



Scottish Fire and Rescue Service Mainstreaming Report 2024 - 2025



SCOTTISH
FIRE AND RESCUE SERVICE

Working together for a safer Scotland

Accessibility Statement

If you require this Mainstreaming Report 2024-2025 in an alternative format, please contact sfrs.equality@firescotland.gov.uk to discuss how we can take steps to accommodate your needs.

Our website functions well with Google Translate to provide individuals access to our web content in languages other than English.

Accessibility of the content of materials is just as important as accessibility of the format. In this regard the Service has written the Mainstreaming and Equality Outcomes Report 2024-2025 with a broad audience in mind.

We have tried to restrict unnecessary detail or multiple examples illustrating the same point. Should you require more detail about a particular example described in this report or wish a full list of relevant examples against each Equality Outcome please get in touch with sfrs.equality@firescotland.gov.uk.

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Foreword and Introduction

We are pleased to present our annual Mainstreaming Report. The Scottish Fire & Rescue Service (SFRS) see our duties to mainstream equality not only as a responsibility but an opportunity to achieve better outcomes for the people of Scotland.

This Mainstreaming Report 2024-2025 highlights our commitment to addressing inequalities and demonstrates some of the excellent work that is taking place across the Service. We will harness this commitment within SFRS to continue to mainstream equality through our service delivery, employment practice and workplace culture, decision making and governance practices.

This is our eighth Mainstreaming Report and covers the period 1 April 2024 to 31 March 2025.

Within this report you will find details on the following:

- The steps that the SFRS has taken to mainstream the general equality duty across the organisation.
- Progress made towards achieving the SFRS's six corporate Equality Outcomes.
- Employee information.
- A summary of our pay gap information relating to gender, ethnicity and disability.
- Our mainstreaming priorities for 2025-2026.

Mainstreaming Equality in SFRS

Why we mainstream Equality

Mainstreaming equality:

- Has the benefit of ensuring that people's needs are identified and met at the point of service delivery.
- Means that we can rely on the capacity of the entire workforce to deliver our goals.
- Allows greater opportunities for cross team working and partnership working with external agencies and communities.
- Facilitates learning and understanding of people and cultures different to our own.
- Supports an inclusive working environment.
- Enhances our performance on measures of best value in the delivery of a public function.

The legal duty to mainstream equality is set out in the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012.

How We Mainstream Equality

We mainstream equality by:

- Setting out clear Equality Outcomes and measuring our performance against them.
- Using our Equality and Human Rights Impact Assessment Process to inform our decision-making processes.
- Embedding equality considerations into our business-as-usual activities and project implementation.
- Engaging with and listening to our colleagues, our partners and our communities.
- Improving our knowledge and understanding through training and development activities.
- Having trust in our confident and competent workforce.

The Equality and Human Rights Impact Assessment process was reviewed and updated during 2024 -2025. A new template was introduced which supports better planning, auditing and monitoring of policies and practices. A new supportive toolkit has been developed and will be launched in 2025-2026.

Our dedicated Equality, Diversity and Inclusion Team provide advice, guidance and support to colleagues from across SFRS in the design and delivery of service provision, employment practice and corporate governance and culture.

Our strategic and senior leadership team and board members provide direction, oversight and scrutiny of our equality related activities, ensuring that the findings of the Equality and Human Rights Impact Assessment process inform their decision making.

Our Senior Equality Champions provide visible leadership and allyship in promoting and progressing initiatives that support an inclusive working environment by raising the profile of their chosen characteristic.

- | Senior Equality Champions |
|--|
| <ul style="list-style-type: none"> • Age • Corporate Parenting/ Carers • Disability • Mental Health • Neurodiversity • Race • Sexual Orientation • Tackling Violence Against Women and Girls/Domestic Abuse • Women |

The Equality Partnership Group is a mechanism that supports the sharing of knowledge and notable practice on a wide range of equality and human rights related topics. Participants are drawn from each Directorate and Service Delivery Area.

During 2024 - 2025 the remit of the Group was reviewed and a new extended terms of reference was agreed. Under the new terms of reference, the Group will play a greater role in monitoring performance across all equality activities. The Group will also support the delivery and monitoring of our Gaelic Language Plan, the monitoring of our Equality and Human Rights Impact Assessment process and will provide updates to the Corporate Board.

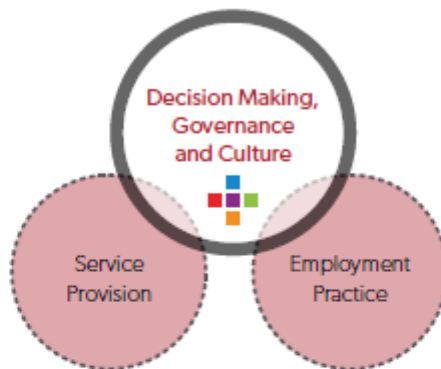
The first meeting of the revised group took place in March 2025.

We continue to support the role of equality themed **Employee Networks** as a way for colleagues to engage with one another and share their experiences with likeminded people.

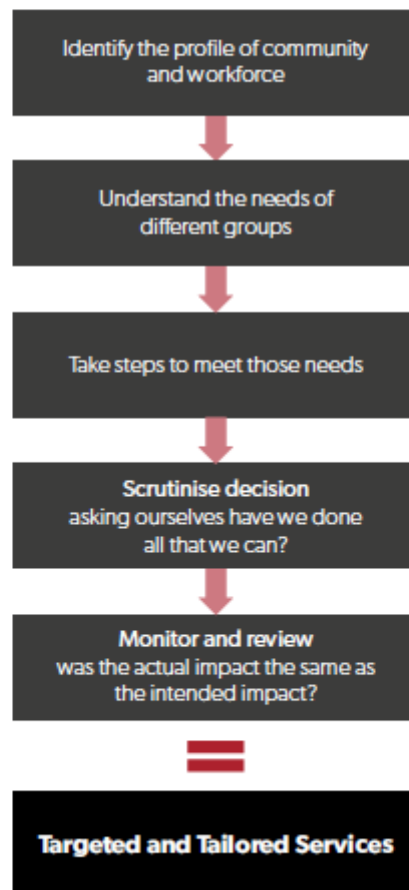
Employee Networks	
Carers	Disability
LGBT+	Neurodiversity
Race	Women's

In September 2023 **our internal auditors, Azets, undertook a review of our approach to mainstreaming equality.** Throughout 2024-2025 we have implemented their recommendations to improve our approach to mainstreaming equality. We did this by reviewing and revising the terms of reference for the Equality Partnership Group, improving the administrative tools that underpin the Equality and Human Rights Impact Assessment and reviewed the Equality, Diversity and Inclusion Charter.

Our Approach



The decision making pathway for mainstreaming equality



Equality Outcomes

In 2021 we introduced the following 6 Equality Outcomes.

1. SFRS services are accessible and appropriate to the needs of Scotland's diverse communities.
2. Scotland will be a safer and fairer place as a result of our collaborative work with other organisations.
3. SFRS is an inclusive employer with a workplace which reflects the diversity of Scottish society.
4. SFRS staff feel valued and have the opportunity to achieve their full potential.
5. SFRS employees are supported on mental health and wellbeing in line with policies and initiatives.
6. SFRS will support Scotland's young people reach their full potential.

Reviewing the Equality Outcomes

In 2024-2025 we undertook a review of these outcomes to decide whether to keep them, revise them or replace them with new outcomes.

We assessed the outcomes using the following criteria:

- Do the outcomes reflect the current organisational goals and priorities of SFRS?
- What new evidence do we have about the views of our communities on their needs and expectations of SFRS?
- What new evidence do we have about the views of our employees on their experiences working in SFRS?

We used a broad range of evidence to answer these questions, including the results of the Shaping Our Future – Your Say consultation exercise and the Employee Experience Survey.

SFRS has decided to retain the current 6 Equality Outcomes for the time being. We believe that they continue to reflect our organisational goals and are in line with the views of internal and external stakeholders about what is important. During 2025-2026 SFRS will be undertaking significant engagement and consultation exercises for the development of our new Strategic Plan and in the progression of our modernising programme the Strategic Services Review Programme. We will review the Equality Outcomes in 2025-2026 following conclusion of these important strategic activities.

We developed these based around our strategic corporate objectives and priorities, evidence about equality issues amongst our workforce and across Scotland's diverse communities and where we thought we could make a difference.

Our aim was to progress activities that would have an impact on people holding any of the protected characteristics listed in the Equality Act 2010 (age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion & belief and sex).

We have recorded hundreds of actions taken to progress these Equality Outcomes throughout their four-year lifecycle. The following section provides information on some of the activities and initiatives that we are particularly proud of carried out during 2024 -2025. If you would like more detail about any of the case studies or the full list please contact us via SFRS.equality@firescotland.gov.uk

Equality Outcome One

SFRS services are accessible and appropriate to the needs of Scotland’s diverse communities.

We have recorded activities and initiatives carried out in support of this Equality Outcome covering the protected characteristics of age, disability, gender reassignment, race, religion and belief, pregnancy and maternity, sex and sexual orientation.

Snapshot	Spotlight
<p>Home Fire Safety Visits (HFSV) continue to be targeted towards our most vulnerable members of the community including those who are older or have a disability or impairment. Throughout 2024-2025 (detail to follow) HFSV with (detail to follow) carried out where one or both those vulnerabilities were present in the household.</p>	<p>Making fire safety information accessible to BSL users</p> <p>We have worked with partners in Fife to create a British Sign Language advert for our latest fire safety campaign, Make the Call.</p>
<p>In summer 2024 we introduced a new Guide to Equality, Diversity and Inclusion Events. The guide helps colleague prepare for a range of events with diverse stakeholders in attendance. The guide has been applied by colleagues attending external events and hosting internal events such as station open days.</p>	<p>In partnership with the Scottish charity Deaf Connections, we produced a series of BSL videos of some of our key leaflets and adverts. Prevention & Protection colleagues in East Ayrshire, North Ayrshire and South Ayrshire (ENSA) have worked with local organisations, Ayrshire Film Company and The Third Sector Interface in North Ayrshire, to produce a new BSL video covering our Your Guide to Fire Safety booklet.</p>

<p>Strategic Services Review Programme - SFRS has embarked on a significant programme of modernisation. Equality considerations are central to this work with EDI support embedded into the project team supporting the completion of EHRIA.</p> <p>Our Public Involvement and Consultation Team have a critical role in ensuring that all of Scotland's diverse communities have an opportunity for their voices to be heard. Our Communications Team is pivotal in creating messages that are accessible and understood by all sectors of the workforce and community on this important subject.</p>	
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What people have said:

Participant at a SFRS hosted event in a local station – “Paul who was there was really good. He collected me from the train station and helped me through the day showing us how to do the form.”

Equality Outcome 2

Scotland will be a safer and fairer place as a result of our collaborative work with other organisations.

We have recorded activities and initiatives carried out in support of this Equality Outcome covering the protected characteristics of age, disability, gender reassignment, race, religion and belief, pregnancy and maternity, sex and sexual orientation.

Snapshot	Spotlight
<p>Tackling Gender Based Violence Training – colleagues in Perth, Kinross, Angus and Dundee LSO Area have worked in partnership with Women's Rape and Sexual Abuse Centre (WRASAC) Dundee and Angus to organise and deliver training for SFRS employees. The training was comprehensive and helped participants understand the sensitivities of interacting with victims of sex crimes and challenged perceptions of misogyny, gender-based violence and unconscious prejudices and their roots in broader society.</p>	<p>Silver Pride Event</p> <p>Colleagues in Ayrshire contributed to the 'Silver Pride' event. The event was organised by local partner Scottish Care and was part of a wider collaboration with the Ayrshire Equalities Partnership. The event was aimed at promoting 'Diversity and Inclusion' in older adult social care and was targeted at the age group 65+ with specific focus on the LGBTQ+ Community, to provide a safe and welcoming space for older LGBTQ+ people and gain a better understanding of intersectional needs of our partners.</p>
<p>Stay on Side – Fireskills Course</p> <p>SFRS, The Highland Council and Police Scotland created a fire skills course tailored to young people with either a care experienced background or had been involved with the justice system. This partnership aimed to provide these young people with valuable skills and a constructive environment.</p> <p>In October and November 2024, 11 young people, referred to SFRS participated in the 5-day pilot course.</p>	

SFRS continues to support the **Breastfeeding Friendly Scheme** (BFF) with 30 venues designated as BFF.

Visiting members of the public will see signage that facilities for breastfeeding mothers are available to them. Colleagues in these venues have undergone training in how to provide and maintain the facilities and how to provide a welcoming and safe environment.

What people said:

WRASAC trainer said that she “was ‘blown away’ by how receptive SFRS colleagues were and where they considered they could apply their learnings in practice. The Station Commander involved also said the feedback and conversation across the crew after the session was great, with a strong focus on practical application.”

Our external co-ordinator for the Breastfeeding Friendly Scheme who is the Maternal and Infant Nutrition Lead, NHS Lanarkshire – “Not everyone can or wants to breastfeed, but everyone has a role to play in supporting breastfeeding and in creating a community where breastfeeding is protected and enabled. We are grateful for the opportunity to work alongside SFRS and other partners to take a multi-strand approach to ensure that breastfeeding is supported at all levels of the organisation and this promotion, support and protection is visible to make a positive difference to the families in Lanarkshire.”

Equality Outcome 3

SFRS is an inclusive employer with a workplace which reflects the diversity of Scottish society.

We have recorded activities and initiatives carried out in support of this Equality Outcome covering the protected characteristics of age, disability, gender reassignment, race, religion and belief, pregnancy and maternity, sex and sexual orientation.

Snapshot	Spotlight
<p>Inclusive employer for LGBT+ employees. In July 2024 SFRS achieved Gold status and was ranked in the top 100 employers in the UK in Stonewall’s Workplace Equality Index. This recognises the commitment and effort that colleagues across SFRS have put in to making our workplace inclusive and positive place to work.</p>	<p>Focus on pregnancy and maternity.</p> <p>In 2024 SFRS implemented the nationally agreed increase in maternity pay for uniformed staff from 18 weeks full pay to 26 weeks full pay. SFRS made a unilateral decision to apply this increase to all staffing groups.</p>
<p>The Women’s Experience Liaison Forum (WELF) continued to meet in 2024-2025 and prioritised improving the working environment for women. The WELF contributed across a range of initiatives including:</p> <ul style="list-style-type: none"> • Improvements in how SFRS manages the provision of Personal Protective Equipment. • Commissioned an employee experience survey around pregnancy and maternity. • Sponsored a women in the fire service development weekend. • Organised SFRS membership of the Endometriosis Friendly Employer scheme and raised awareness of menstrual health and wellbeing. 	<p>An employee experience survey was issued to those employees who had taken a period of maternity leave in the previous 18 months. The results of the survey were used to inform changes to how we support colleagues through pregnancy and maternity and after it.</p> <p>Working in partnership with our representative bodies SFRS made improvements to the policies and practices intended to support pregnant employees, those on maternity leave and maternity returners. Updates to the Family Leave Policy were introduced and additional guidance materials for line managers were launched with the aim of creating consistency in the</p>

<p>Positive Action in Recruitment and Promotion – During 2024 positive action engagement sessions for women who are considering promotion were introduced.</p> <p>The draft Positive Action Toolkit continued to be developed to improve our approach to attracting a diverse pool of applicants and creating consistency, continuity and sustainability in our approach.</p>	<p>application of supportive pregnancy and maternity workplace practices.</p>
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What people said about their experiences as an employee: A SFRS employee – “Over the last few years, I’ve helped SFRS to create visual cues of LGBTQ+ inclusion through lanyards, email signatures, social media, flags, using preferred pronouns and more. As an openly gay employee at SFRS, I believe it is a great way (through the year as well as during LGBTQ+ History and Pride Months) to reinforce SFRS’s commitment to equality and support for our LGBTQ+ colleagues and community.”

Equality Outcome 4

SFRS staff feel valued and have the opportunity to achieve their full potential.

We have recorded activities and initiatives carried out in support of this Equality Outcome covering the protected characteristics of age, disability, gender reassignment, race, religion and belief, pregnancy and maternity, sex and sexual orientation.

Snapshot	Spotlight
<p>Management Development Framework Supporting our managers and developing the managers of the future is a key underpinning feature for the success of our organisational improvement and change initiatives. During 2024 – 2025 we developed and piloted the Management Development Framework “Day 1 – People Management Essentials”.</p> <p>Building inclusive teams is a core component of Day 1 and equality considerations are being embedded throughout the Framework content as each stage is developed.</p> <p>Creating an Inclusive Workplace</p> <p>We recognise that inclusive workplaces are comprised of many components. Our plans for improving the provision of dignified facilities in our workspaces, ensuring that the equipment we provide and the tools used meet the needs of our employees. A review of our EHRIA on our Standard Station Design commenced in 2024.</p>	<p>Women in the Fire Service Scotland Event (WFS Event)</p> <p>In September 2024 we hosted our first annual women in the fire service development weekend. We partnered with the national Women in the Fire Service forum and our representative bodies to deliver two days of guest speakers, practical workshops and insight sessions across a wide range of topics.</p> <p>Around 100 delegates from across Scotland and beyond were able to network, learn more about making their next career move, learn about women’s health, fitness and wellbeing and get hands on with practical operational firefighting scenarios.</p> <p>Feedback on the event was extremely positive.</p>

A Culture Development Action Plan has been created to coordinate the various initiatives that contribute towards an inclusive, psychologically safe workplace where decisions are led by evidence and informed by employee experience. Actions taken in 2024 include the introduction of a third-party hosted confidential reporting line for colleagues who have witness or experienced inappropriate behaviours in the course of their work.

The Culture Development Action Plan is supported by 4 sub-groups:

- Attraction and Engagement
- Organisational Learning
- Management Development
- Professional Standards

The work of the sub-groups has been informed by the results of our Colleague Experience Survey which was conducted in 2024.

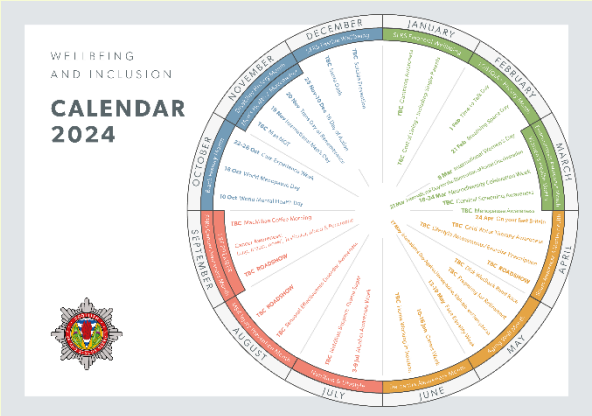
What people said:

Women in the Fire Service Event participant – “This was an excellent event. I wasn’t sure about coming because I don’t normally think that events like this are something I would enjoy but I have really enjoyed this and learned a lot. I particularly liked meeting so many women who work in the fire service – I don’t always get to do that.”

Equality Outcome 5

SFRS employees are supported on mental health and wellbeing in line with policies and initiatives.

We have recorded activities and initiatives carried out in support of this Equality Outcome covering the protected characteristics of age, disability, gender reassignment, race, religion and belief, pregnancy and maternity, sex and sexual orientation.

Snapshot	Spotlight
<p>The Mental Health and Wellbeing Strategy and Board continued to direct and oversee our performance in improving mental wellbeing within the workforce.</p>	<p>Wellbeing and Inclusion Calendar</p> <p>Each year SFSR prepare and deliver a calendar of events. Some we mark by issuing an article in our internal weekly newsletter, for others we might hold an event or training session and some may be marked through social media posts, changes to our corporate banner or the flying of flags.</p> <p>In 2024 our calendar supported these activities.</p> 
<p>We continued with our:</p> <ul style="list-style-type: none"> • Employee Assistance Programme – available all day, every day to help colleagues, their partners and dependents providing talking therapies. • Mental Wellbeing Noticeboards placed throughout our premises and online. 	
<p>Raising awareness of menstrual health. SFRS has signed up to the Endometriosis Friendly Employer Scheme and has hosted a series of information and awareness raising events a about the scheme, conditions like endometriosis and polycystic ovary syndrome and menstrual health and wellbeing more generally. These sessions have been targeted at both men and women.</p>	

What people said after the session raising awareness of menstrual health activities: “After the session from the endometriosis employer team I have noticed a difference in how my line manager talks to me about my period. He seems more confident and comfortable talking to me about it. It has been good to see this change.”

Equality Outcome 6

SFRS will support Scotland’s young people reach their full potential.

We have recorded activities and initiatives carried out in support of this Equality Outcome covering the protected characteristics of age, disability, gender reassignment, race, religion and belief, pregnancy and maternity, sex and sexual orientation.

Snapshot	Spotlight
<p>Mentoring Programmes</p> <p>SFRS continued to support the MCR Pathway and Career Ready mentoring schemes in 2024.</p> <p>MCR Pathways is a volunteer mentoring programme and in 2024 SFRS had around 40 colleagues who had volunteered to mentor a care experienced young person.</p> <p>Career Ready is a mentoring programme for S5/S6. Participants also complete a four week internship as part of the programme which is intended to prepare them for the world of work.</p>	<p>Corporate Parenting</p> <p>SFRS hosted a joint event with Police Scotland, the Scottish Ambulance Service and Who Cares? Scotland in May 2024.</p> <p>The event was delivered to young people from a care experienced background and focused on recruitment and introducing participants to the career opportunities available in the emergency services. The event was well received by the attendees and provides the partner agencies with new insight and understanding on the barriers that care experienced people face when seeking employment.</p>
<p>Fire Safety Support and Education (FSSE) is for those under the age of 18. The programme offers a flexible approach to assist in the education. This is aimed at those who demonstrate an unsafe interest in fire or fire related anti-social behaviour.</p>	<p>Around 40 young people from a care experienced background attended the event.</p>

The Fire Skills and Employability programme operates across Scotland.

In Ayrshire a partnership agreement with Ayrshire college as the Credit rating body allows young people completing Fire Skills Employability Award an SCQF level 4 award.

SFRS continues to work with Gordonstoun School to enhance the volunteers' skills and life experiences. Volunteers are aged 15-18 from varying social backgrounds. There are 45 participants from diverse backgrounds.

What people said:

Participants at the joint emergency services event in partnership with Who Cares? Scotland - *“Liked seeing all the animals and finding out what they do and seeing the dogs at work and trying out the fire hose, very interesting”*

“It gave me confidence as one person was talking about disability’s[sic] and he gave me confidence that it doesn’t matter if u have neurodiverse you can still be apart[sic] of it”

Other Success Stories

We are very proud of our dedicated workforce and are delighted that they get recognition for their efforts beyond SFRS. Well done to all!

Asian Fire Service Awards 2024

- Outstanding Charity Challenge Innovation – winner On Call Volunteer Firefighter Robert Wainwright

Women in the Fire Service Awards 2024

- Outstanding Team – runner-up - Dunvegan Fire Station from Scottish Fire and Rescue Service for the work to improve the diversity of the workforce profile of their station.

Who Cares? Scotland 10 Years of Corporate Parenting Awards

- Special commendation to our retired colleague Paul Blackwood for the years of service to improving the life chances of Scotland's care experienced youth inside and outside of SFRS.

Pay Gap Information and Employee Data

Our Equal Pay and Gender Pay Gap Report 2025 has been published and should be read alongside this Mainstreaming Report 2024 - 2025 to provide a complete picture of employment equality performance. As of 30 November 2024, the SFRS Mean and Median Pay Gap was as follows:

Table 1 – Gender Pay Gap

	2017	2019	2021	2023	2025*
Mean	5%	4.42%	1.01%	-2.98%	-3.1%
Median	Not available	5.92%	2.5%	0%	0%

**The data used in this report reflects SFRS staff as of 30 November 2024 compared to the 2025 report snapshot date of 20 December 2022. The date was brought forward in this recent report to allow sufficient time for the compiling of the report prior to publication.*

Table 2 – Disability Pay Gap

Year	2021	2023	2025
Disability Mean Pay Gap	-3.03%	-7.93%	-5.88%

Table 3 – Ethnicity Pay Gap

Year	2021	2023	2025
Ethnicity Mean Pay Gap	0.07%	-2.66%	-5.65%

For more information and an analysis on equal pay data please refer to the Equal Pay and Gender Pay Gap Report 2025.

Employee Data

SFRS is not currently representative of the communities it serves within its workforce. Moreover, the data held by SFRS about its employees is incomplete. A significant proportion of employees choose not to disclose their protected characteristics in our self-service employee monitoring system. For further information about our plans for improving disclosure rates please refer to the Equal Pay and Gender Pay Gap Report 2025.

The information held at 30 November 2024 was as follows:

Table 4 – Workforce Profile by Sex

	Women		Men		Total	
	Headcount	%	Headcount	%	Headcount	%
Uniformed employees	608	9%	6008	91%	6616	88%
Support Staff	490	54%	414	46%	904	12%
SFRS Total	1098	15%	6422	85%	7520	100%

Table 4B - We also ask about gender identity

Table 4B GENDER	% of HEADCOUNT
Female	5.16%
Male	21.37%
Other	0.07%
Prefer Not To Answer	0.28%
Not Recorded	73.12%

*employees were asked to indicate their gender identity: female, male, having a trans background or if they would prefer not to answer. A free text option for those identifying as trans was provided. We are not reporting the free text results due to the small numbers involved.

Table 5 – Workforce Profile by Ethnicity

Ethnic Group	Headcount	%
Asian or Asian British	19	0.25%
Black, Black British, Caribbean or African	6	0.08%
Mixed or Multiple ethnic group	17	0.23%
Other ethnic group	10	0.13%
White	3901	51.88%
Not Recorded	3547	47.17%
Prefer Not to Say	20	0.27%
Total	7520	100.00%

Table 6 – Workforce Profile by Disability

Disability	Headcount	%
Yes	69	0.92%
No	1993	26.50%
Not Recorded	5458	72.58%
Total	7520	100.00%

Board Diversity

We also report on our Board diversity. Women represent 41.5% and men 58.5% of our Board. Our Board is made up of 12 people.

Reflecting on 2024 – 2025 and Planning for 2025-2026

In our 2023-2024 Mainstreaming and Equality Outcomes Report we identified the following priorities for attention during 2024-2025:

We said...	We did...
1. A review of the Equality Outcomes in preparation for setting new Equality Outcomes.	We undertook a review of the Equality Outcomes and have opted to retain the current Outcomes for a further 12 months. We will reassess their validity following conclusion of the consultation and engagement exercises for Service Delivery Review and the setting of our new Strategic Plan.
2. Develop and implement improvements to the Equality and Human Rights Impact Assessment process.	We introduced a new Equality and Human Rights Impact Assessment template and will launch the new supporting toolkit in 2025-26.
3. Introduce revised terms of reference for the Equality Partnership Group.	The terms of reference for the Equality Partnership Group were updated to expand the role of the Group and align it with the standard governance arrangements of SFRS. The first meeting of the new Group took place in March 2025.
4. Support the work of the Culture Development Group to ensure that equality and inclusion are at the heart of the programme of work.	The EDI Team participates on the 4 sub-groups of: Attraction and Engagement; Professional Standards; Organisational Learning and Management Development to assist in the process of aligning our equality obligations and ambitions with our work to improve workplace culture.
5. Develop new equality, diversity and inclusion training materials.	New resources and awareness sessions were delivered/ promoted for attendance in 2024-2025 including training on building inclusive teams, tackling inappropriate behaviour, understanding sex discrimination and participating in inclusive events.
6. Take steps to improve disclosure rates of sensitive information by employees by communicating the purpose and use of data collection and through line management encouragement.	The programme of work to replace our electronic employee records system continued throughout 2024-25.

What SFRS will prioritise from 2025-2026

1. We will continue to provide specialist EDI advice on a business partnership model.
2. We will review our corporate Equality Outcomes along with the revisions to our Strategic Plan.
3. We will begin introducing the new Scottish Government Equalities Mainstreaming Toolkit following its launch in summer 2025.
4. We will maintain our statutory equality related action plans including the review and renewal of our Corporate Parenting Plan.
5. We will take steps to prepare for the introduction of the revised Public Sector Equality Duty – Specific Duties.
6. We will implement the necessary measures to embed equality thinking into our strategic programmes for change such as Service Delivery Review, Corporate Services Review and the delivery of the actions in the Culture Development Action Plan.

