

1. A1 Perth (119)

This Equality and Human Rights Impact Assessment has relevance in terms of two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

There is no evidence that the duty to 'Foster good relations between different groups' would apply.

With relevance to the Protected Characteristics of Age, Disability, Sex, Pregnancy and Maternity and those with Caring Responsibilities.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older population in Perth is more at risk than other older community populations in similar urban settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Perth are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex in Perth, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children in Perth, including accessible escape routes, designated safe zones, and tailored

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		communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.
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Potential Impact on Communities

Information about the community of Perth and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Perth has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that the Perth has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

The proposed changes to the wholetime complement have limited or no scope to impact the diversity of the workforce profile. The introduction of On Call RDS posts may present an opportunity to improve the diversity of the workforce profile through the recruitment of new On Call RDS crew. The introduction of On Call RDS posts may have a positive impact on the local community through the availability of local secondary employment opportunities.

Replacing the 3rd Wholetime Combined Aerial Rescue Pump (CARP) in Perth with a dedicated Wholetime High Reach Appliance (HRA) is likely to bring several benefits to the local community, while also reflecting the fire service's ongoing commitment to improving public safety.

A dedicated HRA offers enhanced aerial reach and is purpose-built for high-rise incidents, potentially improving response times and operational effectiveness in challenging environments.

Unlike the CARP, which combines both pumping and aerial functions, the HRA allows for more focused, reliable performance and may reduce downtime due to simpler maintenance requirements.

Fire crews will also benefit from more specialised training, supporting their safety and professional development. While the change may slightly reduce local pumping capacity, the fire service will no doubt manage this transition carefully to ensure continued resilience across all incident types.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

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This proposal is to find a permanent solution to the 10-Pump withdrawal in September 2023; further consultation is required to ascertain if any employees' circumstances have changed and this permanent change affects their caring responsibilities.

It is proposed that the rotation of equipment may result in a change in roles for some colleagues. This proposal may involve some colleagues changing roles to focus more specifically on prevention and protection activities. Colleagues familiar with the existing CARP may require training on use of HRA. Colleagues with a disability or neurodiverse condition may require additional support to understand the implications of the changes and to adjust to the new role and/or equipment.

Local Senior Officers, the Service Delivery Review (SDR) Project Team and Corporate Communications will work together to develop a comprehensive Communications Plan, to ensure all impacted employees are informed of the proposals and are given the opportunity to provide feedback at each stage of the proposal.

There is no evidence to suggest that the proposed changes at Perth Fire Station will have any detrimental equality impacts to the community of Perth and surrounding areas served by this station.

Further consultation and engagement are required with both employees, partners and the communities of Perth to ascertain if any negative impacts have been identified since the temporary withdrawal in September 2023.

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

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In continuing this EHRIA it is recommended that additional engagement with the community of Perth takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

2. Crianlarich (046)

This Equality and Human Rights Impact Assessment has relevance in terms of the two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Crianlarich station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Crianlarich are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Crianlarich are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in

2. Crianlarich (046)

	a correlation between sex and individual levels of risk from fire or other emergencies.	enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Crianlarich and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Crianlarich has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that the Crianlarich has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

The proposed changes to the wholetime complement have limited or no scope to impact the diversity of the workforce profile. The introduction of On Call RDS posts may present an opportunity to improve the diversity of the workforce profile through the recruitment of new On Call RDS crew. The introduction of On Call RDS posts may have a positive impact on the local community through the availability of local secondary employment opportunities.

As the option proposal to Crianlarich station is to increase the station to a 2 Pump WT station and change to a duty system that allows greater opportunity for those who have caring responsibilities (e.g. single mothers, looking after an elderly family member, etc.) this can be viewed as a positive impact.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

2. Crianlarich (046)

There are currently no members of support staff working in Crianlarich station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The introduction of the DSDS has potential relevance to the protected characteristics of age, disability, pregnancy and maternity and sex (especially women on the grounds of being more likely, in the general population, to be a primary care giver to a dependent). It may also impact colleagues irrespective of any protected characteristic they hold. DSDS introduces the possibility of changes to the place of work and/or pattern of work.

It is unclear at this time what actions will be required to provide dignified facilities to accommodate the increased crewing levels associated with the proposed changes to Crianlarich station. This may have relevance on the grounds of sex, disability, gender reassignment and pregnancy and maternity and would relate to the provision of toileting, changing and showering facilities.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Crianlarich takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

2. Crianlarich (046)

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

3. Fetlar (069)

As compiled to 29.04.2025 in preparation for consideration at Balanced Room.

General Equality Duty

This Equality and Human Rights Impact Assessment likely has relevance in terms of two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Fetlar does not appear to have a disproportionately high level of older people compared with other similar communities. Service provision will continue to be provided by Mallaig without interruption. Mitigation may be provided through PPP activity with the community including with older members of that community.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	The community of Fetlar does not appear to have a disproportionately high level of individuals with a disability compared with other similar communities. Service provision will continue to be provided by Mallaig without interruption. Mitigation may be provided through PPP activity with the community including with those

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		with a disability within the community.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	None required. Service provision will continue to be provided by Mallaig without interruption. Mitigation may be provided through PPP activity with the community.
Island Community	As an island community the residents of the Isle of Muck may experience the proposed closure of the dormant station differently to mainland communities or other island populations.	Direct engagement with the community to establish perceptions of potential impact of implementing the proposed Option and inform ongoing service provision from Mallaig for emergency and PPP activity. There is no SFRS building and limited assets which could be potentially transferred to community ownership.

Potential Impact on Communities

SFRS services to the community of Fetlar have been provided by SFRS crew at Mallaig station. There is no consideration of this arrangement changing because of the implementation of this proposed option.

As an On Call RDS station Fetlar draws its workforce from the local population. While this station is dormant due to inability to recruit from the local population using the current RDS availability requirements, its closure will remove potential future secondary employment opportunities in the area which may have a disproportionate impact on an island community. An alternative measure may be to trial alternative availability models to crew the station with local On Call RDS.

Closure of a dormant station has no impact on the diversity of the workforce profile; however, this option does not allow for alternative crewing models to be trialled which may be more attractive to women and/or those with caring responsibilities.

The potential use of fire station as a community hub/asset by local population. This includes those stations that are deemed Breastfeeding Friendly Venues. There may be a disproportionate impact on island communities through the loss of a community venue – this requires further investigation as the impact assessment progresses.

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As it relates to the provision of services to island communities there may some impact, albeit not related to equality or other personal characteristics held by individuals in the community, from the removal of assets from the island.

Potential Impact on Employees

SFRS has no employees based at Fetlar. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices. The number of SFRS employees impacted by this proposal is nil and, therefore, no potential equality impacts are identified.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community on Fetlar takes place to capture any further relevant evidence relating to a) equality characteristics and b) the specific issues arising from being an island community. As part of this exercise the exploration of potential mitigation measures should be pursued, e.g. potential transfer of any remaining SFRS assets on Fetlar to community ownership where appropriate.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

3. Fetlar (069)

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

4. Nethy Bridge (112)

This Equality and Human Rights Impact Assessment has relevance in terms of two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Nethy Bridge station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Nethy Bridge are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Nethy Bridge are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is,	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific

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	however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Nethy Bridge and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Nethy Bridge has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Nethy Bridge has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

The potential use of the fire station as a community hub/asset by local population. This includes those stations that are deemed Breastfeeding Friendly Venues. As a On Call VDS station removal is unlikely to have significant impact on community groups utilising the venue as a public space.

As an On Call VDS station the impact of closure will be minimal to none on the employment opportunities of the local area. As a long-term dormant station is another indication that closure of the station will have limited impact on local employment opportunities. This option provides no opportunity to improve the workforce profile of SFRS.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

4. Nethy Bridge (112)

There are currently no staff working at Nethy Bridge station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community on Nethy Bridge takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,

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- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'

This long-term dormant 'establishment' has not been operational for over ten years due to limited-service delivery capacity and a minimum number of crew was never, or very rarely, available and recruitment drives have been unsuccessful for a long time.

Service delivery provision has continued to be provided by neighboring stations ensuring that Nethy Bridge and immediate surrounding areas have suffered no detriment.
In conclusion it is recommended that Nethy Bridge is permanently closed.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

5. Ratagan (124)

This Equality and Human Rights Impact Assessment has relevance in terms of the two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Ratagan station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Ratagan are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Ratagan are more at

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		risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Ratagan and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Ratagan has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Ratagan has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

The potential use of fire station as a community hub/asset by local population. This includes those stations that are deemed Breastfeeding Friendly Venues. As a On Call VDS station removal is unlikely to have significant impact on community groups utilising the venue as a public space.

As an On Call VDS station the impact of closure will be minimal to none on the employment opportunities of the local area. As a long-term dormant station is another indication that closure of the station will have limited impact on local employment opportunities. This option provides no opportunity to improve the workforce profile of SFRS.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

5. Ratagan (124)

Potential Impact on Employees

There are currently no support staff working at Ratagan station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

Colleagues with a disability or neurodiverse condition may require additional support or an alternative method of communicating the changes and impact of changes. This requires each impacted individual to be considered on a case-by-case basis.

Employees who are absent from the workplace for extended periods, including those on maternity leave, may feel isolated from the decision-making process which affects them. This requires line managers to take steps to engage and include absent colleagues in matters relating to the Service Delivery Review.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community on Ratagan takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

5. Ratagan (124)

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

This long-term dormant 'establishment' has not been operational for over ten years due to limited-service delivery capacity and a minimum number of crew was never, or very rarely, available and recruitment drives have been unsuccessful for a long time.

In conclusion it is recommended that Ratagan is permanently closed.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

6. Colintraive (040)

This Equality and Human Rights Impact Assessment has relevance in terms of the two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment, or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Colintraive station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Colintraive are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Colintraive are more at risk than other disabled

6. Colintraive (040)

		community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Colintraive and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Colintraive has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that the Colintraive has specific religious, cultural, or other community premises of an equalities nature which might present particular risk factors.

The potential use of fire station as a community hub/asset by local population. This includes those stations that are deemed Breastfeeding Friendly Venues. As a On Call VDS station removal is unlikely to have significant impact on community groups utilising the venue as a public space.

As an On Call VDS station the impact of closure will be minimal to none on the employment opportunities of the local area. As a long-term dormant station is another indication that closure of the station will have limited impact on local employment opportunities. This option provides no opportunity to improve the workforce profile of SFRS.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

6. Colintraive (040)

Potential Impact on Employees

There are currently no staff of any kind working in Colintraive station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups, and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community on Colintraive takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

6. Colintrave (040)

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact.'

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

7. Corriecravie (042)

This Equality and Human Rights Impact Assessment has relevance in terms of two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment, or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

This long-term dormant 'establishment' has not been operational for over three years due to limited-service delivery capacity and a minimum number of crew was never, or very rarely, available and recruitment drives have been unsuccessful for a long time.

Service delivery provision has continued to be provided by neighboring stations at Blackwaterfoot, Lamlash and Brodick ensuring that Corriecravie has suffered no detriment.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	The community of Corriecravie does not appear to have a disproportionately high level of older people compared with other similar communities. Service provision will continue to be provided by Blackwaterfoot, Lamlash, and Brodick without interruption. Mitigation may be provided through PPP activity with the community including with older members of that community.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from	The community of Corriecravie does not appear to have a disproportionately high level of

7. Corriecravie (042)

	impaired ability to identify and/or respond to risk.	individuals with a disability compared with other similar communities. Service provision will continue to be provided by Blackwaterfoot, Lamlash, and Brodick without interruption. Mitigation may be provided through PPP activity with the community including with those with a disability within the community.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	None required. Service provision will continue to be provided by Blackwaterfoot, Lamlash, and Brodick without interruption. Mitigation may be provided through PPP activity with the community.
Island Community	As an island community the residents of the Isle of Arran may experience the proposed closure of the dormant station differently to mainland communities or other island populations.	Direct engagement with the community to establish perceptions of potential impact of implementing the proposed Option and inform ongoing service provision from Blackwaterfoot, Lamlash, and Brodick for emergency and PPP activity. There is no SFRS building and limited assets which could be potentially transferred to community ownership.

Potential Impact on Communities

SFRS services to the community of Corriecravie have been provided by SFRS crew at Blackwaterfoot, Lamlash, and Brodick station. There is no consideration of this arrangement changing because of the implementation of this proposed option.

The community on the Isle of Arran is very small and information about the characteristics held by members of the community is limited. There is no evidence that the Isle of Arran has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that the community of Corriecravie has specific religious, cultural, or other community premises of an equalities nature which might present particular risk factors.

The potential equality implications arising from the adoption of the proposal appear to be very limited if they exist at all.

7. Corriecravie (042)

As it relates to the provision of services to island communities there may some impact, albeit not related to equality or other personal characteristics held by individuals in the community, from the removal of assets from the island.

Potential Impact on Employees

SFRS has no employees based at Corriecravie. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices. The number of SFRS employees impacted by this proposal is nil and, therefore, no potential equality impacts are identified.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups, and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community on the Isle of Arran takes place to capture any further relevant evidence relating to a) equality characteristics and b) the specific issues arising from being an island community. As part of this exercise the exploration of potential mitigation measures should be pursued, e.g. potential transfer of any remaining SFRS assets on the Isle of Arran to community ownership where appropriate.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

7. Corriecravie (042)

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact.'

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

8. Kerrera (092)

This Equality and Human Rights Impact Assessment likely has relevance in terms of two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment, or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	The community of Kerrera does not appear to have a disproportionately high level of older people compared with other similar communities. Service provision will continue to be provided by neighbouring stations without interruption. Mitigation may be provided through PPP activity with the community including with older members of that community.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	The community of Kerrera does not appear to have a disproportionately high level of individuals with a disability compared with other similar communities. Service provision will continue to be provided by neighbouring stations without interruption. Mitigation may be provided through PPP activity with the community including with those with a disability within the community.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws	None required. Service provision will continue to be provided by neighbouring stations without interruption. Mitigation may be

8. Kerrera (092)

	a correlation between sex and individual levels of risk from fire or other emergencies.	provided through PPP activity with the community.
Island Community	As an island community the residents of Kerrera may experience the proposed closure of the dormant station differently to mainland communities or other island populations.	Direct engagement with the community to establish perceptions of potential impact of implementing the proposed Option and inform ongoing service provision from neighbouring stations for emergency and PPP activity. There is no SFRS building and limited assets which could be potentially transferred to community ownership.

Potential Impact on Communities

SFRS services to the community of Kerrera have been provided by SFRS crew at neighbouring stations. There is no consideration of this arrangement changing because of the implementation of this proposed option.

The community of Kerrera is very small and information about the characteristics held by members of the community is limited. There is no evidence that Kerrera has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Kerrera has specific religious, cultural, or other community premises of an equalities nature which might present particular risk factors.

The potential equality implications arising from the adoption of the proposal appear to be very limited if they exist at all.

As it relates to the provision of services to island communities there may some impact, albeit not related to equality or other personal characteristics held by individuals in the community, from the removal of assets from the island.

Potential Impact on Employees

SFRS has no employees based in Kerrera. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices. The number of SFRS employees impacted by this proposal is nil and, therefore, no potential equality impacts are identified.

8. Kerrera (092)

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups, and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community in Kerrera takes place to capture any further relevant evidence relating to a) equality characteristics and b) the specific issues arising from being an island community. As part of this exercise the exploration of potential mitigation measures should be pursued, e.g. potential transfer of any remaining SFRS assets on the Kerrera to community ownership where appropriate.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

8. Kerrera (092)

Limited in this context does not mean 'no potential impact.'

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

9. Dunfermline (061)

This Equality and Human Rights Impact Assessment has relevance in terms of two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

This assessment plays an important role in guiding the safe and effective operation of our fire stations. It reflects the fire service's commitment to protecting communities and supporting our staff in their vital work. While the focus of the assessment is rightly on operational and safety matters, it does not currently include content that actively supports or promotes positive relationships between people from different backgrounds or with different protected characteristics.

We recognise that building strong, respectful relationships is an important part of our service — both within our teams and with the communities we serve. Although this document is not intended to address inclusion directly, we see this as an opportunity to strengthen our commitment to equality and diversity by considering how future versions could better reflect these values.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Dunfermline station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
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9. Dunfermline (061)

Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Dunfermline are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Dunfermline are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex in Dunfermline, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children in Dunfermline, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Dunfermline and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Dunfermline has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that the Dunfermline has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

9. Dunfermline (061)

The proposed changes have limited or no scope to impact the diversity of the workforce profile or impact on the local community. Proposed changes relate to wholetime crewing which is not automatically recruited from the local population and as such as no impact on the availability of local employment opportunities.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently two members of support staff working in Dunfermline station. The option presented for this station should not affect their roles at the station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The proposed rotation of equipment may result in a change in roles for some colleagues. This proposal may involve some colleagues changing roles to focus more specifically on prevention and protection activities. Colleagues may require training on use of HRA. Colleagues with a disability or neurodiverse condition may require additional support to understand the implications of the changes and to adjust to the new role and/or equipment.

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Further consultation and engagement are required with the employees based at Dunfermline Fire Station to identify any specific negative equality impacts. Local Senior Officers, the Service Delivery Review (SDR) Project Team and Corporate Communications will work together to develop a comprehensive Communications Plan to ensure all impacted employees are informed of the proposals and given the opportunity to provide feedback at each stage of the proposal.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.

9. Dunfermline (061)

- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Dunfermline takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

10. Lochgelly (145)

This Equality and Human Rights Impact Assessment has relevance in terms of the two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Lochgelly station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Lochgelly are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Lochgelly are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than	Extensive modelling and safety strategies do not highlight any

10. Lochgelly (145)

	women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	disproportionate risks based on sex in Lochgelly, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children in Lochgelly, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Lochgelly and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Lochgelly has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that the Lochgelly has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

The proposed changes have limited or no scope to impact the diversity of the workforce profile or impact on the local community. Proposed changes relate to wholtime crewing which is not automatically recruited from the local population and as such as no impact on the availability of local employment opportunities.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently two members of support staff working in Lochgelly station. The option presented for this station should not affect their roles at the station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The proposed reduction of the wholtime crewing complement will result in the displacement of crew. Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

10. Lochgelly (145)

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Further consultation and engagement are required with the employees based at Dunfermline Fire Station to identify any specific negative equality impacts. Local Senior Officers, the Service Delivery Review (SDR) Project Team and Corporate Communications will work together to develop a comprehensive Communications Plan to ensure all impacted employees are informed of the proposals and given the opportunity to provide feedback at each stage of the proposal.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Lochgelly takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

10. Lochgelly (145)

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

11. C1A Glenrothes (145)

This Equality and Human Rights Impact Assessment has relevance in terms of the two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment, or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Glenrothes station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Glenrothes are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Glenrothes are more at risk than other disabled

11. C1A Glenrothes (145)

		community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex in Glenrothes, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children in Glenrothes, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Glenrothes and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Glenrothes has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that the Glenrothes has specific religious, cultural, or other community premises of an equalities nature which might present particular risk factors.

The proposed changes have limited or no scope to impact the diversity of the workforce profile. Changes are proposed to the wholetime crewing and as such will not have a direct impact on the local community's employment opportunities or the profile of SFRS.

If Option 145 were to be implemented at Glenrothes Fire Station, there would understandably be an impact on the local community. The fire service continues to work hard to provide the best possible coverage within available resources, and any proposed change reflects a careful balance between operational needs, efficiency, and public safety.

Option 145, which would transition the station from a 2-pump WT model to a 1-pump WT model, may lead to reduced operational capacity at times of high demand, which could understandably raise concerns about response times in more complex or simultaneous incidents.

11. C1A Glenrothes (145)

However, outside of staffed hours, response times may be affected depending on the availability of retained firefighters. While both options are designed with service sustainability in mind, it is important to recognise that changes may influence how secure the community feels, particularly during evenings and weekends. Continued engagement and reassurance will be key to maintaining public confidence during this period of change.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently no support staff working in Glenrothes station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The proposed reduction of the wholetime crewing complement will result in the displacement of crew. Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.

11. C1A Glenrothes (145)

- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups, and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Glenrothes takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact.'

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

12. (Part 1) Methil (106)

This Equality and Human Rights Impact Assessment has relevance in terms of the three aspects of the general duty:

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

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Methil station area. Caring responsibilities should also be carefully observed for the proposed changes. The proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Methil are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Methil are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall

12. (Part 1) Methil (106)

	individual levels of risk from fire or other emergencies.	community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Option 106 proposes retaining both fire appliances at Methil Fire Station while transitioning from a WT staffing model to a DSDS supported by OC/RDS personnel. This approach helps safeguard the station's core operational capacity, particularly during daytime hours, while introducing greater flexibility and potential efficiencies.

By maintaining two pumps, this option presents a lower risk of reduced service provision compared to other proposals, which can help reassure the local community and support continued trust in emergency cover. The introduction of more flexible roles could also widen access to employment, attracting individuals who may benefit from adaptable working patterns, such as carers or single parents.

At the same time, it is important to recognise that not everyone may be able to take on on-call roles—particularly those facing challenges related to childcare, mobility, or other personal circumstances. These factors will be carefully considered to ensure that opportunities remain fair and inclusive.

With clear communication and active engagement with the Methil community, this option offers a positive and balanced way forward, supporting both operational needs and community confidence.

Potential Impact on Communities

Information about the community of Methil and information about the characteristics held by members of the community is available through work completed by support staff in the fire

12. (Part 1) Methil (106)

service. There is no evidence that Methil has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Methil has specific religious, cultural, or other community premises of an equalities nature which might present particular risk factors.

The proposed changes to the wholetime complement have limited or no scope to impact the diversity of the workforce profile. The introduction of On Call RDS posts may present an opportunity to improve the diversity of the workforce profile through the recruitment of new On Call RDS crew. The introduction of On Call RDS posts may have a positive impact on the local community through the availability of local secondary employment opportunities.

The introduction of the DSDS has potential relevance to the protected characteristics of age, disability, pregnancy and maternity and sex (especially women on the grounds of being more likely, in the general population, to be a primary care giver to a dependent). It may also impact colleagues irrespective of any protected characteristic they hold. DSDS introduces the possibility of changes to the place of work and/or pattern of work.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently no support staff working in Methil station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The proposed changes have limited or no scope to impact the diversity of the workforce profile. Changes are proposed to the wholetime crewing and as such will not have a direct impact on the local community's employment opportunities or the profile of SFRS.

The proposed reduction of the wholetime crewing complement will result in the displacement of crew. Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

The introduction of the DSDS has potential relevance to the protected characteristics of age, disability, pregnancy and maternity and sex (especially women on the grounds of being more likely, in the general population, to be a primary care giver to a dependent). It may also impact colleagues irrespective of any protected characteristic they hold. DSDS introduces the possibility of changes to the place of work and/or pattern of work.

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups, and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Methil takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

At 29.04.2025 this EHRIA remains open.

At 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact.'

12. (Part 1) Methil (106)

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

12. (Part 2) Methil (145)

This Equality and Human Rights Impact Assessment has relevance in terms of the three aspects of the general duty:

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

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Methil station area. Caring responsibilities should also be carefully observed for the proposed changes. The proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Methil are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Methil are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is,	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific

12. (Part 2) Methil (145)

	however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Option 145 proposes reducing Methil Fire Station from a 2 Pump WT model to a 1 Pump WT model. While this change could bring efficiencies, it may also lead to challenges around response times and overall service capacity, particularly in more rural or disadvantaged areas such as Methil, which includes some of the most deprived regions in Scotland.

This could potentially affect vulnerable groups, such as older residents, disabled individuals, and those in supported living arrangements, as well as the 17 care homes and two schools with additional support needs that the station serves.

In terms of staffing, fewer WT roles could limit employment opportunities for underrepresented groups, such as women, ethnic minorities, and disabled people, which may impact the diversity of the workforce.

Community-wise, a reduction in emergency capacity might particularly affect those who rely more heavily on public services, such as elderly or disabled individuals who may need additional support in an emergency.

With clear communication and active engagement with the Methil community, this option offers a positive and balanced way forward, supporting both operational needs and community confidence.

12. (Part 2) Methil (145)

Potential Impact on Communities

Information about the community of Methil and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Methil has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that the Methil has specific religious, cultural, or other community premises of an equalities nature which might present particular risk factors.

The proposed changes to the wholetime complement have limited or no scope to impact the diversity of the workforce profile. The introduction of On Call RDS posts may present an opportunity to improve the diversity of the workforce profile through the recruitment of new On Call RDS crew. The introduction of On Call RDS posts may have a positive impact on the local community through the availability of local secondary employment opportunities.

The introduction of the DSDS has potential relevance to the protected characteristics of age, disability, pregnancy and maternity and sex (especially women on the grounds of being more likely, in the general population, to be a primary care giver to a dependent). It may also impact colleagues irrespective of any protected characteristic they hold. DSDS introduces the possibility of changes to the place of work and/or pattern of work.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently no support staff working in Methil station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The proposed changes have limited or no scope to impact the diversity of the workforce profile. Changes are proposed to the wholetime crewing and as such will not have a direct impact on the local community's employment opportunities or the profile of SFRS.

The proposed reduction of the wholetime crewing complement will result in the displacement of crew. Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

12. (Part 2) Methil (145)

The introduction of the DSDS has potential relevance to the protected characteristics of age, disability, pregnancy and maternity and sex (especially women on the grounds of being more likely, in the general population, to be a primary care giver to a dependent). It may also impact colleagues irrespective of any protected characteristic they hold. DSDS introduces the possibility of changes to the place of work and/or pattern of work.

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups, and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Methil takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

12. (Part 2) Methil (145)

At 29.04.2025 this EHRIA remains open.

13. C1B Glenrothes (076)

This Equality and Human Rights Impact Assessment has relevance in terms of two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment, or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

As the fire service looks to improve and adapt its operations, we are committed to ensuring that any changes are fair and inclusive for all. It is important that we carefully consider how adjustments might affect different groups, particularly people with disabilities, older residents, and those living in more remote or less advantaged areas, so that no one is disproportionately impacted.

Option 076 presents an opportunity to broaden access to flexible employment through on-call roles, which could benefit individuals seeking part-time or adaptable work. To make this opportunity as inclusive as possible, we will also look at ways to support those with caring responsibilities or limited mobility, ensuring a wider range of people can take part.

Throughout this process, we recognise the importance of clear and transparent communication. By engaging openly with all communities, especially those who may feel underrepresented, we aim to build trust, strengthen relationships, and reaffirm our commitment to serving everyone fairly and effectively.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Glenrothes station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

13. C1B Glenrothes (076)

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Glenrothes are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Glenrothes are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex in Glenrothes, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children in Glenrothes, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Glenrothes and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Glenrothes has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that the Glenrothes has specific religious, cultural, or other community premises of an equalities nature which might present particular risk factors.

The proposed changes have limited or no scope to impact the diversity of the workforce profile. Changes are proposed to the wholtime crewing and as such will not have a direct impact on the local community's employment opportunities or the profile of SFRS.

If Option 076 were to be implemented at Glenrothes Fire Station, there would understandably be an impact on the local community. The fire service continues to work

13. C1B Glenrothes (076)

hard to provide the best possible coverage within available resources, and any proposed change reflects a careful balance between operational needs, efficiency, and public safety.

Option 076, which maintains two appliances under a DSDS supported by an OC/RDS, helps preserve daytime capacity while offering greater flexibility and potential cost savings.

However, outside of staffed hours, response times may be affected depending on the availability of retained firefighters. While both options are designed with service sustainability in mind, it is important to recognise that changes may influence how secure the community feels, particularly during evenings and weekends. Continued engagement and reassurance will be key to maintaining public confidence during this period of change.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently no support staff working in Glenrothes station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The proposed reduction of the wholetime crewing complement will result in the displacement of crew. Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups, and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

13. C1B Glenrothes (076)

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Glenrothes takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact.'

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

14. D1/ D2A Cumbernauld (049)

This Equality and Human Rights Impact Assessment has relevance in terms of three aspects of the general duty:

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

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Cumbernauld station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Cumbernauld are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Cumbernauld are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall

14. D1/ D2A Cumbernauld (049)

	and individual levels of risk from fire or other emergencies.	community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Cumbernauld and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Cumbernauld has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that the Cumbernauld has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

The proposed changes to the wholetime complement have limited or no scope to impact the diversity of the workforce profile. The introduction of On Call RDS posts may present an opportunity to improve the diversity of the workforce profile through the recruitment of new On Call RDS crew. The introduction of On Call RDS posts may have a positive impact on the local community through the availability of local secondary employment opportunities.

The improvement to the existing site or the building of a new facility provides an opportunity to promote the station as a community hub for use by the local community.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There is currently no support staff working in Cumbernauld station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

14. D1/ D2A Cumbernauld (049)

The proposed reduction of the wholetime crewing complement will result in the displacement of crew. Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

The refurbishment of the existing facility or building of a new facility creates the opportunity for SFRS to provide its workforce with premises that have dignified facilities, promotes workplace inclusion and employee safety.

Improved workplace spaces benefit all employees irrespective of protected characteristics they may hold but may have a particular positive impact on the grounds of sex and gender reassignment through provision of dignified changing, showering, toileting and sleeping facilities.

Individuals who are returning from maternity leave may benefit from having well designed workplaces that can accommodate the expressing and storing of breast milk.

The design of workplaces that can accommodate designated quiet zones for individuals with autism or neurodiverse conditions or those who wish space for private reflection or spiritual contemplation is a potential positive impact of building a facility on a new site.

The introduction of the DSDS has potential relevance to the protected characteristics of age, disability, pregnancy and maternity and sex (especially women on the grounds of being more likely, in the general population, to be a primary care giver to a dependent). It may also impact colleagues irrespective of any protected characteristic they hold. DSDS introduces the possibility of changes to the place of work and/or pattern of work.

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

14. D1/ D2A Cumbernauld (049)

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Cumbernauld takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

14. D1/ D2A Cumbernauld (049)

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

15. D1/ D2A Hamilton (021 & 151)

This Equality and Human Rights Impact Assessment has relevance in terms of two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment, or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Hamilton station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Hamilton are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Hamilton are more at risk than other disabled community populations in similar settings.

15. D1/ D2A Hamilton (021 & 151)

Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Hamilton and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Hamilton has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Hamilton has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

The proposed changes have limited or no scope to impact the diversity of the workforce profile. Changes are proposed to the wholetime crewing and as such will not have a direct impact on the local community's employment opportunities or the profile of SFRS.

The proposed changes to the WT complement have limited or no scope to impact on the diversity of the workforce profile. The introduction of On Call RDS posts may present an opportunity to improve the diversity of the workforce profile through the recruitment of new On Call RDS crew. The introduction of On Call RDS posts may have a positive impact on the local community through the availability of local secondary employment opportunities.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

As of the end of March 2025, there are no longer any support staff working in Hamilton station. The changes being proposed would not affect them, as their role is the cook for this station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The proposed reduction of the wholetime crewing complement will result in the displacement of crew. Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

However, the proposed changes to the wholetime complement have limited or no scope to impact the diversity of the workforce profile. The introduction of On Call RDS posts may present an opportunity to improve the diversity of the workforce profile through the recruitment of new On Call RDS crew. The introduction of On Call RDS posts may have a positive impact on the local community through the availability of local secondary employment opportunities.

The introduction of the DSDS has potential relevance to the protected characteristics of age, disability, pregnancy and maternity and sex (especially women on the grounds of being more likely, in the general population, to be a primary care giver to a dependent). It may also impact colleagues irrespective of any protected characteristic they hold. DSDS introduces the possibility of changes to the place of work and/or pattern of work.

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.

15. D1/ D2A Hamilton (021 & 151)

- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups, and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Hamilton takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact.'

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

16. D2A Bellshill (021)

This Equality and Human Rights Impact Assessment has relevance in terms of the two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment, or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Bellshill station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Bellshill are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Bellshill are more at risk than other disabled community populations in similar settings.

16. D2A Bellshill (021)

Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Bellshill and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Bellshill has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Bellshill has specific religious, cultural, or other community premises of an equalities nature which might present particular risk factors.

The proposed changes to the wholtime complement have limited or no scope to impact the diversity of the workforce profile. The introduction of On Call RDS posts may present an opportunity to improve the diversity of the workforce profile through the recruitment of new On Call RDS crew. The introduction of On Call RDS posts may have a positive impact on the local community through the availability of local secondary employment opportunities.

As the option proposal to Bellshill station is to increase the station to a 2 Pump WT station and change to a duty system that allows greater opportunity for those who have caring responsibilities (e.g. single mothers, looking after an elderly family member, etc.) this can be viewed as a positive impact.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There is currently one member of support staff working in Bellshill station. The changes being proposed would not affect them, as their role is the cook for this station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The introduction of the DSDS has potential relevance to the protected characteristics of age, disability, pregnancy and maternity and sex (especially women on the grounds of being more likely, in the general population, to be a primary care giver to a dependent). It may also impact colleagues irrespective of any protected characteristic they hold. DSDS introduces the possibility of changes to the place of work and/or pattern of work.

It is unclear at this time what actions will be required to provide dignified facilities to accommodate the increased crewing levels associated with the proposed changes to Bellshill station. This may have relevance on the grounds of sex, disability, gender reassignment and pregnancy and maternity and would relate to the provision of toileting, changing and showering facilities.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups, and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

16. D2A Bellshill (021)

In continuing this EHRIA it is recommended that additional engagement with the community of Bellshill takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact.'

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

17. D2A Lesmahagow (099)

This Equality and Human Rights Impact Assessment has relevance in terms of the three aspects of the general duty:

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

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Lesmahagow station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Lesmahagow are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Douglas and Lesmahagow are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is,	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific

17. D2A Lesmahagow (099)

	however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Lesmahagow and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Lesmahagow has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that the Lesmahagow has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

The introduction of a Nucleus Crewing model may allow for increased prevention and protection activity as well as emergency response across all protected characteristics and irrespective of any protected characteristic held.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently no support staff working in Lesmahagow station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The proposed changes have limited or no scope to impact the diversity of the workforce profile. Changes are proposed to the wholetime crewing and as such will not have a direct impact on the local community's employment opportunities or the profile of SFRS.

17. D2A Lesmahagow (099)

The introduction of Nucleus Crewing has potential relevance to the protected characteristics of age, disability, pregnancy and maternity and sex. The separate EHRIA on Nucleus Crewing should be referred to for detail on the potential implications of this crewing model.

If Option 099 Part A is implemented at Lesmahagow Fire Station, introducing a Nucleus Crew Hub to support local On Call Retained Duty System (RDS) pump availability, the community is likely to experience both operational and social impacts.

On a positive note, the presence of a core crew - available at specific times - can improve response reliability, particularly when on-call staff are unavailable. This would help maintain emergency cover, which is especially important in rural communities like Lesmahagow.

This proposal may involve some colleagues changing roles to focus more specifically on prevention and protection activities. Colleagues with a disability or neurodiverse condition may require additional support to understand the implications of the changes and to adjust to the new role.

It is unclear at this time what actions will be required to provide dignified facilities to accommodate the increased crewing levels associated with the proposed introduction of a nucleus crew. This may have relevance on the grounds of sex, disability, gender reassignment and pregnancy and maternity and would relate to the provision of toileting, changing and showering facilities.

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

17. D2A Lesmahagow (099)

In continuing this EHRIA it is recommended that additional engagement with the community of Lesmahagow takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

18. G1 Greenock (079 & 081)

This Equality and Human Rights Impact Assessment has relevance in terms of the two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment, or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Greenock station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Greenock are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Greenock are more

18. G1 Greenock (079 & 081)

		at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Greenock and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Greenock has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Greenock has specific religious, cultural, or other community premises of an equalities nature which might present particular risk factors.

The proposed changes have limited or no scope to impact the diversity of the workforce profile. Changes are proposed to the wholtime crewing and not the On Call RDS element of the station staffing complement and as such will not have a direct impact on the local community's employment opportunities or the profile of SFRS.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

18. G1 Greenock (079 & 081)

There is currently no support staff working in Greenock station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

It is proposed that the rotation of equipment will result in displacement of crew. Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups, and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Greenock takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact.'

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

18. G2A Port Glasgow (081)

This Equality and Human Rights Impact Assessment has relevance in terms of the three aspects of the general duty:

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

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Port Glasgow station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Port Glasgow are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Port Glasgow are more at risk than other disabled

18. G2A Port Glasgow (081)

		community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Port Glasgow and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Port Glasgow has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Port Glasgow has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

Proposed changes at Port Glasgow have the potential to improve the workforce diversity and local employment opportunities by increasing the On Call RDS complement.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There is currently one member of support staff working in Port Glasgow station. However, should this change whilst options progress, it is unlikely that the individual would require a

18. G2A Port Glasgow (081)

change in their work location. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The replacement of a full-time wholetime complement with DSDS at Port Glasgow has the potential for the following; impact among colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

The introduction of the DSDS at this site has relevance to the protected characteristics of age, disability, pregnancy and maternity and sex (especially women on the grounds of being more likely, in the general population, to be a primary care giver to a dependent). It may also impact colleagues irrespective of any protected characteristic they hold. DSDS introduces the possibility of changes to the place of work and/or pattern of work.

It is unclear at this time what actions will be required to provide dignified facilities to accommodate the increased crewing levels associated with the proposed changes to Port Glasgow station. This may have relevance on the grounds of sex, disability, gender reassignment and pregnancy and maternity and would relate to the provision of toileting, changing and showering facilities.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

18. G2A Port Glasgow (081)

In continuing this EHRIA it is recommended that additional engagement with the community of Port Glasgow takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

19. (Part 1) Balmossie (147)

This Equality and Human Rights Impact Assessment has relevance in terms of the two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment, or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Balmossie station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Balmossie are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Balmossie are more at risk than other disabled

19. (Part 1) Balmossie (147)

		community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Balmossie and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Balmossie has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Balmossie has specific religious, cultural, or other community premises of an equalities nature which might present particular risk factors.

The proposed changes have limited or no scope to impact the diversity of the workforce profile. Proposed changes at Balmossie impacting wholtime crewing complement will not have a direct impact on the local community's employment opportunities or the profile of SFRS. Proposed changes at Balmossie retain existing On Call RDS complement with no change

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

19. (Part 1) Balmossie (147)

There are currently no members of support staff working in Balmossie station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The removal of wholetime crewing at Balmossie station will likely result in displacement of crew. There is currently 5 WT (circa 25 people) working at Balmossie station. Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

It is unclear at this time what actions will be required to provide dignified facilities to accommodate the increased crewing levels associated with the proposed changes to Balmossie station. This may have relevance on the grounds of sex, disability, gender reassignment and pregnancy and maternity and would relate to the provision of toileting, changing and showering facilities.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups, and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Balmossie takes place to capture any further relevant evidence relating to equality

19. (Part 1) Balmossie (147)

characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact.'

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

19. (Part 2) Balmossie (147)

This Equality and Human Rights Impact Assessment has relevance in terms of two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Balmossie station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Balmossie are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Balmossie are more

19. (Part 2) Balmossie (147)

		at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Balmossie and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Balmossie has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Balmossie has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

Use of the fire station as a community hub/asset by local population may be a loss to the local community. This includes those stations that are deemed Breastfeeding Friendly Venues. Evidence is required to understand the current use of Balmossie fire station as a community hub and the potential impact of its closure as well as whether any potential negative impact could be mitigated by considering the transferal of the facility as a community asset.

The proposed changes to the wholetime complement have limited or no scope to impact the diversity of the workforce profile. The introduction of On Call RDS posts may present an opportunity to improve the diversity of the workforce profile through the recruitment of new On Call RDS crew. The introduction of On Call RDS posts may have a positive impact on the local community through the availability of local secondary employment opportunities.

As the option proposal to Balmossie station is to increase the station to a 2 Pump WT station and change to a duty system that allows greater opportunity for those who have caring

19. (Part 2) Balmossie (147)

responsibilities (e.g. single mothers, looking after an elderly family member, etc.) this can be viewed as a positive impact.

The closure of the wholetime functioning of Balmossie fire station is unlikely to have a direct negative impact on the employment opportunities of the local community as the wholetime workforce is not automatically drawn from the local community.

The closure of the On Call RDS element of Balmossie Station may have potential implications for the availability of secondary employment in the area. This option does not provide an opportunity to improve the diversity of the workforce profile.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

The removal of wholetime crewing at Balmossie station will likely result in displacement of crew. There are currently 5 WT (circa 25 people) working at Balmossie station. Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

Wholetime colleagues who are displaced from Balmossie and On Call RDS who may be offered redeployment may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

Colleagues with a disability or neurodiverse condition may require additional support or an alternative method of communicating the changes and impact of changes. This requires each impacted individual to be considered on a case-by-case basis.

Employees who are absent from the workplace for extended periods, including those on maternity leave, may feel isolated from the decision-making process which affects them. This requires line managers to take steps to engage and include absent colleagues in matters relating to the Service Delivery Review.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.

19. (Part 2) Balmossie (147)

- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Balmossie takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

This Equality and Human Rights Impact Assessment has relevance in terms of two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Marionville station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Marionville are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Marionville are more at risk than other disabled

		community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Marionville and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Marionville has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Marionville has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

The potential use of fire station as a community hub/asset by local population. This includes those stations that are deemed Breastfeeding Friendly Venues. Central location in urban setting of station suggests removal of fire station unlikely to have significant impact on community groups utilising the venue as a public space.

As a wholetime station Marionville will not draw its workforce from the surrounding local community and as such there will be no direct negative impact on the employment opportunities of the local community.

20.12 Marionville (104)

There is no opportunity to utilise the closure of Marionville to make a positive impact on the diversity of the workforce profile. As the option proposal is to Newcraighall station is to increase the station to a 2 Pump WT + WT station utilising the 5 WT staff members from Marionville station, should that be where they are relocated following the closure of their former station.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There is currently no support staff working in Marionville station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

Redeployment of crew from a work facility that is deemed unsafe to alternative premises may have a positive impact irrespective of any protected characteristic held.

This proposal may involve some colleagues changing roles to focus more specifically on prevention and protection activities. Colleagues with a disability or neurodiverse condition may require additional support to understand the implications of the changes and to adjust to the new role.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.

20.12 Marionville (104)

- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Marionville takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

This Equality and Human Rights Impact Assessment has relevance in terms of two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Musselburgh station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Musselburgh are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Musselburgh are

21.12 Musselburgh (110)

		more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Musselburgh and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Musselburgh has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Musselburgh has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

Use of fire station as a community hub/asset by local population may be a loss to the local community. This includes those stations that are deemed Breastfeeding Friendly Venues. Evidence is required to understand the current use of Musselburgh fire station as a community hub and the potential impact of its closure as well as whether any potential negative impact could be mitigated by considering the transferal of the facility as a community asset.

The closure of the wholetime functioning of Musselburgh fire station is unlikely to have a direct negative impact on the employment opportunities of the local community as the wholetime workforce is not automatically drawn from the local community.

21. I2 Musselburgh (110)

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently no support staff working in Musselburgh station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

Wholetime colleagues who are moved from Musselburgh to Tranent may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

Colleagues with a disability or neurodiverse condition may require additional support or an alternative method of communicating the changes and impact of changes. This requires each impacted individual to be considered on a case-by-case basis.

Employees who are absent from the workplace for extended periods, including those on maternity leave, may feel isolated from the decision-making process which affects them. This requires line managers to take steps to engage and include absent colleagues in matters relating to the Service Delivery Review.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups, and individuals.

21.12 Musselburgh (110)

- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Musselburgh takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact.'

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

This Equality and Human Rights Impact Assessment has relevance in terms of the two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Newcraighall station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Newcraighall are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Newcraighall are more at risk than other disabled community populations in similar settings.

Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Newcraighall and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Newcraighall has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Newcraighall has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

The proposed changes to the wholetime complement have limited or no scope to impact the diversity of the workforce profile. The introduction of additional workforce from Marionville station may present an opportunity to improve the diversity of the workforce profile, although it is a possibility that the 5 WT staff being moved from the station will be moved across the service into other roles. As such, these new members of staff will be from inside the organisation.

There is no evidence to suggest that the proposed redeployment of employees to Newcraighall Fire Station will have any detrimental equality impacts to the community of Marionville and surrounding areas served by this station.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

22.12 Newcraighall (104)

There are no support staff working in Newcraighall station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The proposed reduction of the wholetime crewing complement will result in the displacement of crew. Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

The proposal will directly impact on the current workforce based at Newcraighall Fire Station due to the potential closure of Marionville station and the redeployment of employees to Newcraighall. This may negatively affect those with caring responsibilities as their current caring responsibilities may be disrupted by any shift changes.

Newcraighall is already configured to accommodate a second appliance and has recently undergone a 2-million-pound upgrade which has included the installation of decontamination and dignified facilities. This upgrade means, that Newcraighall can now accommodate all the employees from Marionville as well as the existing Newcraighall personnel.

Newcraighall can provide dignified facilities to accommodate the increased crewing levels associated with the proposed changes to this station. This may have relevance on the grounds of sex, disability, gender reassignment and pregnancy and maternity and would relate to the provision of toileting, changing and showering facilities.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Newcraighall takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

23.12 Tranent (110)

This Equality and Human Rights Impact Assessment has relevance in terms of the three aspects of the general duty:

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

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Tranent station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Tranent are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Tranent are more at risk than other disabled community populations in similar settings.

23.12 Tranent (110)

Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Tranent and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Tranent has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Tranent has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

The proposed changes to the wholetime complement have limited or no scope to impact the diversity of the workforce profile. The introduction of On Call RDS posts may present an opportunity to improve the diversity of the workforce profile through the recruitment of new On Call RDS crew. The introduction of On Call RDS posts may have a positive impact on the local community through the availability of local secondary employment opportunities.

As the option proposal to Tranent station is to increase the station to a 2 Pump WT station and change to a duty system that allows greater opportunity for those who have caring responsibilities (e.g. single mothers, looking after an elderly family member, etc.) this can be viewed as a positive impact.

The improvement to the existing site or the building of a new facility provides an opportunity to promote the station as a community hub for use by the local community.

23.12 Tranent (110)

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently no support staff working in Tranent station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The refurbishment of the existing facility or building of a new facility creates the opportunity for SFRS to provide its workforce with premises that have dignified facilities, promotes workplace inclusion and employee safety.

Improved workplace spaces benefit all employees irrespective of protected characteristics they may hold but may have a particular positive impact on the grounds of sex and gender reassignment through provision of dignified changing, showering, toileting and sleeping facilities.

Individuals who are returning from maternity leave may benefit from having well designed workplaces that can accommodate the expressing and storing of breast milk.

The design of workplaces that can accommodate designated quiet zones for individuals with autism or neurodiverse conditions or those who wish space for private reflection or spiritual contemplation is a potential positive impact of building a facility on a new site.

The fire service's operational modelling suggests that the introduction of a wholetime pump to Tranent will improve availability. As the service is not relying solely on On Call employees who may not be available during weekday working hours. This change may also increase our capacity to conduct Prevention, Protection and Preparedness activity

Further consultation and engagement are required with the employees based at Tranent Fire Station to identify any specific negative equality impacts. Local Senior Officers, the Service Delivery Review (SDR) Project Team and Corporate Communications will work together to develop a comprehensive Communications Plan, to ensure all impacted employees are informed of the proposals and are given the opportunity to provide feedback at each stage of the proposal.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Tranent takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

23.12 Tranent (110)

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

24. J1 Galashiels (072)

This Equality and Human Rights Impact Assessment has relevance in terms of the three aspects of the general duty:

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

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Galashiels station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Galashiels are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Galashiels are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within	Extensive modelling and safety strategies do not highlight any disproportionate risks based on

24. J1 Galashiels (072)

	fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Galashiels and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Galashiels has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Galashiels has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

Changes to the wholetime crewing at Galashiels is unlikely to have any impact on the local community as crew are not necessarily drawn directly from the local community. Any increase in On Call RDS complement at Galashiels may have a positive impact on the local community through the availability of secondary employment opportunities.

Additional consideration may be given to applying revised RDS availability agreements which could have a positive impact on the diversity of the workforce profile by attracting women and those with caring responsibilities who may not be able to provide existing On Call RDS availability.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently no support staff working at Galashiels station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

24. J1 Galashiels (072)

The introduction of Nucleus Crewing at Galashiels has potential relevance to the protected characteristics of age, disability, pregnancy and maternity and sex. The separate EHRIA on Nucleus Crewing should be referred to for detail on the potential implications of this crewing model.

The introduction of a Nucleus Crew at Galashiels has potential relevance on the grounds of disability, sex and pregnancy and maternity. Although the station has facilities for On Call RDS crew to be present at the same time as the existing wholetime staffing complement, the introduction of a static wholetime nucleus crew may have implications on the availability and suitability of changing, showering, toileting and other dignified facilities.

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Galashiels takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

This Equality and Human Rights Impact Assessment has relevance in terms of the three aspects of the general duty:

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

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Hawick station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Hawick are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Hawick are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.

	individual levels of risk from fire or other emergencies.	
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Hawick and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Hawick has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that the Hawick has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

The introduction of a Nucleus Crewing model may allow for increased prevention and protection activity as well as emergency response across all protected characteristics and irrespective of any protected characteristic held.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently no support staff working in Hawick station. The changes being proposed would not affect them, as their role is the cook for this station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The introduction of the DSDS has potential relevance to the protected characteristics of age, disability, pregnancy and maternity and sex (especially women on the grounds of being more likely, in the general population, to be a primary care giver to a dependent). It may also impact colleagues irrespective of any protected characteristic they hold. DSDS introduces the possibility of changes to the place of work and/or pattern of work.

It is unclear at this time what actions will be required to provide dignified facilities to accommodate the increased crewing levels associated with the proposed changes to Hawick station. This may have relevance on the grounds of sex, disability, gender reassignment and

pregnancy and maternity and would relate to the provision of toileting, changing and showering facilities.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Hawick takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

26. K1 Helensburgh (083)

This Equality and Human Rights Impact Assessment has relevance in terms of the three aspects of the general duty:

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

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Helensburgh station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Helensburgh are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Helensburgh are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be

26. K1 Helensburgh (083)

	a correlation between sex and individual levels of risk from fire or other emergencies.	beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Helensburgh and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Helensburgh has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Helensburgh has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

The proposed changes to the wholetime complement have limited or no scope to impact the diversity of the workforce profile. The introduction of additional On Call RDS posts may present an opportunity to improve the diversity of the workforce profile through the recruitment of new On Call RDS crew. The introduction of On Call RDS posts may have a positive impact on the local community through the availability of local secondary employment opportunities.

The improvement to the existing site or the building of a new facility provides an opportunity to promote the station as a community hub for use by the local community.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently seven members of support staff working in Helensburgh station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

26. K1 Helensburgh (083)

The proposed reduction of the wholetime crewing complement may result in the displacement of crew. Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

The introduction of the DSDS has potential relevance to the protected characteristics of age, disability, pregnancy and maternity and sex (especially women on the grounds of being more likely, in the general population, to be a primary care giver to a dependent). It may also impact colleagues irrespective of any protected characteristic they hold. DSDS introduces the possibility of changes to the place of work and/or pattern of work.

The refurbishment of the existing facility or building of a new facility creates the opportunity for SFRS to provide its workforce with premises that have dignified facilities, promotes workplace inclusion and employee safety.

Improved workplace spaces benefit all employees irrespective of protected characteristics they may hold but may have a particular positive impact on the grounds of sex and gender reassignment through provision of dignified changing, showering, toileting and sleeping facilities.

Individuals who are returning from maternity leave may benefit from having well designed workplaces that can accommodate the expressing and storing of breast milk.

The design of workplaces that can accommodate designated quiet zones for individuals with autism or neurodiverse conditions or those who wish space for private reflection or spiritual contemplation is a potential positive impact of building a facility on a new site.

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.

26. K1 Helensburgh (083)

- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Helensburgh takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

27. M1A Springburn (023)

This Equality and Human Rights Impact Assessment has relevance in terms of the two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Springburn station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Springburn are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Springburn are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than	Extensive modelling and safety strategies do not highlight any

27. M1A Springburn (023)

	women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Springburn and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Springburn has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Springburn has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

Changes are proposed to wholetime crewing and as such will not have a direct impact on the local community's employment opportunities or the profile of SFRS.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently no support staff working at Springburn station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The proposed reduction of the wholetime crewing complement at Springburn will result in the displacement of crew. Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

27. M1A Springburn (023)

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Springburn takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,

27. M1A Springburn (023)

- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

28. M1A Yorkhill (044)

This Equality and Human Rights Impact Assessment has relevance in terms of the two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Yorkhill station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Yorkhill are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Yorkhill are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex,

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	fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Yorkhill and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Yorkhill has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Yorkhill has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

As a wholtime station Yorkhill will not draw its workforce from the surrounding local community and as such there will be no direct negative impact on the employment opportunities of the local community. There is no opportunity to utilise the closure of Yorkhill to make a positive impact on the diversity of the workforce profile.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently two members of support staff, and 5 WT crews (circa 25 people), working at Yorkhill station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The proposed closure of Yorkhill will result in the displacement of crew. Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

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Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Yorkhill takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,

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- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

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This Equality and Human Rights Impact Assessment has relevance in terms of the three aspects of the general duty:

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

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Cowcaddens station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Cowcaddens are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from impaired ability to identify and/or respond to risk.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled populations in Cowcaddens are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than	Extensive modelling and safety strategies do not highlight any

29. M1A Cowcaddens (044)

	women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Cowcaddens and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Cowcaddens has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Cowcaddens has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

As a wholetime station Cowcaddens will not draw its workforce from the surrounding local community and as such there will be no direct negative impact on the employment opportunities of the local community.

There is no opportunity to utilise the closure of Cowcaddens to make a positive impact on the diversity of the workforce profile.

Additional consideration may be given to applying revised RDS availability agreements which could have a positive impact on the diversity of the workforce profile by attracting women and those with caring responsibilities who may not be able to provide existing On Call RDS availability.

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

29. M1A Cowcaddens (044)

There are currently 8 members of support staff, and the Glasgow City LSO Management team, working at Cowcaddens station. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

The plan for all current staff, consisting of 5 WT crews (circa 20 people), support staff, and management team will be to move to the new build site for Cowcaddens station upon completion.

Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

Redeployment of crew from a work facility that is deemed unsafe to alternative premises may have a positive impact irrespective of any protected characteristic held.

Additional attention will be required to ensure that those absent from the workplace due to maternity or sickness are kept informed and have an opportunity to engage in the change process. Some colleagues who have a disability and/or are neurodivergent may require one to one communication in a different format.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Cowcaddens takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

29. M1A Cowcaddens (044)

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025 the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.

29. M3A Cowcaddens (044)

This Equality and Human Rights Impact Assessment has relevance in terms of the two aspects of the general duty:

- Eliminate discrimination, victimisation, harassment or other unlawful conduct that is prohibited under the Equality Act 2010
- Advance equality of opportunity between people who share a characteristic and those who do not

It is unlikely that the duty to promote good relations between different groups will be relevant to the proposals, but this will remain under review, especially as further community engagement takes place.

With relevance to the Protected Characteristics of Age, Disability, Sex, Gender Reassignment and Pregnancy and Maternity and those with Caring Responsibilities.

Among the nine protected characteristics, age, disability, sex, and pregnancy/maternity present relevant or potential impacts in the Cowcaddens station area. Proposed changes such as the reduction of fire appliances or redeployment of staff should be carefully monitored to ensure ongoing compliance with the Equality Act 2010 and the Public Sector Equality Duty.

Protected and Listed Characteristics

It is assessed that there is a potential impact arising from:

Characteristic	Potential Impact	Potential Mitigation Measures
Age	Older people may be at more risk from fire and other emergencies as reflected in fire service data.	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the older populations in Cowcaddens are more at risk than other older community populations in similar settings.
Disability	Individuals with a disability may be more vulnerable to fire and other emergencies arising from	Extensive modelling has been carried out on maintaining community safety. There is no evidence that the disabled

29. M3A Cowcaddens (044)

	impaired ability to identify and/or respond to risk.	populations in Cowcaddens are more at risk than other disabled community populations in similar settings.
Sex	Fire service data indicates that men are slightly more likely than women to be represented within fire fatality statistics. There is, however, no evidence that draws a correlation between sex and individual levels of risk from fire or other emergencies.	Extensive modelling and safety strategies do not highlight any disproportionate risks based on sex, though gender-specific outreach and education may be beneficial in enhancing overall community awareness and preparedness for all.
Pregnancy and Maternity	Pregnant individuals may face additional challenges during fire or emergency situations, such as physical limitations and the need for extra support. The presence of newborns or young children may also require specialised evacuation procedures.	Emergency planning and community safety strategies should consider the specific needs of pregnant individuals and families with young children, including accessible escape routes, designated safe zones, and tailored communication during emergencies. There is no evidence to suggest that pregnancy and maternity dramatically alter general risk, but awareness and preparation are key.

Potential Impact on Communities

Information about the community of Cowcaddens and information about the characteristics held by members of the community is available through work completed by support staff in the fire service. There is no evidence that Cowcaddens has a disproportionately high number of individuals who might be considered potentially more at risk from fire or other emergencies due to a characteristic they hold. There is no evidence that Cowcaddens has specific religious, cultural or other community premises of an equalities nature which might present particular risk factors.

As a wholetime station Cowcaddens will not draw its workforce from the surrounding local community and as such there will be no direct negative impact on the employment opportunities of the local community.

There is no opportunity to utilise the closure of Cowcaddens to make a positive impact on the diversity of the workforce profile

The potential equality implications arising from the adoption of the proposal appear to be limited to the above characteristics, if any exist at all.

Potential Impact on Employees

There are currently eight members of support staff working at Cowcaddens station, alongside the Glasgow City LSO management team. SFRS employees who are deployed to attend incidents or carry out prevention, protection and preparedness activities are covered by the EHRIA for those relevant policies and practices.

Colleagues who are displaced from one work location to another may experience a negative impact regardless of whether they identify with a protected characteristic or not. Older workers, individuals with a disability, pregnant employees and those with caring responsibilities may experience increased barriers where the new work location is further from their home than the old work location.

Redeployment of crew from a work facility that is deemed unsafe to alternative premises may have a positive impact irrespective of any protected characteristic held.

This proposal may involve some colleagues changing roles to focus more specifically on prevention and protection activities. Colleagues with a disability or neurodiverse condition may require additional support to understand the implications of the changes and to adjust to the new role.

Recommendation in respect of continuing this EHRIA to final state and potential mitigation measures

In continuing this EHRIA further evidence is required to be gathered and analysed with respect to:

- Relevant data held by SFRS in relation to PPP activity carried out in the Area.
- Relevant data held by SFRS with respect to the 2024 Colleague Experience Survey.
- Feedback from staff engagement sessions with respect to preparations for the Balanced Room exercise.
- Feedback from the Balanced Room exercise.
- The results of the formal Consultation exercise.
- Information gathered from other external engagement, e.g. Public Involvement and Consultation Team focus sessions with disability, age, religious and ethnic minority groups and individuals.
- Information gathered from internal engagement with employees and their representative bodies.

29. M3A Cowcaddens (044)

This list is not exhaustive.

In continuing this EHRIA it is recommended that additional engagement with the community of Cowcaddens takes place to capture any further relevant evidence relating to equality characteristics. As part of this exercise the exploration of potential mitigation measures should be pursued.

Related EHRIA

This EHRIA should be read in conjunction with the EHRIA on:

- Incident Command in Practice
- Home Fire Safety Visit Policy

End

As of 29.04.2025 this EHRIA remains open.

As of 29.04.2025, the EHRIA identified only limited relevance and limited potential impact on the grounds of the general equality duty and protected/listed characteristics. Limited in this context means that:

- not all characteristics are impacted AND/OR,
- that where some potential for impact has been identified it can be removed/limited by a mitigating measure AND/OR,
- is insubstantial or minimal in some other way,
- is only relevant to the considerations covered by an EHRIA.

Limited in this context does not mean 'no potential impact'.

The potential equality implications are not considered to be so substantial or significant that they would preclude this Option from progressing to formal consultation.