

Equality Impact Assessment

This equality impact assessment has been developed to consider impacts on equality from the Fire and Rescue Framework for Scotland 2013, which will be brought into force by SSI – Scottish Fire and Rescue Services (Framework and Appointed Day for Strategic Plan) Order 2013.

The assessment is based on:

- desk based research and evidence review;
- meetings with, and information provided by relevant stakeholders and experts;
- responses to the consultation on the Fire and Rescue Framework for Scotland 2013, which ran from 26 November 2012 to 18 February 2013; and
- Stakeholder views on a partial EQIA, which was published as part of that consultation process.

The process of developing this EQIA has highlighted that there are a number of issues faced by people in equality groups (i.e.: race, gender, disability, age, sexual orientation, transgender, religion and belief) which are relevant to the Fire Framework. Public Authorities have duties under equalities legislation to promote equality by identifying and considering these issues; and indeed, such actions are vital to achieving stronger and safer communities.

The equality impact assessment sets out:

- the aims of the Fire and Rescue Framework;
- the equality issues faced by people in respect of race, gender, disability, age, sexual orientation, transgender, religion and belief and work which is going on to try to address relevant issues;
- potential impacts of the Framework.

This EQIA assesses the impact of this Framework and Ministerial priorities for the Scottish Fire and Rescue Service (SFRS). In doing so it draws on data and evidence from former fire and rescue services, which should be used by SFRS in developing its own assessment of the impact on equality groups of its policies, plans, services and delivery.

A separate Equality Impact Assessment has been developed for the Police and Fire Reform Bill and the process of reform. This can be accessed at:

<http://www.scotland.gov.uk/Resource/0038/00385842.pdf>.

PART A – Fire and rescue services

Define the aims of the policy

Title of policy	The Fire & Rescue Framework for Scotland 2013
Strategic Outcomes	Safer and stronger
Name of Branch or Division	Fire and Rescue Services Division
Directorate or Agency	Safer Communities

What is the purpose of the proposed policy (or changes to be made to the policy)?	The Fire and Rescue Framework for Scotland 2013 will provide guidance and support to the new Scottish Fire and Rescue Service (SFRS) on its priorities and objectives in carrying out its functions. It is a requirement of section 40 of the Fire (Scotland) Act 2005 (“the 2005 Act”) (as amended) that Scottish Ministers prepare such a Framework document, and do so in consultation with SFRS, bodies representing SFRS staff, COSLA and any other relevant bodies.
Who is affected by the policy or who is intended to benefit from the proposed policy and how?	<p>The new SFRS replaces two Fire and Rescue Authorities and six Joint Boards (collectively referred to in this document as the fire and rescue services or the services) in Scotland. It will provide services to 5.2 million people across an area of 7.9 million hectares. On the 31 March 2012, the headcount for fire and rescue service staff (including volunteers) in Scotland totalled 9,040.</p> <p>Employees, volunteers and some retired members of the fire and rescue services will be affected the framework and its impact on workforce and governance.</p> <p>The people of Scotland will be affected in relation to fire and rescue service activity.</p>
How have you, or will you, put the policy into practice, and who is or will be responsible for delivering it?	Delivery of the outcomes set out in the framework will be the responsibility of the SFRS and the Scottish Government.

How does the policy fit into our wider or related policy initiatives?	<p>Four national outcomes in particular underpin the aims of the framework and our aspirations for reform:</p> <ul style="list-style-type: none"> • we live our lives safe from crime, disorder and danger (National Outcome 9); • we have strong resilient and supportive communities where people take responsibility for their own actions and how they affect others (National Outcome 11); • our public services are high quality, continually improving, efficient and responsive to local people's needs (National Outcome 16); and • we live longer, healthier lives (National Outcome 6).
Do you have a set budget for this work?	No

What do you already know about the diverse needs and/or experiences of your target audience?

Do you have information on				
Age	Yes	x	No	
Disability	Yes	x	No	
Gender	Yes	x	No	
Lesbian, Gay, Bisexual & Transgender	Yes	x	No	
Race	Yes	x	No	
Religion and Belief	Yes	x	No	

Age	<p><u>Evidence</u></p> <p>Communities –age equality issues</p> <p><u>Older people</u></p> <p>Scotland’s population is ageing, and life expectancy for men and women is expected to increase by around 5 years by 2033. In the 10 years from 2001 to 2011, the ageing of the population was reflected in the number of children under 16 reducing by 6%, and the number of people aged 75 and over increasing by 15%. (The Registrar General's Annual Review of Scotland's Population – 2011.)</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,</p>
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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 57 fatal casualties in 2011-12, there were 27 in the over 60s age group. The rate of fatal casualties was 22.1 per million population in the over 60s age group, just over double the Scottish rate of 10.8. Throughout the last ten years the over 60s age group has always had the highest rate of fatal casualties per million population. (Fire Statistics Scotland, 2011-12, 2 October 2012)

In 2011-12, the 30-59 year olds age range had the highest number of non-fatal casualties with 639 (47%), followed by the 60 and over age group with 350 (26 %). (Fire Statistics Scotland, 2011-12, 2 October 2012)

In 2011-12, there were a total of 860 rescues, 53 % of rescues involved a person who was a casualty and 47 % involved a person who rescued but not injured. The largest number of rescues involved persons who were in the age group of 30-59 years old (45 %) followed by the over 60 age group (27 %).

The rate of rescues per million population for 2011-12, shows almost all age groups lying between the range of 181 and 192 rescues per million population. The exception to this is the 0-16 years age group, with a lower rate of 71.9 rescues per million population. (Fire Statistics Scotland, 2011-12, 2 October 2012)

However, age is not necessarily the only factor which contributes to make people more at risk from fire. The Scotland Together report on fire safety in 2008 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.

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 flats 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 will engage 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.

Younger people

The other significant age category, in term of fire related incidents, is young people. Last year 17-29 year olds had the highest rate of non-fatal casualties, at 302.2 casualties per million population. This group of people have had the highest injury rate for the last ten years until 2011-12 when 30-59 year olds had the highest rate of non-fatal casualties at 299.6 casualties per million population. However, given the historic significance of statistics for young people, a higher risk status can be assumed (Fire Statistics Scotland, 2010-11, 26 October 2011, Fire Statistics Scotland, 2011-12, 2 October 2012)

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 will take forward schools programmes developed by fire and rescue services 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, 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; and road safety, fire safety and general outreach programmes are also run.

In terms of road traffic collisions, the highest number of male and female casualties is in the 16-22 age range. (Key 2010 Reported Road Casualty Statistics)

Workforce – age equality issues

Staff from the former eight fire and rescue services transfer to the SFRS on 1 April 2013. For this reason data used refers to the workforce profile within the former services.

43% of all fire and rescue service staff were in the 40-49 age range, 28.5% were within the 30-39 age range, 17.5 are in the 50 and over age range and 11% were under 30 years old.

The highest proportion of personnel were within the 40-49 age range, and 39% of 'other support staff' were 50 years and over. Retained duty system staff had the highest percentage of under 30 year olds, at 14.4%. Wholetime operational staff had the lowest percentage of staff in the 50 and over age range (10.1%), due to retirement arrangements for operational staff. (Fire and Rescue Service Statistics Scotland 2011-2012, 21 August 2012)

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

- older members of the fire and rescue service workforce (e.g. in respect of utilising their knowledge and expertise throughout the reform process);
- 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 Services).

	<p>The implications of reforms in relation to these groups are considered below in the impacts section.</p> <p>Stakeholders have identified equality issues affecting an aging workforce, especially in relation to operational firefighters, such as maintaining operational fitness. Stakeholders also identified a study carried out on shift workers which found a link between raised cancer rates and shift working amongst an older population.</p>
Disability	<p><u>Evidence</u></p> <p>Communities – disability equality issues</p> <p>20% of people in Scotland are disabled according to the definition of the Disability Discrimination Act 1995 (Office for National Statistics – Census Results – 2001).</p> <p>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, 2010) found that 12% of adults with impairments experienced difficulty accessing rooms within their home or difficulty getting in or out of their home.</p> <p>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).</p> <p>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, 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.</p>

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 fire and rescue service. 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.

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.

Building on the work of the former services, the SFRS will work with other groups, organisations, authorities and agencies to identify disabled people who may be vulnerable, help make their premises safe as well as improve their awareness of the fire service and fire safety. For example:

- work undertaken with social care services and health agencies has helped identify mental health patients at risk from fire. 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;
- some of the services are working to ensure that heat/smoke detectors are 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);
- SFRS could place BSL video clips on websites, and provide easy-read and accessible information on fire safety;
- deaf awareness and sign language courses were run in some of the fire and rescue services over the past two years. More than 100 people attended deaf awareness courses and approximately 60 learners completed sign language courses;
- local voluntary and other organisations will continue to work in partnership with the SFRS

	<p>– for example, to ensure their service users (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;</p> <ul style="list-style-type: none"> • SFRS will provide 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. <p>To assist SFRS staff in responding to the needs of disabled people, the SFRS through its Scottish Fire Service College will provide training on equality and diversity. For example control staff are trained to elicit vital information, calm callers and assess circumstances to provide fire crews with as much information as possible. Their training will continue to include considering communication and alternative communication techniques for disabled people. Staff providing community safety advice are also given training on disability issues, given that they may be required to provide information to a wide range of people with different needs.</p> <p>Fire and rescue service workforce – disability equality issues</p> <p>Overall, 0.6 % of Scotland’s fire & rescue service staff were recorded as disabled. The highest proportion was 2.1% in the control staff category, and the lowest proportion was 0.3% in retained duty system staff. (Fire and Rescue Services Statistics, Scotland 2011-12, 21 August 2012) 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.</p> <p>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.</p>
Gender	<u>Evidence</u>

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.

From 2000-01 to 2009-10, there have been 716 deaths due to primary fires. Of these, 456 were men (64%). Over this period there have been 17,428 injuries, and the number of men injured was 9,804 (56%) of recorded casualties.

From 2000-01 to 2009-10, there have been 2,441 rescues, where the person was not injured, at primary fire incidents. Of these, 1,352 were men (55%). Source: (FDR1 2000/01 – 2008/09 and IRS 2009/10) NRS (Mid-Year Estimates 2010)

In 2010-11 there were more males than females who were fatal casualties (33 and 14 respectively). In 2010-11, there were 712 males who were non-fatal fire casualties compared with 553 females. (Fire Statistics Scotland 2010-11, 26 October 2011.)

In 2011-12 again there were more male fatal casualties than female (38 and 19 respectively). Non-fatal casualties totalled 706 for males, and 643 for females. (Fire Statistics Scotland 2011-12, 2 October 2012.)

In 2010 there were more males than females who were killed or seriously injured in road traffic collisions. 146 males were killed in comparison with 62 females. 1416 males were seriously injured, 751 females were seriously injured. (Key 2010 Reported Road Casualty Statistics)

In terms of gender equality issues affecting women, the former fire and rescue services found that domestic violence has the potential to be related to a fire incident. Women are more likely to be the victim of domestic violence - one in five women in Scotland experiences domestic abuse at some stage in her life (Scottish Women's Aid website). To help combat this, SFRS may: work with other groups/organisations regarding violence in the home; raise awareness amongst SFRS personnel about

violence against women where fire is used as a means of attack and a weapon; and work with local parent groups.

Workforce – gender equality issues

Again, data is drawn from the former eight fire and rescue services as no data is currently available on the workforce profile of the SFRS.

- 87.5 % of the fire & rescue service workforce was male and 12.5 % female.
- Of the 1,022 female staff, the majority, 52.3 % were working in the other support staff category.
- Of the 7,135 male staff, the majority, 51.4 % were working as wholtime operational staff.
- The proportion of females was highest in control staffing at 86% (202 out of 234).
- The proportion of males was highest in wholtime operational staffing at 96.4 % (4,011 out of 4,159). (Fire and Rescue Services Statistics, Scotland. 2011-12, 21 August 2012).

Women are more likely to have part-time working or flexible working arrangements (by virtue of generally being households' primary carers). The former fire and rescue services reported that 55% of women used flexible working arrangements, compared to 22% of male workers in 2005.

For 2011-12, there was a headcount of 1136 support staff. The full-time equivalent was 961. This group had the largest number of staff working part-time. Although we do not know exact part-time hours, there was a 15% decrease from headcount to full-time equivalent. The majority of part-time working was among females in the lower support grades. (Fire and Rescue Services Statistics, Scotland. 2011-12, 21 August 2012).

The SFRS through its Scottish Fire Service College will undertake 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 and considers (amongst other things) issues affecting women in the workplace such as discrimination, harassment, bullying and equal pay.

The Fire Brigades Union has a specific section of the Union for uniformed female staff, and Unison has a

	<p>women's section, where support and advice can be sought.</p>
<p>Lesbian, Gay, Bisexual & Transgender</p>	<p><u>Evidence</u></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 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.) Stonewall estimates that around 200,000 gay people live in Scotland.</p> <p>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 fire and rescue services: becoming members of Stonewall’s Equality Champions programme; participating in Edinburgh and Glasgow Pride; engaging with local groups/organisations; and ensuring that community safety messages are inclusive and widely distributed. Specific credit is given to a former service whose on-going commitment to the Diversity Champions Programme and use of the Workplace Equality Index to benchmark their success in establishing an inclusive workplace saw them placed in the Stonewall top 100 UK employers and top 5 Scottish employers for LGB and T employees.</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 within, therefore engagement to address needs has to occur at a local level. An example of good practice in this respect is partnership working between LGBT Youth and the fire and rescue service in reaching young people in smaller communities to address their concerns.</p>

	<p>Fire and rescue service workforce – LGBT equality issues</p> <p>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 Scottish Fire Service College 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.</p> <p>The Fire Brigades Union has a specific section of the Union for uniformed LGBT members, where support and advice can be sought. There are also SFRS based LGBT employee networks.</p>
Race	<p><u>Evidence</u></p> <p>Communities – race equality issues</p> <p>According to the 2001 Census, the size of the ethnic minority population was 2 % of the total population of Scotland showing an increase from 1.3 % in 1991.</p> <p>Some parts of Scotland have reasonably large numbers of people from ethnic minority 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 ethnic minority profiles.</p> <p>Some of the largest ethnic minority 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 long-standing relationships with former fire and rescue services. 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. Ethnic minority communities may often also require targeted communications, particularly where English is not their first language.</p> <p>Gypsy/Traveller communities, whether in permanent</p>

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 will work with communities and organisations such as the Scottish Refugee Council, regional equality councils and local organisations to target, protect and educate ethnic minority communities. This includes providing information on how to access the services in the event of an emergency, as well as general fire and road safety advice. For example, a recent station open day was targeted at Polish people, given that there is an increasing Polish community in its area. The SFRS will also participate at events such as the annual Mela in Edinburgh and Glasgow.

Some examples of good practice taken by former fire and rescue services to provide targeted communications for people who don't speak English as their first language, at incidents, in community education (including preventing road traffic accidents), and in enforcement activities, includes:

- the use of pictorial phrase booklets where language barriers have been identified as a particular regional issue;
- translation of enforcement and education materials;
- 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.

The SFRS through its Scottish Fire Service College will provide equality and diversity training which includes specific information to help address race equality issues.

Workforce – race equality issues

Of Scotland's fire and rescue service staff, 0.6% were recorded as belonging to an ethnic minority group.

The highest proportion of ethnic minority staff were in other support staff roles (1%) and the lowest

	<p>proportion of ethnic minority staff were in retained duty system and volunteer role (0.2%). (Fire and Rescue Service Statistics 2011-2012, 21 August 2012.)</p> <p>The Fire Brigades Union has a specific section of the Union for uniformed staff who are from an ethnic minority background, where support and advice can be sought.</p>
Religion and Belief	<p><u>Evidence</u></p> <p>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. For example an ODPM report in October of 2002, on Establishing Fire Safety Issues Among Older People, found that Hindu respondents conceded that religious rituals and festivals could increase fire risks. However, all said they took particular care to not 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>Sectarianism also remains an issue to varying degrees within Scotland. One former fire service worked closely with the charity Nil By Mouth to raise awareness amongst the workforce of the issues surrounding sectarianism. Associating itself publicly with the charity sent an important community message.</p> <p>Former fire and rescue services found that working with faith groups can, in addition to identifying religion/faith issues, provide access to other equality groups e.g. women, people of different age groups and ethnic minority communities. Some examples of good practice working with faith organisations included:</p> <ul style="list-style-type: none"> • engaging with local faith and women’s groups as part of an awareness raising campaign about the impact of “honour based” violence that may involve fire activity; • working closely at a local level with faith groups and their centres of worship; and • working with Faith in the Community to reach diverse faith organisations in a collaborative approach to identifying needs.

Do you have enough information to help you understand the diverse needs and/or experiences of your target audience? If not, what else do you need to know?

Age	Do you have enough information to proceed?	Yes	No
	Yes. Information was collected via the consultation process, desk research, engagement with stakeholders and work undertaken by Fire and Police Reform colleagues with equality stakeholders and equality and diversity leads from the fire and rescue service.		
Disability	Do you have enough information to proceed?	Yes	No
	Yes – refer to information in Age section.		
Gender (including pregnancy and maternity)	Do you have enough information to proceed?	Yes	No
	Yes – refer to information in Age section.		
Lesbian, gay, bisexual and transgender	Do you have enough information to proceed?	Yes	No
	Yes – refer to information in Age section.		
Race	Do you have enough information to proceed?	Yes	No
	Yes – refer to information in Age section.		
Religion and Belief	Do you have enough information to proceed?	Yes	No
	Yes – refer to information in Age section.		

What does the information you have tell you about how this policy might impact positively or negatively on the different groups within the target audience?

Summary of potential impacts of Transitional Framework

In itself, the Fire and Rescue Framework for Scotland 2013 should not adversely affect people in equality groups, particularly given that its primary function is to provide guidance and support to the new Scottish Fire and Rescue Service (SFRS) on its priorities and objectives, set in the context of the overarching purpose that the SFRS should adhere to in carrying out its functions. It sets out Scottish Ministers' expectations of the SFRS as the challenge of bringing together the best from the

previous eight fire and rescue services to create a modern, effective and efficient SFRS continues.

The Framework will have a positive impact on equality as it provides specifically for the improvement of performance across all equality strands at the core of SFRS business objectives. The Framework requires the new service to build on work already done by existing services to recruit, retain and progress individuals from underrepresented groups from across all areas of Scotland and at all levels.

However, it will be important to:

- Maintain current good practice;
- Continue to ensure that equality and diversity is prioritised throughout the transition period by providing equality in access to and delivery of training and development initiatives;
- Prioritise SFRS's corporate social responsibilities in the execution of the procurement function and in line with Public Sector Equality Duty (specific duties) requirements;
- Meet statutory obligations to provide aids, adaptations and support to employees requiring additional support in the use of ICT due to disability;
- Compliance with equality legislation, including taking the necessary steps to ensure the introduction of the Public Sector Equality Duty 'specific duties'; and
- Monitor equality performance in line with statutory responsibilities.

Age

Communities – age equality impacts

The Scottish Government recognises that appropriate, effective and responsive public services cannot be developed in isolation of the recipient of those services and that partnership working and appropriate community involvement are essential. By equality impact assessing its policies, practices and functions, the SFRS will need to gather and analyse the evidence relating to different groups of people, including the disabled, minority ethnic communities, the elderly and so on. By assessing the impact of their services, policies and practices against the needs of equality groups, the SFRS will be better equipped to deliver a service that meets the needs of Scotland's diverse communities. Impact assessment is a key tool to support the continuous improvement of public services and to prevent discrimination or barriers to service arising in the first place.

SFRS workforce – impacts

The Framework requires that SFRS must foster a workplace culture where all employees are treated with dignity and respect, feel valued for their contribution and are encouraged to develop to reach their full potential. A key component of this

	<p>objective is the need to demonstrate that individuals are appointed and promoted on the basis of merit from across all of Scotland's communities and that employment practices promote and support a positive working environment.</p> <p>The general public sector equality duty was introduced in the Equality Act 2010 and came into force on 5 April 2011. Under this general duty, the SFRS must have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. The SFRS is included in the list of public bodies under the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 and has to fulfil the duties therein, demonstrating consideration of equality issues in all corporate decision making. The SFRS is also required to report performance against a set of equality outcomes, and also against the mainstreaming of equality across all functions and all levels of the organisation.</p>
Disability	<p>Communities – disability equality impacts</p> <p>See entry under Age.</p> <p>Fire and rescue service workforce - impacts</p> <p>See entry under Age.</p>
Gender	<p>Communities – gender equality impacts</p> <p>See entry under Age.</p> <p>Fire and rescue service workforce - Impacts</p> <p>See entry under Age</p>
Lesbian, Gay, Bisexual & Transgender	<p>Communities – LGBT equality impacts</p> <p>See entry under Age.</p> <p>Fire and rescue services workforce - impacts</p> <p>See entry under Age.</p>
Race	<p>Communities – race equality impacts</p> <p>See entry under Age.</p>

	<p>Fire and rescue services workforce - impacts</p> <p>See entry under Age</p>
Religion and Belief	<p>Communities – religion and belief equality impacts</p> <p>See entry under Age.</p> <p>Fire and rescue services workforce - impacts</p> <p>See entry under Age</p>

Will you be making any changes to your policy?

Are there any changes?				
Age	Yes		No	X
Disability	Yes		No	X
Gender (including pregnancy and maternity)	Yes		No	X
Lesbian, Gay, Bisexual & Transgender	Yes		No	X
Race	Yes		No	X
Religion and Belief	Yes		No	X

Does your policy provide the opportunity to promote equality of opportunity or good relations by altering the policy or working with others?

Age	Yes	X	No	
Disability	Yes	X	No	
Gender (including pregnancy and maternity)	Yes	X	No	
Lesbian, Gay, Bisexual & Transgender	Yes	X	No	
Race	Yes	X	No	
Religion and Belief	Yes	X	No	

Age	<p>The Framework states that as an essential public service right at the heart of our communities, the SFRS must strive to meet its equalities duties in respect of corporate decision making and accountability, employment practice, workplace culture and service delivery. The mainstreaming of equality across policy and practice is key to the delivery of services relevant to the needs of communities, and the fostering of a healthy and prosperous workplace. Improving performance across all equality groups and in all that it does as an employer and service provider must remain at the core of the SFRS business objectives.</p>
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Disability	See entry for Age
Gender (including pregnancy and maternity)	See entry for Age
Lesbian, Gay, Bisexual & Transgender	See entry for Age
Race	See entry for Age
Religion and Belief	See entry for Age

Based on the work you have done - rate the level of relevance of your policy

Tick one box for each strand

	Age	Disability	Gender (including pregnancy and maternity)	LGBT	Religion and belief	Race
<p>High</p> <ul style="list-style-type: none"> - There is substantial evidence that people from different groups or communities are (or could be) differently affected by the policy (positively or negatively) - There is substantial public concern about the policy, or concerns have been raised about the policy's potential impact by relevant bodies - The policy is relevant to all or part of the respective general duty, in the case of race, disability and gender. 	x	x	x	x	x	x
<p>Medium</p> <ul style="list-style-type: none"> - There is some evidence that people from different groups or communities are (or could be) differently affected (positively or negatively). - There is some public concern about the policy. - The policy is relevant to parts of the respective general duty, in the case of race, disability and gender. 						
<p>Low</p> <ul style="list-style-type: none"> - There is little or no evidence that some people from different groups or communities are (or could be) differently affected 						

(positively or negatively). - There is little or no evidence of public concern about the policy. - The policy has little or no relevance to the respective general duty, in the case of race, disability and gender.						
Unknown - No evidence or data has been collected therefore an assessment cannot be made						

Is a further impact assessment required?

Age	Yes		No	x
Disability	Yes		No	x
Gender (including pregnancy and maternity)	Yes		No	x
Lesbian, Gay, Bisexual & Transgender	Yes		No	x
Race	Yes		No	x
Religion and Belief	Yes		No	x

If you have answered yes please explain why

Please explain how you will monitor and evaluate this policy/function or strategy to measure progress?



Please explain how monitoring will be undertaken, when it will take place and who is responsible for undertaking it.

Data about workforce and fire incidents will be shared with the Scottish Government by the new single Scottish Fire and Rescue Service.

Fire and Rescue Service Division officials in the Scottish Government will have policy responsibility for oversight of such information, drawing significant issues to Ministers' attention and developing and implementing changes to policy for Ministers and Parliament to consider as appropriate.

The impact assessment should now be authorised by either the Division or Group Head or equivalent.

Policy Title	Fire and Rescue Framework for Scotland 2013
Strategic Outcome	Safer and Stronger

Name of Branch or Division	Fire and Rescue Services Division
Directorate or Agency	Learning & Justice
We have completed the equality impact assessment for this policy. 	Name: Dean Cowper Position: Policy Officer Date: 6 March 2013
Authorisation by Deputy Director or equivalent 	Name: Richard Dennis Position: Head of Fire and Rescue Services Division Date: 6 March 2013