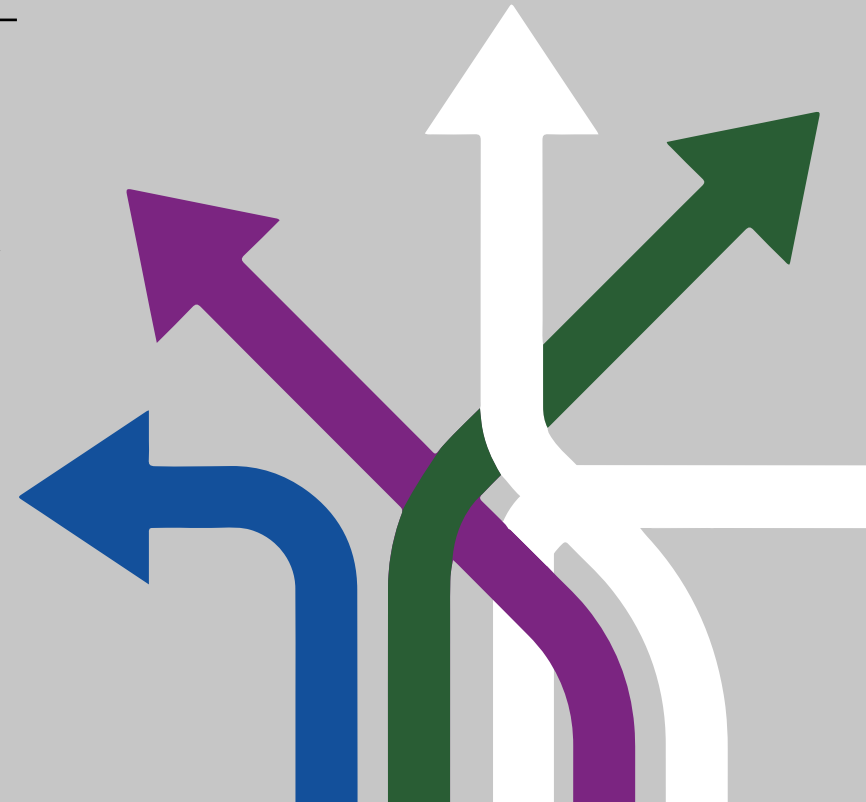


Time for Change

Equality Impact Assessment

Executive Summaries of Option A, B & C

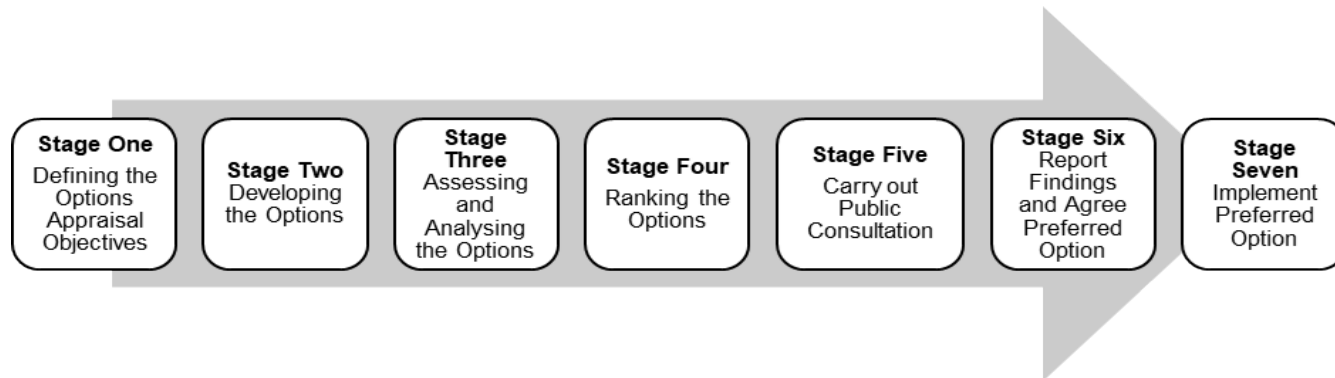


Title (of function/policy to be assessed)	Reducing Unwanted Fire Alarm Signals (UFAS) - Options for responding to automatic fire alarms (AFA). This has been conducted through an options appraisal process, leading to a public consultation on 3 options, then a final business case setting out a preferred option during December 2021.
Summary of aims and desired outcomes	To identify a model for responding to AFA's at non-domestic premises, that will achieve an optimum balance of: <ul style="list-style-type: none"> • Minimising risk to public safety and firefighter safety. • Maintaining an effective response to confirmed fires originating as an AFA. • Maximising efficiency savings through reducing mobilisations and expanding the services capacity to invest in prevention and other value adding activities. • Having regard to relevant risk factors (e.g. time of day, occupancy, special risks). • Supporting the services commitment to achieving carbon reduction targets.
Policy Owner	Director of Service Delivery
Date	25/05/21

Executive summary

The Scottish Fire and Rescue Service (SFRS) has embarked on a journey to change the way it manages the level of demand created by responding to AFAs, that turn out to be unwanted fire alarm signals (UFAS). We are now in stage 5 of this process and the stages to date (see diagram) have provided the basis for this public consultation. The outcomes of this consultation will be used to help develop a final business case then a decision on a preferred option during December 2021.

Any change we do make will be done in partnership with our key partners, stakeholders and the people of Scotland - which is why we are holding this public consultation.



Further information around the background to the project and the stages to date can be accessed [here](#).

To meet the requirements of the Public-Sector Equality Duty, the Service must be able to demonstrate that the options appraisal and final business case for decision has had due regard to the equality duty. This should include considerations to eliminate discrimination (including harassment and victimisation), advance equality and foster good relations around the protected characteristics as detailed within the Equality Act 2010. These protected characteristics are Age, Disability, Gender, Gender Reassignment, Religion or Belief, Race, Pregnancy and Maternity and Marriage and Civil Partnership.

It should be noted that the Service also considers caring responsibilities, socio-economic disadvantage and Scottish Island impacts alongside the nine protected characteristics within the Equality Act 2010.

The SFRS are now entering stage five of this process and three options are being taken forward for consultation.

The SFRS must have sufficient Equalities evidence on which to base its consideration of the potential impact(s) (positive or negative) on our diverse Scottish communities.

To date the EIA has been based upon:

- A review of evidence that has been gathered through conducting a desk-based analysis of statistics and other relevant qualitative research.
- The outcomes of the Stakeholder Options Appraisal Workshop, that was held on the 24th February 2021.

The Equality Impact Assessment Executive Summaries look at Options A, B and C individually using the data and evidence to determine potential Equality impacts and considerations.

This is not exhaustive. We need you to provide us with evidence and identify any gaps in our current knowledge. This is an important element of the Equality Impact Assessment process and it will help the SFRS to determine viable options moving forward.

There is a free text box in question 9 of the consultation survey where we welcome your thoughts, data and expertise in this area.

Equality Impact Assessment Executive Summary – Option A

Option A: Call challenge all AFA's from non-domestic premises. No response is mobilised, if questioning confirms there is no fire, or signs of fire. Sleeping risk premises are exempt from call challenging and will receive the following immediate response:

- Residential Care Homes receive 2 fire appliances regardless time of day.
- All other sleeping risks receive one fire appliance between 0700-1800hrs and two fire appliances out-with these hours.

Estimated 61% reduction in Unwanted Fire Alarm Signals.

Key Benefits	Protected Characteristics/ Equality Considerations	Potential Mitigations and Further Considerations
<p>Improved firefighter and community safety through the reduction of blue light journeys</p>	<p>Impact on People in General Not Covered by Specific Characteristics: Risks to firefighters and the public due to potential delays in mobilising to confirmed fires, leading to a more developed fire.</p> <p>Potential positive impacts: Reduction in blue light journeys and resultant vehicle accidents and injuries. Improved availability of resources for attending real emergencies.</p> <p>Extra capacity to meet future challenges and risks for the communities of Scotland, including more time for prevention work.</p>	<p>Only two per cent of AFA actuations that were received by the SFRS were actual confirmed fires, with almost two thirds of these requiring no action by us i.e. they were out on arrival.</p> <p>Overall, the property damage by fire was minimal, with no building damage being recorded in over half of all properties where AFAs were confirmed as actual fires.</p> <p>Exemptions apply to properties with sleeping provision. These will therefore receive an immediate response, limiting unnecessary delays and potential increased risk of a developing fire when fire crews arrive.</p> <p>Ongoing core skills training, ensures firefighters can safely, competently and effectively deal with the risk of a more developed fire.</p>

<p>Improved availability of resources and more time to focus on upskilling, training and prevention work</p>	<p>Impact on People in General Not Covered by Specific Characteristics – RVDS Crew Welfare 34,770 less blue light journeys per year 22 less vehicle accidents per year 4 fewer personal accidents per year</p> <p>It was raised at the Stakeholder events that the listed benefits would differ depending on geographical location. Reduced demand on the Central Belt may hold potential positive impacts, whereas fewer call out in remote/rural areas may risk station closures.</p>	<p>RVDS stations are of critical importance to the safety and wellbeing of Scotland. Many of these stations also act as a focal point for the community, where they double up as social spaces and community resilience hubs.</p> <p>Reducing UFAS demand in communities served by RVDS stations, will help build capacity for responding to new and growing risks such as wildfires and spate flooding events.</p>
<p>Reduced opportunity costs</p>	<p>£2,135,000 reduction in opportunity costs per year</p>	<p>Potential positive impact in that this saving can be used to provide further training and prevention work.</p>
<p>Reduced fleet carbon emissions</p>	<p>Human Rights and Children’s Rights: It is generally understood that inadequate environmental conditions can undermine the effective enjoyment of other enumerated rights, such as the rights to life, health, water, and food. Some of the UN human rights treaties explicitly recognise this link.</p> <p>The Convention on the Rights of the Child (CRC) directs states to account for the “dangers and risks of environmental pollution” to ensure full implementation of the right to health for children.</p>	<p>Potential positive impact on the basis of Human and Children’s Rights.</p>

Key Risks	Protected Characteristics/ Equality Considerations	Potential Mitigations and Further Considerations
<p>Increased risk of building damage</p>	<p>Socio-economic disadvantage: The maintenance of businesses within communities has a beneficial impact on local communities in the financial well-being and social vibrancy of an area.</p> <p>This can be particularly important in the preservation of heritage sites which can provide the most important financial and social hub for the local community.</p>	<p>Potential negative impacts around socio-economic disadvantage for communities in relation preservation and heritage sites.</p> <p>Duty-holders: Potential for positive interaction with duty holders around their responsibilities and how the SFRS can support with these responsibilities.</p> <p>Duty holders have a responsibility for ensuring that their employees understand fire safety information as it is relevant to them and also for displaying relevant safety information for their customers’.</p>
<p>Increased risk to building occupants</p> <p>The exemptions in relation to sleeping risk are:</p> <ul style="list-style-type: none"> • Boarding House/B&B for homeless/asylum seekers • Boarding House/B&B other • Boarding School accommodation • Children’s Residential Home • Hospital • Prison • Student Hall of Residence • Youth hostel • Military/barracks • Monastery/convent 	<p>The following protected characteristics/groups to whom the proposed options for responding to AFA’s at non-domestic premises may potentially impact are:</p> <p>Age Older Adults: Older adults as they are more likely to live in sheltered or managed accommodation.</p> <p>2 fire appliances will be mobilised regardless time of day.</p> <p>Residential Care Homes for older adults, house our most vulnerable residents in our communities in a non-sterile environment resembling a home. Building design and construction, numbers of staff/residents and the nature of the occupancy places these types of property in our highest risk to life category from fire. It is for this reason that an appropriate response is maintained at all times.</p>	<p>Sleeping risk premises will receive an immediate response under Option A (this will be dependent on building occupancy and time of day).</p> <p>Other premise types: The maintenance of businesses within communities has a beneficial impact on local communities in the financial well-being and social vibrancy of an area. This can be particularly important in the preservation of heritage sites which can provide the most important financial and social hub for the local community.</p> <p>There will be a diverse range of individuals who attend these premise types who may fall under the protected characteristic (s) as detailed in the Equality Act 2010. They will also attract visitors, potentially from other countries who may have a different understanding of fire safety considerations.</p>

<ul style="list-style-type: none"> • Hostel (e.g. for homeless people) • Nursing/Care Residential Home • Other holiday residence (cottage, flat, chalet) • Other Residential Home • Retirement/Old Adult Residential Home • Young offenders' unit 	<p>Age: Students who are residing in student accommodation. Children and young people as it relates to education, infant/primary and secondary schools.</p> <p>Caring Responsibilities: Care experienced children and young people who are living in residential care facilities.</p> <p>Disability: Individuals with a disability who are living within residential accommodation.</p> <p>The SFRS will provide alternative formats on request</p> <p>Pregnancy and Maternity: Individuals who are pregnant as they are more likely to require medical care in hospitals.</p> <p>Race: The SFRS will provide alternative formats and different languages to key messages on request.</p> <p>Religion or Belief: The risk of fire due to an AFA in places of worship is not deemed as high risk, partly since there is no sleeping risk.</p>	<p>Incident Data: Analysis of previous incident data has shown that AFA's that led to fire casualties in non-domestic buildings are low, representing under 2% of all fire casualties. These facts reflect the high levels of fire safety standards required of Dutyholders under the Fire (Scotland) Act 2005, and the generally good standards of fire safety found by us when auditing buildings.</p> <p>Based on fire safety management requirements, any potential delay to a response to an AFA actuation is not expected to have an impact on life safety where an AFA actuating at occupied properties should instigate an on-site fire evacuation and investigation.</p> <p>There is no statutory obligation placed on the SFRS to respond to calls originating from an AFA system to establish if there is a fire, and Dutyholders should be considering any potential for a fire starting or spreading within their property at any time.</p> <p>Regarding life safety, the SFRSs Fire Safety Enforcement Policy Framework focuses on protecting high life sleeping risk premises.</p>
<p>Fire and rescue reputational damage</p>	<p>We have been involving staff and key stakeholders throughout the decision making process.</p> <p>Further data will be gathered to ensure that any final business case for decision has due regard to the General Equality Duty.</p>	<p>Decisions being made will have regard to all relevant evidence and information, including giving due regard to the General Equality Duty.</p> <p>The public consultation, aims to ensure that the full range of stakeholders are given the opportunity to have their say about any proposals.</p> <p>Any changes we implement following consultation will be done through a carefully planned and managed approach, which will include working with stakeholders who may be directly affected, to ensure they are prepared for any changes we make.</p>

<p>Increased risk to firefighter safety</p>	<p>Unlikely to occur in sleeping accommodation as under this option they are exempt and all AFAs from them will receive an immediate response.</p> <p>But, possible at all other premises types if initial fire crews are confronted with a developed fire on arrival, caused by initial delays in a response being sent to an AFA call that has been call challenged.</p> <p>Mental Health: Potential impact(s) on the wellbeing of Ops Control employees due to increased pressure to manage 'moral' dilemmas.</p>	<p>Potential increased risk to crew welfare.</p> <p>Ongoing core skills training, will ensure firefighters can safely, competently and effectively deal with the risk of a more developed fire.</p> <p>We will monitor and review incidents, to ensure any lessons are learned and improvements in firefighter safety are made.</p> <p>The recent review of the COVID-19 interim response, showed no increased risk to firefighter safety because of a reduced response to AFA actuations.</p> <p>Based on vehicle accident and injury statistics relating to attending UFAS, it could be argued that road risk from unnecessary blue light journeys is greater than any risk to firefighters from more developed fires because of implementing any of the proposed options.</p>
<p>Retained and Volunteer Duty System (RVDS) retention and recruitment issues</p>	<p>Socio-Economic impacts: Potential of reduced payments for RVDS employees through less call-outs to AFAs.</p>	<p>Feedback from RVDS participants attending the stakeholder workshop, indicate that their motivation to be involved in the RVDS was to serve their local communities and outweighed any monetary benefit (link to Workshop Independent Report)</p> <p>RVDS have the opportunity, to get paid for undertaking other duties (e.g. Home Fire Safety Visits). Any lost earnings through less call-outs could be made-up through payment for undertaking these other duties.</p> <p>We are involving these staff in the decision-making process.</p> <p>Longer term, different remuneration models are being considered through the RVDS Strategy Project.</p>

		<p>During the public consultation, the SFRS will hold discussions with our employees, to enable us to fully assess the impact of each option. This will enable us to reach a final decision on the best option, and how we implement it going forward.</p> <p>Training employees will be a key aspect of any plan, for implementing the preferred option.</p> <p>It could be argued that reduced UFAS call-outs will improve RVDS retention and recruitment issues, due to their primary employers suffering less disruption to their businesses and being more supportive of releasing them for attending real emergencies.</p>
<p>Scottish Island Impact(s) and rural areas.</p>	<p>The stakeholder event on the 24th February highlighted concerns that there could be an increased risk for island and rural areas if response times were longer and that fewer call outs could have a detrimental financial impact on Island employees.</p> <p>It was also raised that the listed benefits would differ depending on geographical location. Reduced demand on the Central Belt may hold potential positive impacts, whereas fewer call out in remote/rural areas may risk station closures.</p>	<p>The Stakeholder Mapping and Consultation Mandate has taken cognisance of this data. It aims to reach organisation(s), local communities and employees so that these potential impacts can be explored further.</p>

Equality Impact Assessment Executive Summary – Option B

Option B: Call challenge all AFA's from non-domestic premises. No response is mobilised, if questioning confirms there is no fire, or signs of fire. No exemptions to call challenging apply (i.e. all AFA calls received are call challenged, regardless of premises type and caller). Estimated 85% reduction in Unwanted Fire Alarm Signals.

Key Benefits	Protected Characteristics/ Equality Considerations	Potential Mitigations and Further Considerations
<p>Improved firefighter and community safety through the reduction of blue light journeys</p>	<p>Impact on People in General Not Covered by Specific Characteristics: Risks to firefighters and the public due to potential delays in mobilising to confirmed fires, leading to a more developed fire.</p> <p>Potential positive impacts: Reduction in blue light journeys of 48,450 per year, resulting in 31 less vehicle accidents and 6 personal accidents. Improved availability of resources for attending real emergencies. Extra capacity to meet future challenges and risks for the communities of Scotland.</p>	<p>Only two per cent of AFA actuations that were received by the SFRS were actual confirmed fires, with almost two thirds of these requiring no action by us i.e. they were out on arrival.</p> <p>Overall, the property damage by fire was minimal, with no building damage being recorded in over half of all properties where AFAs were confirmed as actual fires.</p> <p>Ongoing core skills training, ensures firefighters can safely, competently and effectively deal with the risk of a more developed fire.</p>
<p>Improved availability of resources and more time to focus on upskilling, training and prevention work.</p>	<p>Impact on People in General Not Covered by Specific Characteristics - Crew Welfare 12,099 hours of less disruption per year 54,466 hours of extra time for firefighters to utilise more productively.</p> <p>It was raised at the Stakeholder events that the listed benefits would differ depending on geographical location. Reduced demand on the Central Belt may hold potential positive impacts, whereas fewer call out in remote/rural areas may risk station closures.</p>	<p>RVDS stations are of critical importance to the safety and wellbeing of Scotland. Many of these stations also act as a focal point for the community, where they double up as social spaces and community resilience hubs.</p> <p>Reducing UFAS demand in communities served by RVDS stations, will help build capacity for responding to new and growing risks such as wildfires and spate flooding events.</p>

<p>Reduced opportunity costs</p>	<p>£2,975,000 reduction in opportunity costs per year</p>	<p>Potential positive impact in that this saving can be used to provide training.</p>
<p>Reduced fleet carbon emissions</p>	<p>489 tonnes of less carbon emissions per year</p> <p>Human Rights and Children’s Rights: It is generally understood that inadequate environmental conditions can undermine the effective enjoyment of other enumerated rights, such as the rights to life, health, water, and food. Some of the UN human rights treaties explicitly recognise this link.</p> <p>The Convention on the Rights of the Child (CRC) directs states to account for the “dangers and risks of environmental pollution” to ensure full implementation of the right to health for children.</p>	<p>Potential positive impact based on Human and Children’s Rights.</p>

Key Risks	Protected Characteristics/ Equality Considerations	Potential Mitigations and Further Considerations
<p>Increased risk of building damage</p>	<p>Socio-economic disadvantage: The maintenance of businesses within communities has a beneficial impact on local communities in the financial well-being and social vibrancy of an area. This can be particularly important in the preservation of heritage sites which can provide the most important financial and social hub for the local community.</p> <p>Risk considered to be greater than Option A, because under this option there are no exemptions, therefore all calls from AFAs are call challenged.</p>	<p>Potential negative impacts around socio-economic disadvantage for communities in relation preservation and heritage sites.</p> <p>Duty-holders: Potential for positive interaction with duty holders around their responsibilities and how the SFRS can support with these responsibilities.</p> <p>Duty holders have a responsibility for ensuring that their employees understand fire safety information as it is relevant to them and for displaying relevant safety information for their customers’.</p>
<p>Increased risk to building occupants There are no exemptions.</p>	<p>The following protected characteristics/groups to whom the proposed option B for responding to AFA’s at non-domestic premises may potentially impact are:</p> <p>Age Older Adults: Older adults as they are more likely to live in sheltered or managed accommodation.</p> <p>Residential Care Homes for older adults, house our most vulnerable residents in our communities in a non-sterile environment resembling a home.</p> <p>Building design and construction, numbers of staff/residents and the nature of the occupancy places these types of property in our highest risk to life category from fire. It is for this reason that an appropriate response is maintained always.</p>	<p>Under Option B, there are no exemptions to call challenging (i.e. all AFA calls received are call challenged, regardless of premises type and caller).</p> <p>Analysis of previous incident data has shown that AFA’s that led to fire casualties in non-domestic buildings are low, representing under 2% of all fire casualties. Based on fire safety management requirements, any potential delay to a response to an AFA actuation is not expected to have an impact on life safety where an AFA actuating at occupied properties should instigate an on-site fire evacuation and investigation.</p> <p>Regarding life safety, our Fire Safety Enforcement Policy Framework focuses on protecting high life sleeping risk premises.</p> <p>However, given the vulnerability of some of the individuals who would fall under the exemptions, the risk and potential negative impacts are greater than Option A and C.</p>

	<p>Age: Students who are residing in student accommodation.</p> <p>Children and young people as it relates to education, infant/primary and secondary schools.</p> <p>Caring Responsibilities: Care experienced children and young people who are living in residential care facilities.</p> <p>Disability: Individuals with a disability who are living within residential accommodation. The SFRS will provide alternative formats on request.</p> <p>Pregnancy and Maternity: Individuals who are pregnant as they are more likely to require medical care in hospitals.</p> <p>Race: The SFRS will provide alternative formats and different languages to key messages on request.</p> <p>Religion or Belief: The risk of fire due to an AFA in places of worship is not deemed as high risk, partly since there is no sleeping risk.</p>	<p>Many of the exemptions house our most vulnerable residents in our communities. Access and egress can be difficult and building design and construction, numbers of staff/residents and the nature of the occupancy places these types of property in our highest risk to life category from fire.</p> <p>Other premise types: The maintenance of businesses within communities has a beneficial impact on local communities in the financial well-being and social vibrancy of an area.</p> <p>This can be particularly important in the preservation of heritage sites which can provide the most important financial and social hub for the local community.</p> <p>These types of premise will attract visitors, potentially from other countries who may have a different understanding of fire safety considerations.</p> <p>No exemptions, has a potential higher risk in relation to socio-economic disadvantage.</p>
<p>Increased risk to firefighter safety</p>	<p>Risk considered to be greater than Option A, because under this option there are no exemptions, therefore all calls from AFAs are call challenged.</p> <p>Mental Health: Potential impact(s) on the wellbeing of Ops Control employees due to increased pressure to manage 'moral' dilemmas.</p>	<p>Potential increased risk to crew welfare. Ongoing core skills training, will ensure firefighters can safely, competently and effectively deal with the risk of a more developed fire.</p> <p>We will monitor and review incidents, to ensure any lessons are learned and improvements in firefighter safety are made. The recent review of the COVID-19 interim response, showed no increased risk to firefighter safety because of a reduced response to AFA actuations.</p> <p>Based on vehicle accident and injury statistics relating to attending UFAS, it could be argued that road risk from unnecessary blue light journeys is greater than any risk to firefighters from more developed fires because of implementing any of the proposed options.</p>

<p>Fire and rescue reputational damage</p>	<p>Likely to occur, if any of the above risks were to materialise following implementation of this option. Also, this is probable during the proposal stage, if stakeholders show low support or opposition and it has a negative impact on public confidence in the Service.</p> <p>We have been involving staff and key stakeholders throughout the decision making process.</p> <p>Further data will be gathered to ensure that any final business case for decision has due regard to the General Equality Duty.</p>	<p>Although the SFRS are not legally required to attend a business or workplace due to an AFA being activated, any potential negative impact(s) to members of our vulnerable potential negative impact(s) to members of our vulnerable reputational damage.</p> <p>Decisions being made will have regard to all relevant evidence and information, including giving due regard to the General Equality Duty.</p> <p>The public consultation, aims to ensure that the full range of stakeholders are given the opportunity to have their say about any proposals.</p> <p>Any changes we implement following consultation will be done through a carefully planned and managed approach, which will include working with stakeholders who may be directly affected, to ensure they are prepared for any changes we make.</p>
<p>Retained and Volunteer Duty System (RVDS) retention and recruitment issues</p>	<p>Socio-Economic impacts: Potential of reduced payments for RVDS employees through less call-outs to AFAs.</p>	<p>Feedback from RVDS participants attending the stakeholder workshop, indicate that their motivation to be involved in the RVDS was to serve their local communities and outweighed any monetary benefit (link to Workshop Independent Report)</p> <p>RVDS have the opportunity, to get paid for undertaking other duties (e.g. Home Fire Safety Visits). Any lost earnings through less call-outs could be made-up through payment for undertaking these other duties. We are involving these staff in the decision-making process. Longer term, different remuneration models are being considered through the RVDS Strategy Project.</p> <p>During the public consultation, the SFRS will hold discussions with our employees, to enable us to fully assess the impact of each option. This will enable us to reach a final decision on the best option, and how we implement it going forward.</p>

		<p>Training employees will be a key aspect of any plan, for implementing the preferred option. It could be argued that reduced UFAS call-outs will improve RVDS retention and recruitment issues, due to their primary employers suffering less disruption to their businesses and being more supportive of releasing them for attending real emergencies.</p>
<p>Scottish Island Impact(s) and rural areas.</p>	<p>The stakeholder event on the 24th February highlighted concerns that there could be an increased risk for island and rural areas if response times were longer and that fewer call outs could have a detrimental financial impact on Island employees.</p> <p>It was also raised that the listed benefits would differ depending on geographical location. Reduced demand on the Central Belt may hold potential positive impacts, whereas fewer call out in remote/rural areas may risk station closures.</p>	<p>The Stakeholder Mapping and Consultation Mandate has taken cognisance of this data. It aims to reach organisation(s), local communities and employees so that these potential impacts can be explored further.</p>

Equality Impact Assessment Executive Summary – Option C

Option C: Non-attendance to AFAs from non-domestic premises. Our fire control operators will advise the caller that we will not attend unless a back-up 999 call confirming fire, or signs of fire is received. Property types recognised by us as having sleeping provision will be exempt and therefore they will receive the following immediate response to an AFA:

- Residential Care Homes will receive two fire engines regardless time of day.
- All other sleeping risks receive one fire engine between 0700-1800hrs and two fire engines out-with these hours.

Estimated 71% reduction in Unwanted Fire Alarm Signals.

Key Benefits	Protected Characteristics/ Equality Considerations	Potential Mitigations and Further Considerations
<p>Improved firefighter and community safety through the reduction of blue light journeys</p>	<p>Impact on People in General Not Covered by Specific Characteristics: Risks to firefighters and the public due to potential delays in mobilising to confirmed fires, leading to a more developed fire.</p> <p>Potential positive impacts: Reduction in blue light journeys of 40,470 per year, resulting in 26 less vehicle accidents and 5 personal accidents. Improved availability of resources for attending real emergencies.</p> <p>Extra capacity to meet future challenges and risks for the communities of Scotland.</p>	<p>Only two per cent of AFA actuations that were received by the SFRS were actual confirmed fires, with almost two thirds of these requiring no action by us i.e. they were out on arrival.</p> <p>Overall, the property damage by fire was minimal, with no building damage being recorded in over half of all properties where AFAs were confirmed as actual fires.</p> <p>Ongoing core skills training, ensures firefighters can safely, competently and effectively deal with the risk of a more developed fire.</p>

<p>Improved availability of resources and more time to focus on upskilling, training and prevention work</p>	<p>Impact on People in General Not Covered by Specific Characteristics - Crew Welfare</p> <p>10,107 hours of less disruption per year. 45,495 hours of extra time for firefighters to utilise more productively.</p> <p>It was raised at the Stakeholder events that the listed benefits would differ depending on geographical location. Reduced demand on the Central Belt may hold potential positive impacts, whereas fewer call out in remote/rural areas may risk station closures.</p>	<p>RVDS stations are of critical importance to the safety and wellbeing of Scotland. Many of these stations also act as a focal point for the community, where they double up as social spaces and community resilience hubs.</p> <p>Reducing UFAS demand in communities served by RVDS stations, will help build capacity for responding to new and growing risks such as wildfires and spate flooding events.</p>
<p>Reduced opportunity costs</p>	<p>£2,485,000 reduction in response costs per year.</p>	<p>Potential positive impact in that this saving can be used to provide training.</p>
<p>Reduced fleet carbon emissions</p>	<p>408 tonnes less carbon emissions per year.</p> <p>Human Rights and Children’s Rights: It is generally understood that inadequate environmental conditions can undermine the effective enjoyment of other enumerated rights, such as the rights to life, health, water, and food. Some of the UN human rights treaties explicitly recognise this link.</p> <p>The Convention on the Rights of the Child (CRC) directs states to account for the “dangers and risks of environmental pollution” to ensure full implementation of the right to health for children.</p>	<p>Potential positive impact based on Human and Children’s Rights.</p>

Key Risks	Protected Characteristics/ Equality Considerations	Potential Mitigations and Further Considerations
<p>Increased risk of building damage</p>	<p>Socio-economic disadvantage: The maintenance of businesses within communities has a beneficial impact on local communities in the financial well-being and social vibrancy of an area.</p> <p>This can be particularly important in the preservation of heritage sites which can provide the most important financial and social hub for the local community.</p> <p>This option is considered to bear the greatest risk of building damage occurring. Whilst AFA calls from sleeping accommodation will receive an immediate response under this option, for all other AFAs there is no call challenge process to assess the call and establish whether or not to respond. Reliance is on a call back from the property to confirm a fire.</p>	<p>Potential negative impacts around socio-economic disadvantage for communities in relation to preservation and heritage sites.</p> <p>Duty-holders: Potential for positive interaction with duty holders around their responsibilities and how the SFRS can support with these responsibilities.</p> <p>Duty holders have a responsibility for ensuring that their employees understand fire safety information as it is relevant to them and also for displaying relevant safety information for their customers’.</p>
<p>Increased risk to building occupants</p> <ul style="list-style-type: none"> • Boarding House/B&B for homeless/asylumseekers • Boarding House/B&B other • Boarding School accommodation • Children’s Residential Home • Hospital • Prison • Student Hall of Residence • Youth hostel 	<p>This option is considered to bear the greatest risk to building occupants. Whilst AFA calls from sleeping accommodation will receive an immediate response under this option, for all other AFAs there is no call challenge process to assess the call and establish whether or not to respond. Reliance is on a call back from the property to confirm a fire.</p> <p>Residential Care Homes will receive two fire engines regardless time of day.</p> <p>All other sleeping risks receive one fire engine between 0700-1800hrs and two fire engines out-with these hours.</p>	<p>Sleeping risk premises will receive an immediate response under Option C (this will be dependent on building occupancy and time of day).</p> <p>Other premise types: The maintenance of businesses within communities has a beneficial impact on local communities in the financial well-being and social vibrancy of an area. This can be particularly important in the preservation of heritage sites which can provide the most important financial and social hub for the local community.</p>

- Military/barracks
- Monastery/convent
- Hostel (e.g. for homeless people)
- Nursing/Care Residential Home
- Other holiday residence (cottage, flat, chalet)
- Other Residential Home
- Retirement/Old Adult Residential Home
- Young offenders' unit

The following protected characteristics/groups to whom the proposed option C for responding to AFA's at non-domestic premises may potentially impact are:

Age Older Adults: Older adults as they are more likely to live in sheltered or managed accommodation.

Residential Care Homes for older adults, house our most vulnerable residents in our communities in a non-sterile environment resembling a home. Building design and construction, numbers of staff/residents and the nature of the occupancy places these types of property in our highest risk to life category from fire. It is for this reason that an appropriate response is maintained always.

Age: Students who are residing in student accommodation.

Children and young people as it relates to education, infant/primary and secondary schools.

Caring Responsibilities: Care experienced children and young people who are living in residential care facilities.

Disability: Individuals with a disability who are living within residential accommodation. The SFRS will provide alternative formats on request.

Pregnancy and Maternity: Individuals who are pregnant as they are more likely to require medical care in hospitals.

Race: The SFRS will provide alternative formats and different languages to key messages on request. Language and cultural barriers in relation to visitors.

There will be a diverse range of individuals who attend these premise types who may fall under the protected characteristic (s) as detailed in the Equality Act 2010. They will also attract visitors, potentially from other countries who may have a different understanding of fire safety considerations.

No call challenging process to assess the call and establish whether or not to respond could result in potential negative impacts and risks to vulnerable communities.

	<p>Religion or Belief: The risk of fire due to an AFA in places of worship is not deemed as high risk, partly since there is no sleeping risk.</p>	
<p>Increased risk to firefighter safety</p>	<p>This option is considered to bear the greatest risk to firefighter safety. Whilst AFA calls from sleeping accommodation will receive an immediate response under this option, for all other AFAs there is no call challenge process to assess the call and establish whether or not to respond.</p> <p>Mental Health: Potential impact(s) on the wellbeing of Ops Control employees due to increased pressure to manage 'moral' dilemmas.</p>	<p>Potential increased risk to crew welfare. Reliance is on a call back from the property to confirm a fire, which may lead to further delays and a developed fire for initial fire crews to deal with.</p> <p>Ongoing core skills training, will ensure firefighters can safely, competently and effectively deal with the risk of a more developed fire.</p> <p>We will monitor and review incidents, to ensure any lessons are learned and improvements in firefighter safety are made.</p> <p>The recent review of the COVID-19 interim response, showed no increased risk to firefighter safety because of a reduced response to AFA actuations.</p> <p>Based on vehicle accident and injury statistics relating to attending UFAS, it could be argued that road risk from unnecessary blue light journeys is greater than any risk to firefighters from more developed fires because of implementing any of the proposed options.</p>
<p>Fire and rescue reputational damage</p>	<p>Likely to occur, if any of the above risks were to materialise following implementation of this option. Also, this is probable during the proposal stage, if stakeholders show low support or opposition and it has a negative impact on public confidence in the Service.</p> <p>We have been involving staff and key stakeholders throughout the decision making process.</p> <p>Further data will be gathered to ensure that any final business case for decision has due regard to the General Equality Duty.</p>	<p>Although the SFRS are not legally required to attend a business or workplace due to an AFA being activated, any potential negative impact(s) to members of our vulnerable communities and/or SFRS employees is highly likely to result in reputational damage.</p> <p>Decisions being made will have regard to all relevant evidence and information, including giving due regard to the General Equality Duty.</p> <p>The public consultation, aims to ensure that the full range of stakeholders are given the opportunity to have their say about any proposals.</p>

		<p>Any changes we implement following consultation will be done through a carefully planned and managed approach, which will include working with stakeholders who may be directly affected, to ensure they are prepared for any changes we make.</p>
<p>Retained and Volunteer Duty System (RVDS) retention and recruitment issues</p>	<p>Socio-Economic impacts: Potential of reduced payments for RVDS employees through less call-outs to AFAs.</p>	<p>Feedback from RVDS participants attending the stakeholder workshop, indicate that their motivation to be involved in the RVDS was to serve their local communities and outweighed any monetary benefit (link to Workshop Independent Report)</p> <p>RVDS have the opportunity, to get paid for undertaking other duties (e.g. Home Fire Safety Visits). Any lost earnings through less call-outs could be made-up through payment for undertaking these other duties.</p> <p>We are involving these staff in the decision-making process.</p> <p>Longer term, different remuneration models are being considered through the RVDS Strategy Project.</p> <p>During the public consultation, the SFRS will hold discussions with our employees, to enable us to fully assess the impact of each option. This will enable us to reach a final decision on the best option, and how we implement it going forward.</p> <p>Training employees will be a key aspect of any plan, for implementing the preferred option.</p> <p>It could be argued that reduced UFAS call-outs will improve RVDS retention and recruitment issues, due to their primary employers suffering less disruption to their businesses and being more supportive of releasing them for attending real emergencies.</p>

Scottish Island Impact(s) and rural areas.

The stakeholder event on the 24th February highlighted concerns that there could be an increased risk for island and rural areas if response times were longer and that fewer call outs could have a detrimental financial impact on Island employees.

It was also raised that the listed benefits would differ depending on geographical location. Reduced demand on the Central Belt may hold potential positive impacts, whereas fewer call out in remote/rural areas may risk station closures.

The Stakeholder Mapping and Consultation Mandate has taken cognisance of this data. It aims to reach organisation(s), local communities and employees so that these potential impacts can be explored further.



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Reducing Unwanted Fire Alarm Signals

Equality Impact Assessment

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