs based on the protected characteristics defined in the Equality Act 2010. In addition to these characteristics we also consider the impact of our corporate decisions on care experienced young people, people with caring responsibilities and those who experience social and economic disadvantage.  These policies and practices are also supported by the aspiration to give staff a voice and empower them to have a positive influence on workplace culture, inform decision making and contribute to improving the ambitions of the service.  The SFRS has a process for establishing employee networks for colleagues who want to come together and create their own Employee Network which are employee led and connect colleagues who have a common interest in sharing their experiences, supporting others, raising awareness and contributing to the service’s understanding of issues arising from a protected characteristic or another equality group. We currently have a disability Employee Network and a Neurodiversity Employee Network. |
| **Gender reassignment** | There are no accurate figures for Trans\* people in Scotland, although it was estimated in 2019 that around 0.6% of the population were Trans. 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.  Crew may be called to an incident such as a dwelling fire that is the result of hate crime associated with trans-phobic intolerance.  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.  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.    We fly our rainbow flags at our National Training Centre and Service Delivery Headquarters to demonstrate our visible support and celebrate trans, non-binary and gender non-conforming people in our workplaces and in the communities we serve. We have specific guidance documents for colleagues who are transitioning. |
| **Marriage and Civil Partnership** | 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. |
| **Pregnancy and maternity** | 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.  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. |
| **Race** | **Communities – race equality issues**  According to the 2011 Census the size of the minority ethnic population in 2011 was just over 200,000 or 4% of the total population of Scotland (based on 2011 ethnicity classification); 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. Poverty levels for people in minority ethnic communities in Scotland are double the national average, and rising.  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.  The SFRS provides equality and diversity training which includes specific information to help address race equality issues.  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.  **Workforce – race equality issues**  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 (1.8%) and the lowest proportion of minority ethnic staff were Volunteer (0.7%).  (Scottish Fire and Rescue Service Fire Safety and Organisational Statistics2020-21).  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.  Our three-year [Positive Action Strategy 2019-22](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.firescotland.gov.uk%2Fmedia%2F2188877%2Fpositiveactionstrategy2019_2022.pdf&data=04%7C01%7Clouise.patrick%40firescotland.gov.uk%7Ce027331a244f47b09c5c08da17da0ad9%7C791d5ea724c942709ed3bfde1f8a6624%7C0%7C0%7C637848522495560733%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000&sdata=gqqmCzBWJo%2Be9zUQQq5zhJQ%2FZw3FmQnTOj6T1Yz%2Fc3E%3D&reserved=0) supports our commitment to strengthening the diversity of our workforce.      The strategy outlines the benefits of diversifying our workforce and details the priority actions that we intend to progress. This includes improving our methods of attraction of candidates from all underrepresented groups to the SFRS, engaging with local community groups to understand and address the potential barriers which may prevent such groups from considering a career with us, and supporting career development and networks for internal staff.  Our engagement with local community groups also allows us to discuss other matters that are important to them. This allows targeted prevention and protection interventions based on local community profiles and includes established Scottish Black, Asian and Minority Ethnic communities as well as responding to the very specific needs of Scotland’s newest communities such as new migrants, refugees and asylum seekers*.* Commitment to increasing the diversity of our workforce profile continues with a re-energised Positive Action in recruitment campaign and our Balancing the Workforce strategy aimed at addressing the under-representation of Black, Asian and Minority Ethnic communities.  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. |
| **Religion and Belief** | **Communities – religion equality issues**  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 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. Many 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.  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 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.  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. |
| **Sex (gender)** | **Communities – gender equality issues**  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 2020-21 there were 53 fire deaths, of which 75.5% were male and 24.5% female. The number of fire deaths is up 27 from last year and up 2.0% over the last ten years. There is more than a five times higher rate of casualties in the most deprived areas than in the least deprived over the last 8 years.  There is a similar gender difference seen in non-fatal casualty rates, however the difference is smaller. In 2020-21, the total rate of non-fatal casualties was 184.6 casualties per million population. The rate of male non-fatal casualties was 207.9 and the rate of female non-fatal casualties was 150.7 casualties per million population. (Scottish Fire and Rescue Incident Statistics 2020-21)  In 2020 there were more males than females who were killed or seriously injured in road traffic collisions. 111 males were killed in comparison with 31 females. Fourteen per cent (722) of all casualties were aged 16-22, a fall of 28% on 2019, of which 440 were male and 282 were female. In 2020, 1,539 people were seriously injured in road accidents. (Key Reported Road Casualties Scotland 2020)  Emergency admissions for road traffic accidents in Scotland in 2020-21 were 1,546 males and 709 females, the highest number of road accidents for males were in the 25-44 age range and for females the 45-64 age range. (Road Traffic Accident: Hospital Admissions Scotland 2020-21).  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 four-in-five 80% of cases of domestic abuse there is a female victim and male perpetrator. This decreased slightly from 82% in 2019-20.  In 2020-21, 16% of domestic abuse incidents involved a male victim and a female perpetrator. This increased slightly from 15% in 2019-20 (Domestic Abuse Recorded by Police in Scotland 2020-21). 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.  **Workforce – gender equality issues**   * Around 86% of the Fire and Rescue Service workforce was male and 14% female. * Of the 1,091-female staff, 461 were working in the support staff category. * Of the 6,743-male staff, under half, 2,784 were working as wholetime operational staff. * The proportion of females was highest in Control staffing at 82.97% (157 out of 189). * The proportion of males was highest in wholetime operational staffing at 93.96% (2,784 out of 2,963) (Scottish Fire and Rescue Service Fire Safety and Organisational Statistics 2020-21).   Women are more likely to have part-time working or flexible working arrangements (by virtue of generally being households’ primary carers).  For 2020-21, there was a headcount of 836 support staff. There has been an increase in support staff over 2020-21 as a full-time equivalent figure up by 23 (3.0%) to 787. This group had the largest number of staff working part-time.  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 and has a SFRS Employee Network for Women. 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.  The SFRS Board is taking positive action to support Scottish Minister’s ambition of a 50:50 gender split of Board membership. As at 2022 there are five females (including Chair of the Board) and seven male Board members. |
| **Sexual Orientation** | **Communities – LGBT equality issues**  It is difficult to obtain accurate data on this equality group; however, it is generally accepted that Lesbian, Gay, Bisexual and Transgender (LGBT) people made up around 1.9% of the population of Scotland in 2017   As at 2022 it is estimated that around 148,500 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 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.  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 within; therefore, engagement to address needs must occur at a local level.  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.  **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.  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. We also have a LGBT Employee Network for members of the LGBT Community. The FBU has a specific section of the Union for uniformed LGBT members, where support and advice can be sought. |
| **Social and economic disadvantage** | 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.  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.  We are aware that individuals who have died because 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.  Deprivation is strongly associated with the rate of dwelling fires. The 20% most deprived areas of Scotland have a rate of dwelling fires 4.6 times higher than the 20% least deprived and just over double the Scotland average rate. Dwelling fire rates have reduced over time for each deprivation quintile resulting in relatively similar proportions seen in the last eight years.  In the eight-year period, 2013-14 to 2020-21, there has been a 12.1% reduction in the most deprived areas and a 20.3% reduction in the least deprived areas. These figures vary each year as the totals can fluctuate. Similarly, for secondary fires, the most deprived 20% have a rate 4.3 times higher than the least deprived 20% and 1.9 times higher than the Scotland average.  There is a relationship between deprivation and fire casualty rates in Scotland. For fatal casualties, the most deprived 20% has a 5.1 times higher fatal casualty rate than the least deprived 20% and 1.9 times higher than the Scotland average.  The least deprived 20% is considerably below all other areas with a rate that is 2.8 times less than the Scotland average. A similar situation is seen for non-fatal casualties. The most deprived area has a rate of non-fatal casualties 5.4 times more than the least deprived 20%.  In areas of multiple deprivation, many communities experience poorer health, lower educational attainment, lower employment, more emergency hospital admissions and reduced safety. Typically, we are called out more often to these areas and to individuals characterised as ‘disadvantaged’.  This evidence underlines the close relationship between wider social and economic issues, fire related incidents, unintentional social and personal harm, social inequality and the subsequent challenges this presents to improving the wellbeing of individual citizens. In response to this we will continue to build effective relationships with our partners, so that together, we can deliver targeted prevention activities to reduce inequalities.  Corporate Parenting for young people in or leaving care is and remains a priority for us, to try to provide better life chances for this traditionally disadvantaged group.  In 2019/20, [Public Health Scotland reported that](https://www.publichealthscotland.scot/media/5838/2021-03-23-ui-2021-report.pdf) there were just under 61,000 emergency admissions for unintentional injuries. This represents 1 in 10 of all emergency admissions in Scotland. Between 1 January and 31 December 2019, unintentional injuries led to 2,726 deaths. Death rates due to unintentional injuries in adults were 90% higher in the most deprived areas but 48% lower in the least deprived areas when compared to the Scottish average.   By utilising our resources and redistributing our capability to support other agencies we can expand our prevention focus. As a trusted public service, gaining access to on average 70,000 households each year to conduct home fire safety visits, we are in a unique position to contribute to reducing such inequalities. By adopting a ‘safe and well’ approach to home visits we will create a more holistic approach in how we work to prevent unintentional harm among the most vulnerable in our society. Through our community safety work, we engage with a vast array of individuals and groups and this has also enabled us to support work addressing wider inequalities by helping to tackle antisocial behaviour, reduce reoffending, and by working in partnership to tackle domestic violence. |
| **Human Rights** | 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.  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.  By assisting to empower people to tackle hate crimes we are helping individuals to live their lives free from violence and harassment.  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. |
| **Impact on People in General not covered by specific characteristics** | 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 or whether they reside in one of Scotland’s island communities.  However, during the public consultation exercise we will ensure that our Local Senior Officers, who have responsibility for local authority areas which have island communities, have the tools they need to encourage island communities to get involved in the consultation exercise to ensure their views are fully considered and incorporated into the final version of the Strategic Plan 2022-25. |

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| **Summary and Conclusion of Equality 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 2022 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.  **Summary and Conclusion of Islands Impact Assessment**  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 island 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 island 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 2022 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 to all communities across Scotland, including those residents of our island communities.  The potential to make a positive impact on those with protected characteristics and residents of island communities can be explored through the outcomes and Strategic Objectives identified in the Strategic Plan:  **OUTCOME ONE**: *Communities will be safer and more resilient as we respond quickly and effectively to a range of emergencies.*  **OUTCOME TWO***: Community wellbeing will improve through our work with partners and our deployment of targeted initiatives to prevent emergencies and harm.*  **OUTCOME THREE:** *The experience of those who work for SFRS will improve as we will be the best employer we can be.*  **OUTCOME FOUR:** *We are a service that values and demonstrates innovation across all areas of our work.*  **OUTCOME FIVE:** *We will respond to the impacts of climate change in Scotland; and reduce our carbon emissions.*  **OUTCOME SIX:**  *We are a thriving organisation that uses its resources responsibly and provides value for money to the public.*  **OUTCOME SEVEN:** *Working with our partners and communities we will reduce harm and improved safety.*  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**

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| **Impact Assessment** | **Please Tick** | **Next Steps** |
| There is no relevance to Equality or the Human Rights Act 1998 |  | 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 |  | 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 (EIA) 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:

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| **Name** | Louise Patrick, Temporary Performance and Strategic Planning Manager |
| **Date** | 20/04/2022 |
| **Reviewed** |  |

This Equality and Human Rights Impact Assessment was approved by:

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| --- | --- |
| **Name** | Parveen Khan |
| **Date** | 04/05/2022 |
| **Reviewed** |  |