



SCOTTISH
FIRE AND RESCUE SERVICE

Working together for a safer Scotland

FIRE SAFETY AND ORGANISATIONAL STATISTICS 2019-20

**AN OFFICIAL STATISTICS
PUBLICATION FOR SCOTLAND**

31 August 2020

Working together for a safer Scotland

Contents

1.	<u>Main Points</u>	<u>1</u>
2.	<u>Fire Stations</u>	<u>3</u>
3.	<u>Vehicles</u>	<u>5</u>
4.	<u>Workforce</u>	<u>6</u>
5.	<u>Attacks on Fire and Rescue Personnel</u>	<u>13</u>
6.	<u>Home Fire Safety Visits</u>	<u>15</u>
7.	<u>Non-domestic Fire Safety</u>	<u>23</u>

This publication and associated statistics are now designated as Official Statistics.

This means that it is produced to high professional standards set out in the [Code of Practice for Official Statistics](#). It is produced free from any political interference.

In 2019 the Scottish Fire and Rescue Service was named in legislation as a Producer of Official Statistics which allows us to classify this series.

This publication is accompanied by the following documents:

- Tables and Charts Workbook
- Guidance Notes on Statistics
- Statistical News 2019-20

1. Main Points

Fire Stations and Capabilities

- **357** fire stations across Scotland, comprised of:
 - **74** Wholetime fire stations,
 - **240** Retained Duty System fire stations
 - **43** Volunteer stations
- **471** crews, comprised of:
 - **116** Wholetime crews
 - **1** Day crew
 - **311** Retained crews
 - **43** Volunteer crew

Vehicles

- **1,567** vehicles in the fleet, including:
 - **812** appliances, of which **71** are for training and **85** are held in reserve
 - **285** officer reponse vehicles

Workforce

- **7,930** staff were employed by the Scottish Fire and Rescue Service at the end of the 2019-20 (**0%** change on last year)
- **3,636** staff are wholetime operational, **46.1%** of the total.
This is down **1 (0%)** on last year
- **5,903** staff are scheduled to crew appliances, **74.4%** of all staff
- **31%** of staff are over **50** and **64%** are over **40**

Attacks on Fire and Rescue Personnel

- **56** attacks in 2019-20, down from **83** last year
- **2** attacks resulting in injuries, down from **3** last year

Home Fire Safety Visits

- **69,227** home fire safety visits conducted, down **0%** change on last year
- **34,605** smoke alarms installed, down **7.8%** on last year
- **50%** of home visits were to owner occupied properties,
- **49%** of which had alarms installed
- Over the last **5** years, **11%** of all Scottish households were visited

Non-domestic Fire Safety

- **7,261** audits were completed, down **7.8%** on last year
- **26.9%** of audits were in houses of multiple occupation
- **20.5%** of audits were in care homes

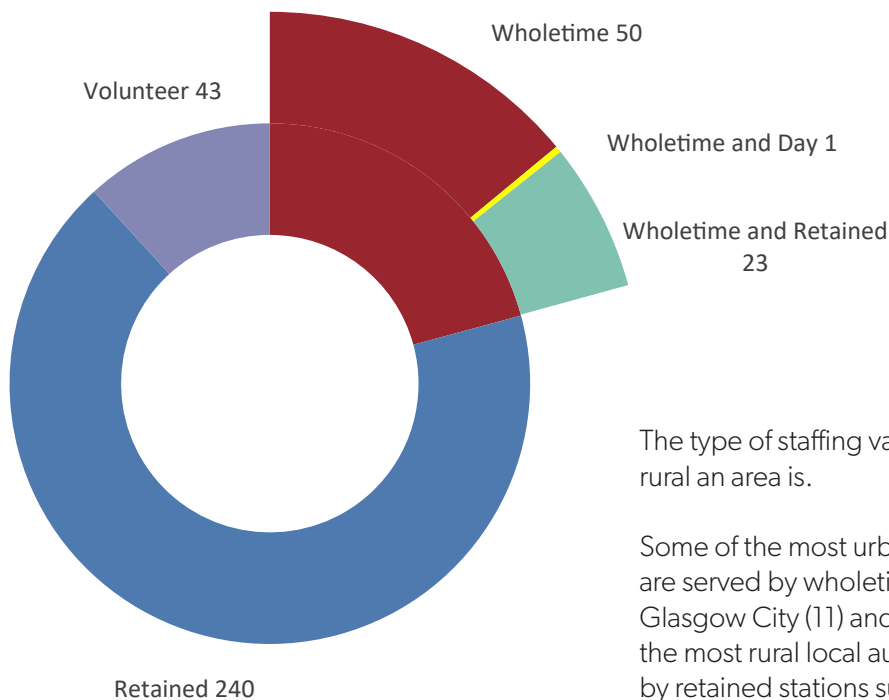


2. Fire Stations and Capabilities

The 357 fire stations¹ in Scotland are crewed by three types of uniformed staff; Wholetime (24-hour staffing), Retained (on call staffing) and Volunteer. There are five station cover models in use in Scotland which can be seen in Figure 1.

Retained crewing supplements wholetime crewing in two of these models; 'Wholetime and Retained' have both crewing types at the same time, while 'Wholetime and Day' has a 24-hour wholetime crew and a second crew with wholetime staff during the day and retained staff during the night.

In total, there are 116 wholetime crews across 74 stations, 311 retained crews² across 263 stations, 1 day crew and 43 volunteer crews. There have been no recent changes in station crewing models.



The type of staffing varies by how urban or rural an area is.

Some of the most urban local authority areas are served by wholetime fire stations such as Glasgow City (11) and Dundee City (4), while the most rural local authority areas are served by retained stations such as Shetland Islands (14) and Na h-Eileanan Siar (14).

Figure 1: Fire stations by crewing model

¹ The number of reported Volunteer Fire Stations has increased by 1 due to a methodology change. The number of Fire Stations in Scotland has not changed since 2012-13. This change occurs following user consultation last year and has been backdated.

² The actual number available varies depending on staffing levels.

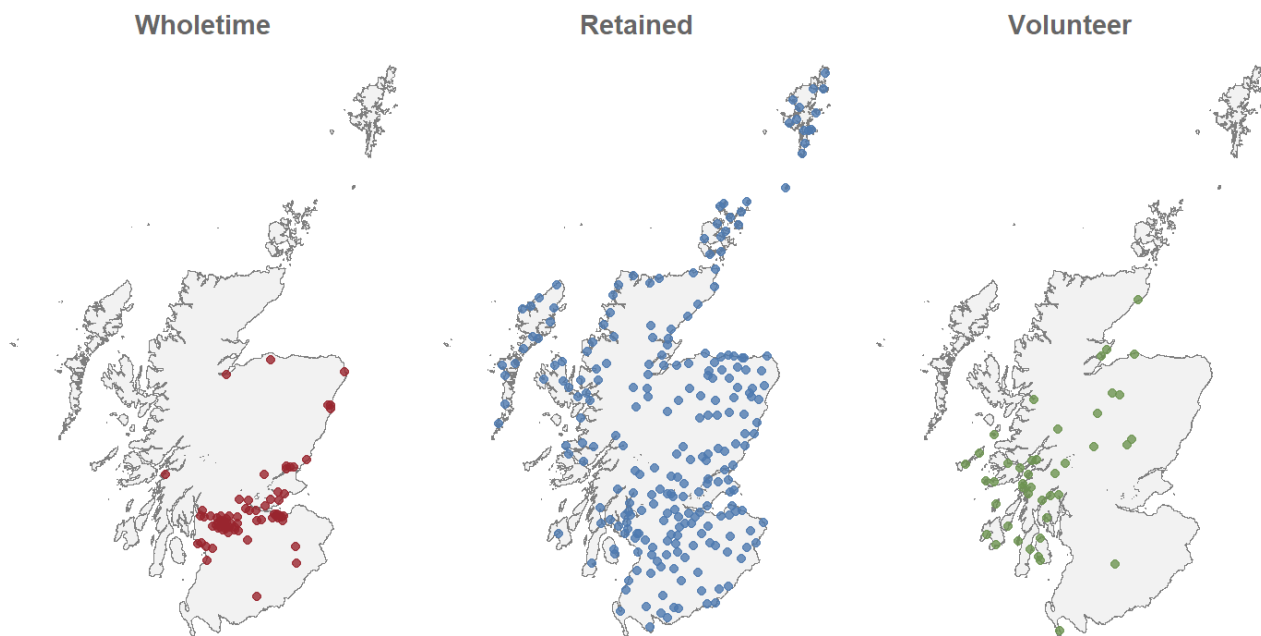


Figure 2: Map of Fire stations by primary crewing

Response capabilities extend beyond firefighting, please see the '[Fire and Rescue Incident Statistics](#)' series for statistics on operational response.

346 stations have water pumping capability, 239 of these have 1 crewed pumping appliance, 101 have 2 crewed pumps and 6 have 3 crewed pumps.

80 fire stations have an additional tactical water pumping capability such as marine firefighting, or high-volume pumping.

102 stations have specialist capabilities for major fire incidents or non-fire emergency response, such as 78 stations with specialist flood response capability. Further details can be found in the Tables and Charts Workbook.

Although incidents are most likely to be attended by a crew from the closest fire station, they all form part of the operational network and crews frequently attend incidents in other local authority areas.

The three regional control centres based in the North, East and West Service Delivery Areas determine the most appropriate response to send to incidents.

3. Vehicles

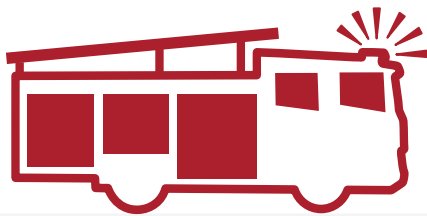
At the end of 2019, the Scottish Fire and Rescue Service fleet comprised of 1,567 vehicles, marginally higher than the previous year (1,551).

The size and composition of the fleet varies throughout the year as new vehicles are brought into service and others are retired.

656 OPERATIONAL APPLIANCES

422

Pumping appliances



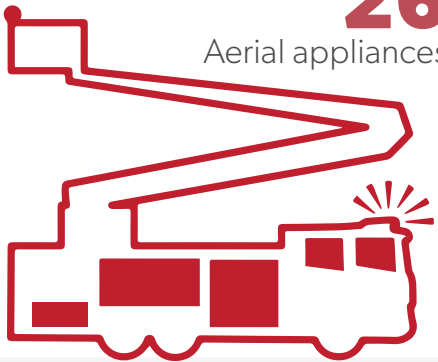
39

Resilience appliances



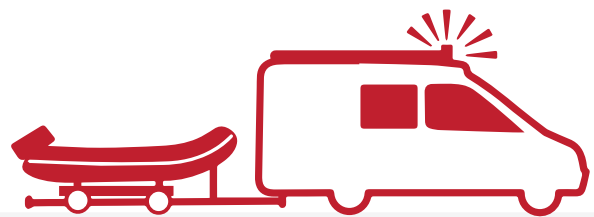
26

Aerial appliances



169

Other appliances



The number of appliances ready for operational use is higher than the total response capability as some stations have additional appliances.

Please see section 2 for details of operational capabilities.

There were 71 appliances used for training purposes and 85 held in reserve.

This brings the total number of appliances up to 812, down slightly from 821 last year, a 1.1% decrease.

4. Workforce

Staff Headcount

On 31st March 2020 the Scottish Fire and Rescue Service (SFRS) had a total headcount of 7,930 staff, this is 2 more than the total for last year. The largest staff group is Wholetime Operational who are full-time firefighters.

There were 3,636 wholetime staff, down by 1 (0%) on last year. Of whom:

- 2,966 of whom were Operational Crews, up 11 (0.4%) on last year
- 270 wholetime staff were Incident Command Officers, up 6 (0.2%)
- 351 were on Office Duties³, down 7 (0.2%)
- 49 were Trainees, down 11 (18.3%) from 60 last year

Retained Duty staff make up the next largest group with 2,937 staff, this is up by 2 (0.1%) on last year. Retained Duty staff provide on-call cover.

Together with the Wholetime Operational crews, there are 5,903 staff scheduled to crew operational appliances, 74.4% of SFRS staff.

This year we have defined a new staff group, Retained Full-time, which we have backdated for comparability.

Retained Full-time staff work in areas with a cluster of Retained Duty System stations and supplement the local on-call cover, as well as conduct local community engagement.

First introduced last year, their number has since doubled to 36.

Volunteer firefighters attend operational incidents without the requirement to be on-call. There were 315 volunteers which is down 6 (1.9%).

Control room staff answer emergency calls and manage communications and the logistics of attending emergencies.

At 188 at the end of 2019-20, the number of control room staff has reduced by 19 (9.2%), which follows an increase of 18 the previous year, a net reduction of 1.

Support staff are not uniformed and work in functions across the organisation. There were 818 support staff, up 26 (3.3%).

³ Wholetime staff on Office Duties includes those working in functions across SFRS and are not necessarily office based e.g. community safety engagement staff and fire investigation staff.

Staff Headcount

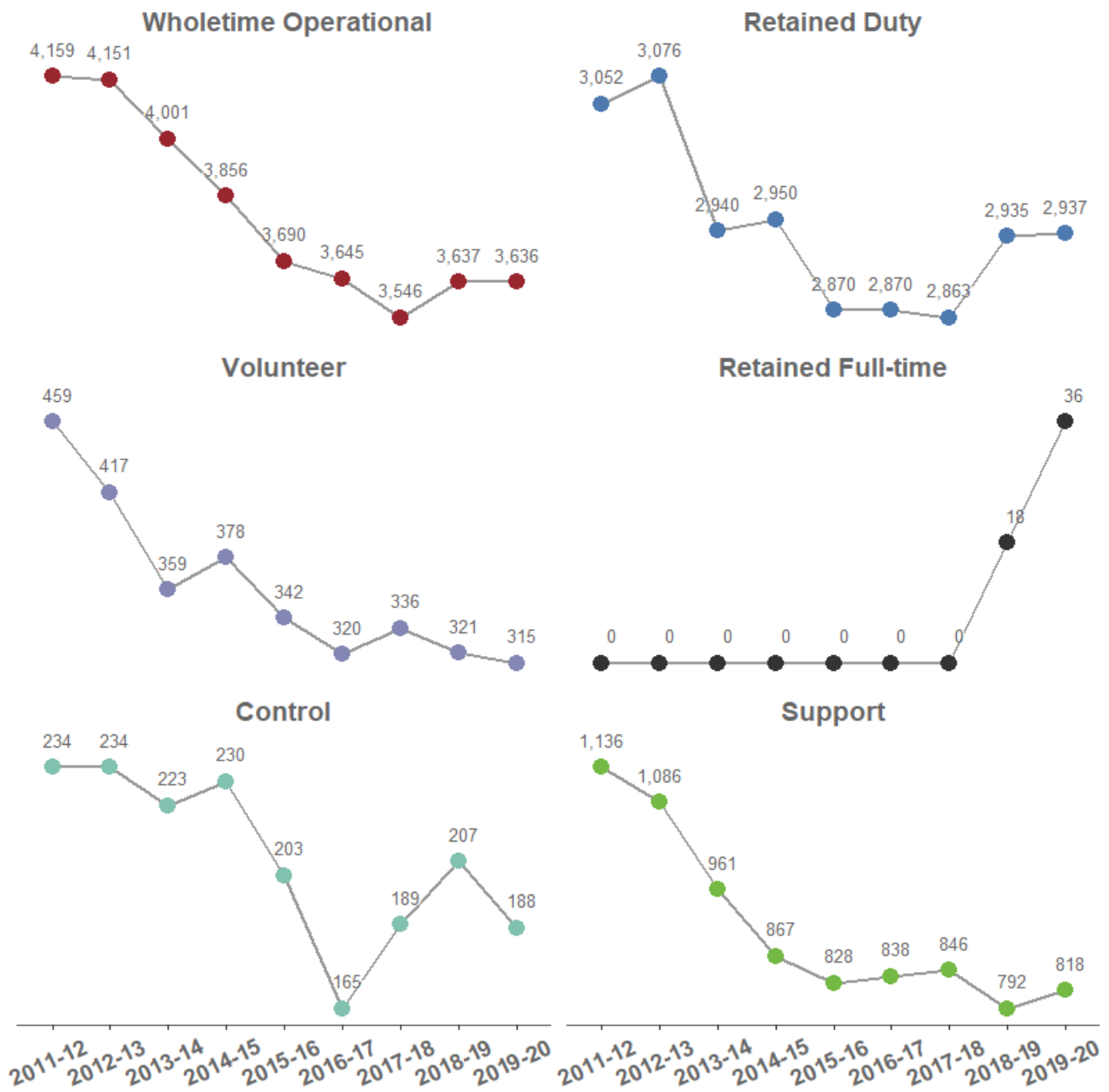


Figure 3: Headcount by staff type

Staff Full Time Equivalent

As not all staff work the typical hours of their staff group, it is fairer to discuss statistics adjusted for the number of hours contracted.

These Full Time Equivalent (FTE) statistics don't apply to volunteer staff as they are not contracted to work a certain number of hours.

The increase in support staff over 2019-20 is slightly lower as an FTE figure, up by 19 (2.5%) to 765.

Control room staff FTE has decreased by 18 or 8.9% to 184, returning their number to the level reported two years ago.

Retained Duty staff FTE has decreased 32 (1.2%) to 2,552. Retained Full-time staff FTE is identical to Headcount at 36.

Wholetime operational staff FTE decreased by 2 (0.1%) to 3,634, very similar to headcount.



Figure 4: Full time equivalent by staff type

Wholetime Staff Roles

Over 2019-20 the number of wholetime firefighters increased by 77 (2.1%).

Operational crewing increased by 11 (0.4%), with 7 more staff in the Firefighter role, 5 more Crew Commanders and 1 fewer Watch Commander.

Incident Command Officers increased⁴ by 6 (2.3%), with 2 more Brigade Commanders, 2 fewer Area Commanders, no change in Group Commanders and 6 (4.1%) more Station Commanders.

Amongst staff in Office Duties there was a decrease of 7 (2.0%), 2 fewer Watch Commanders, 4 fewer Crew Commanders and 1 fewer staff in the Firefighter role.

There were 11 fewer Trainees.

Type	Brigade Commander	Area Commander	Group Commander	Station Commander	Watch Commander	Crew Commander	Firefighter
Incident Command Officers	6	33	82	163			
Operational Crews					376	597	1993
Office Duties					268	115	32
Trainees							49
Total	6	33	82	163	644	712	2074

Figure 5: Wholetime staff by role and duty system, 2019-20



⁴ One of these additional posts was a temporary change to oversee the initial impact of the Covid-19 virus on SFRS. The other was due to the creation of a new directorate in the SFRS structure.

Gender

The gender balance of staff does not vary much year-to-year and overall is around 86% male.

For wholetime operational, retained, retained full-time and volunteer staff the workforce is mostly male (93.9%, 92.9%, 80.6% and 82.9% respectively) there has been gradual change in this over many years.

In the last five years, the number of female wholetime operational staff increased by 35.4% while male staff decreased by 7.5%, this amounted to 58 more female staff and 278 fewer male.

Similarly, for retained duty staff there was an increase of 36 female staff (20.9%) and a decrease of 49 male staff (1.8%).

For control staff the gender balance is 83.0% female.

The gender balance for support staff is more even overall with 54.6% of staff female.

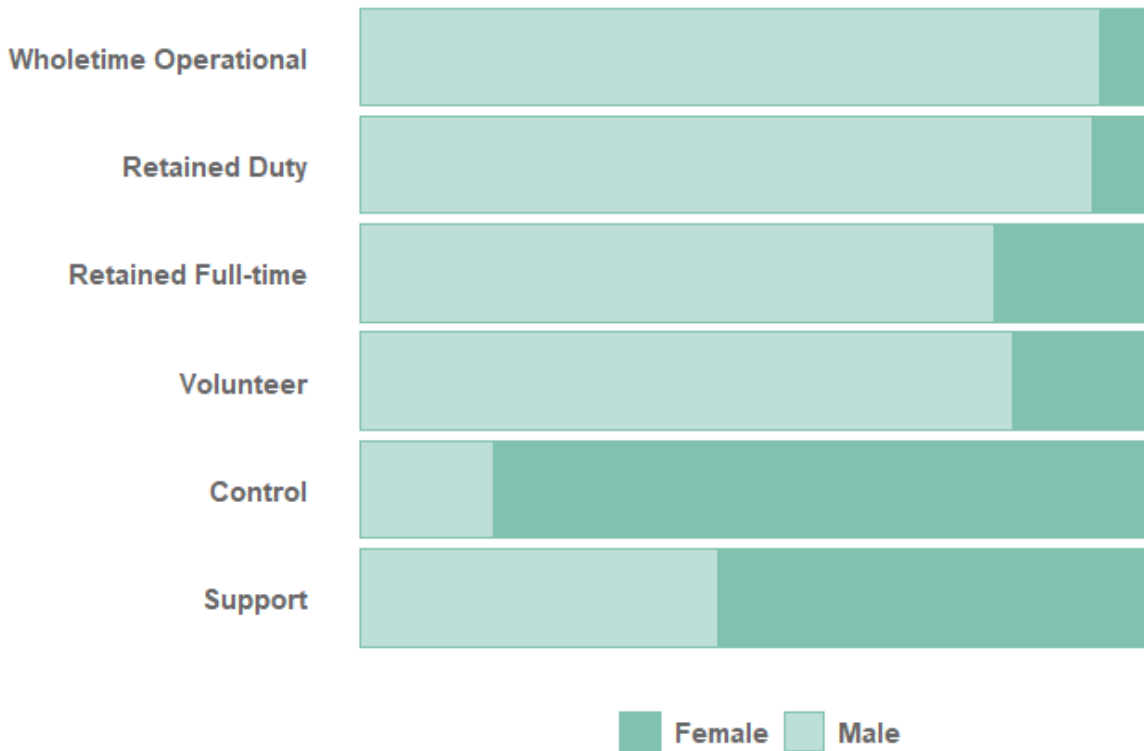
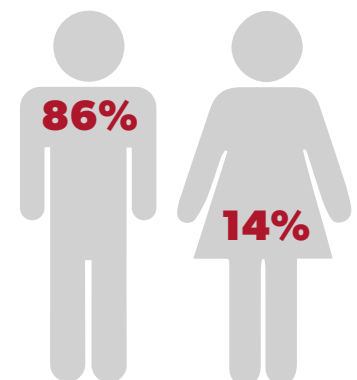


Figure 6: Gender balance by staff type, 2019-20



Staff Headcount by age

SFRS staff older than 50 make up 31.3% of the workforce, up from 30.4% last year.

This proportion has increased every year since this series began six years ago.

Those older than 40 make up 63.9%.

928 wholetime operational staff are in their 50s (25.5%), up 197 over three years, while 1,476 wholetime staff are in their 40s (40.6%), down 181 over three years.

The retirement age for SFRS staff varies according to personal circumstance and the conditions of individual pension schemes which are different across staff types and areas of the country.



Figure 7: Age bracket by staff type

Years of service

A large proportion of wholetime operational staff have a length of service of 10 to 19 years (41.09%).

Those who have served from 20 to 29 years make up another 31.8% of the total. Wholetime staff recruited in the last ten years make up 23.8%.

27.3% of Retained Duty staff have served less than 5 years with a further 18.9% between 5 and 9 years.

The Retained Full-time staff group was created two years ago, yet most of these staff are longstanding.

41.7% have served 10 to 19 years, with a further 22.2% having served 20-29 years.

30.8% of volunteer staff have served less than 5 years.

28.7% of control staff have served for less than 5 years. This relatively large proportion results from recruitment following the planned closure of legacy control rooms over the past five years with consequent retirements from longer-serving staff.



Figure 8: Service Length by staff type, 2019-20

Leavers

Over 2019-20, 512 staff left the Scottish Fire and Rescue Service, a turnover of 6.4% (down from 7.3% last year).

For wholetime staff this was 202, a turnover of 5.5% (up from 5.2% last year). And for retained staff this was 218, a turnover of 7.4% (up from 6.5% last year).

The largest individual leaver category for wholetime staff was retirement due to age, 152 staff (75.2% of those who left). For retained staff, resignation was the largest category with 163 (74.8%).

In total retirement accounted for 49.4% of leavers; 57.1% for control room staff, 22.5% for retained staff, 30.2% of support staff, 20% of volunteers and 86.6% of wholetime staff.

5. Attacks on Fire and Rescue Personnel

In 2019-20 there were 56 attacks on Fire and Rescue personnel in Scotland, down from 83 last year and the lowest figure in this series. While the total value varies a lot each year, the variation depends on the type of attack as shown in figure 10.

Physical attacks have remained level at around 10 per year, while verbal abuse has decreased. Objects thrown at Fire and Rescue personnel continues to be the largest type of attack and totals vary considerably each year.

90.6% of attacks over the last five years, and a similar proportion of injuries, are associated with operational incidents.

Over the same period, 68.4% of attacks which resulted in injuries were physical abuse with the remainder caused by thrown objects. In total 24.1% of physical attacks and 2.9% of objects thrown resulted in injury.

The number of attacks varies considerably by local authority with some areas having very few or no recorded attacks, while in other areas these occur more frequently.

27.7% of attacks over the last five years occurred in the Glasgow City local authority area, 7.9% in the City of Edinburgh, 6.0% in North Lanarkshire followed closely by West Lothian at 5.8% and Dundee City at 5.5%.

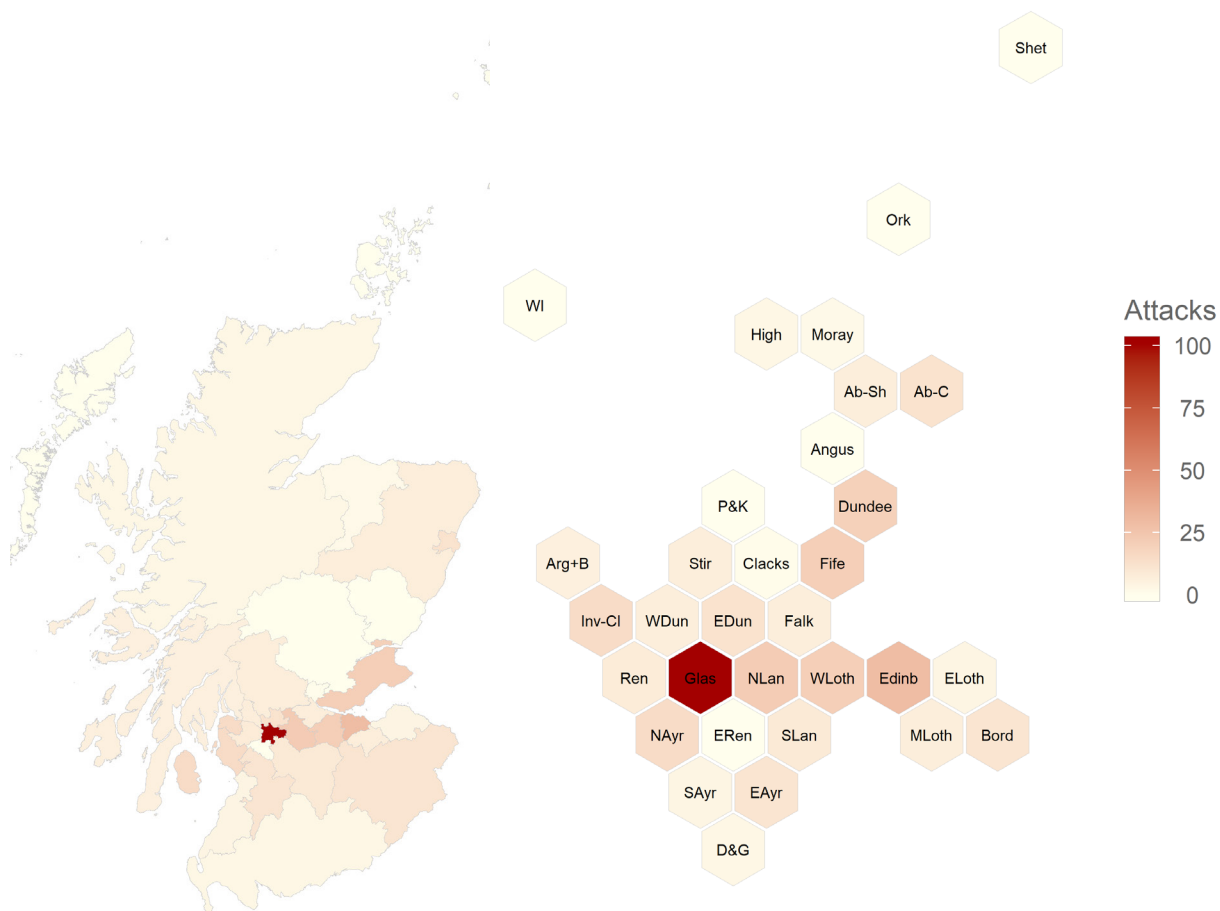


Figure 9: Attacks on SFRS staff 2015-16 to 2019-20, choropleth and area normalised cartogram

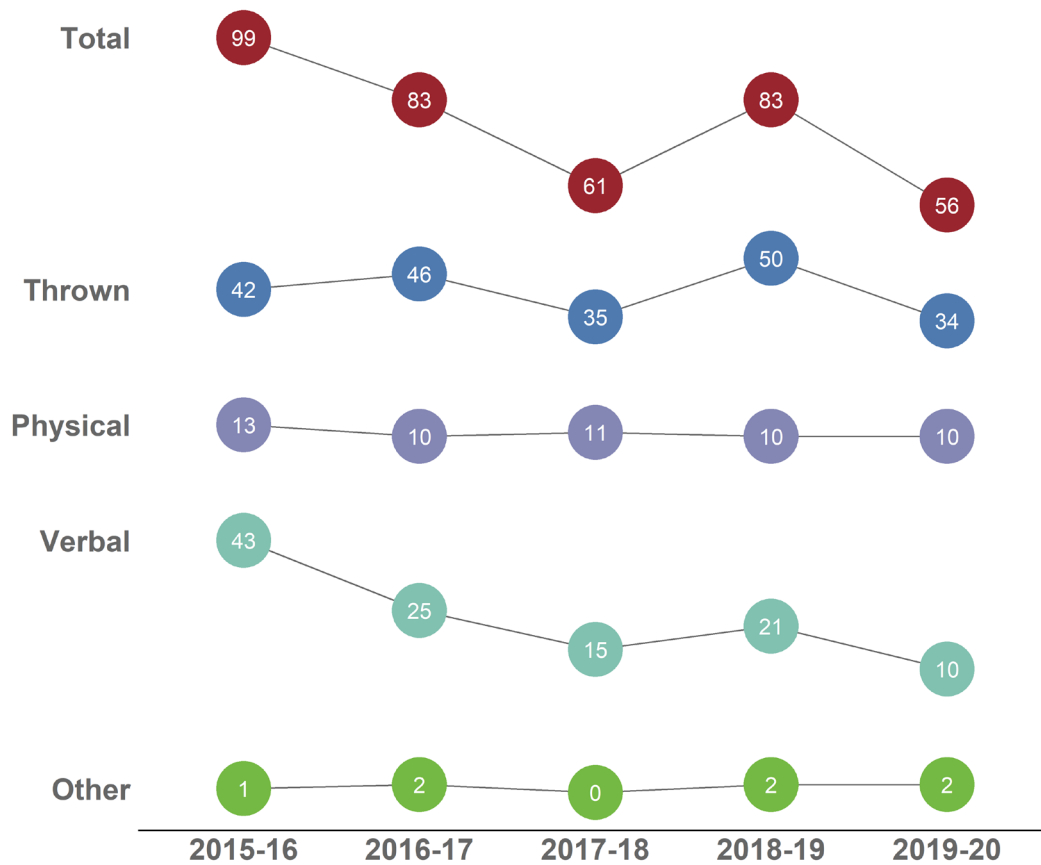


Figure 10: Incidents of attacks on SFRS Personnel by type of attack

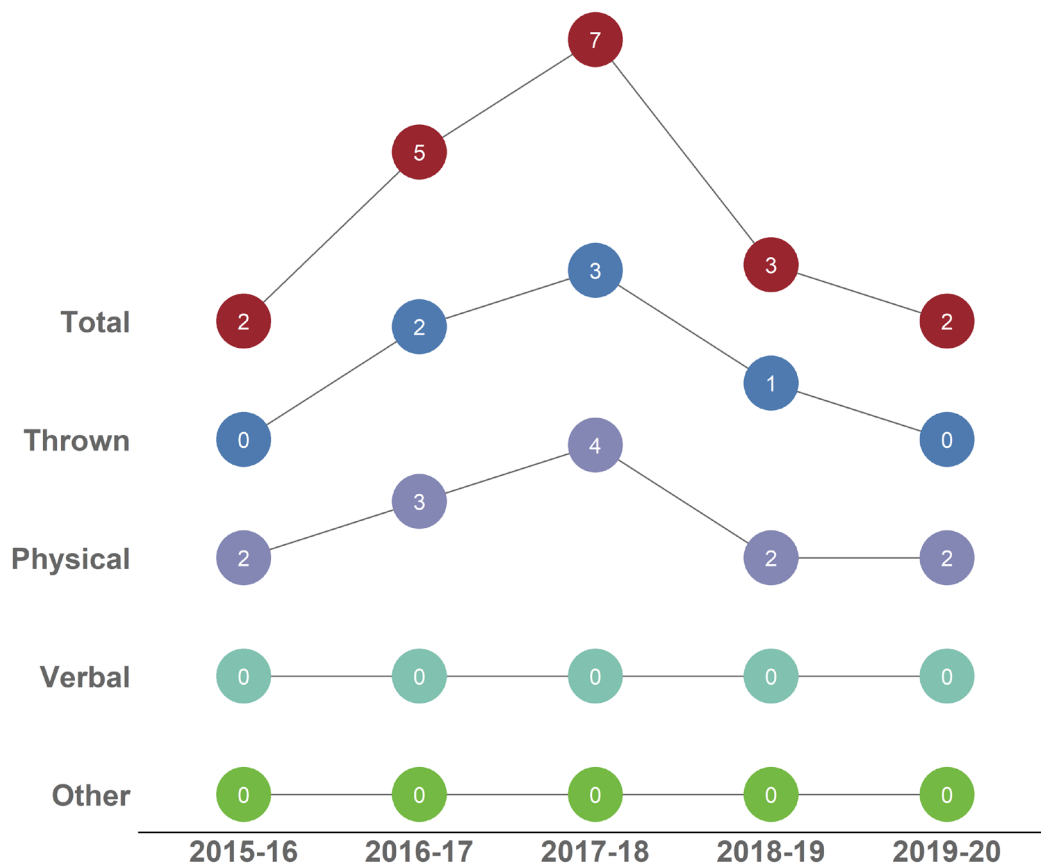


Figure 11: Incidents of attacks with injuries by type of attack

6. Home Fire Safety Visits

The Scottish Fire and Rescue Service visited 69,227 homes in 2019-20, a 0% change on the previous year (up 25). There was a significant drop in the number of Home Fire Safety Visits in the second half of March 2020 due to the spread of the Covid-19 virus.

Policy changes designed to minimise the risk of virus spread have meant a significant reduction in the number of home visits which can be carried out. While the difference to the 2019-20 total is minor, figures for next year will be impacted.

In 2019-20, of the 69,227 home visits, 66,048 different homes were visited with 47,476 of those being the first visit in at least three years (68.6% of visits).

Over the last five years, the Scottish Fire and Rescue Service has visited 11.0% of Scottish households (272,382 different homes).

4.7% of Scottish households have had smoke alarms fitted by Fire and Rescue personnel in the same period (119,649 different homes).

In 2019-20 2.7% of Scottish households were visited, and 0.9% had alarms installed (down from 1.0% last year).



69,227

HOME FIRE SAFETY VISITS

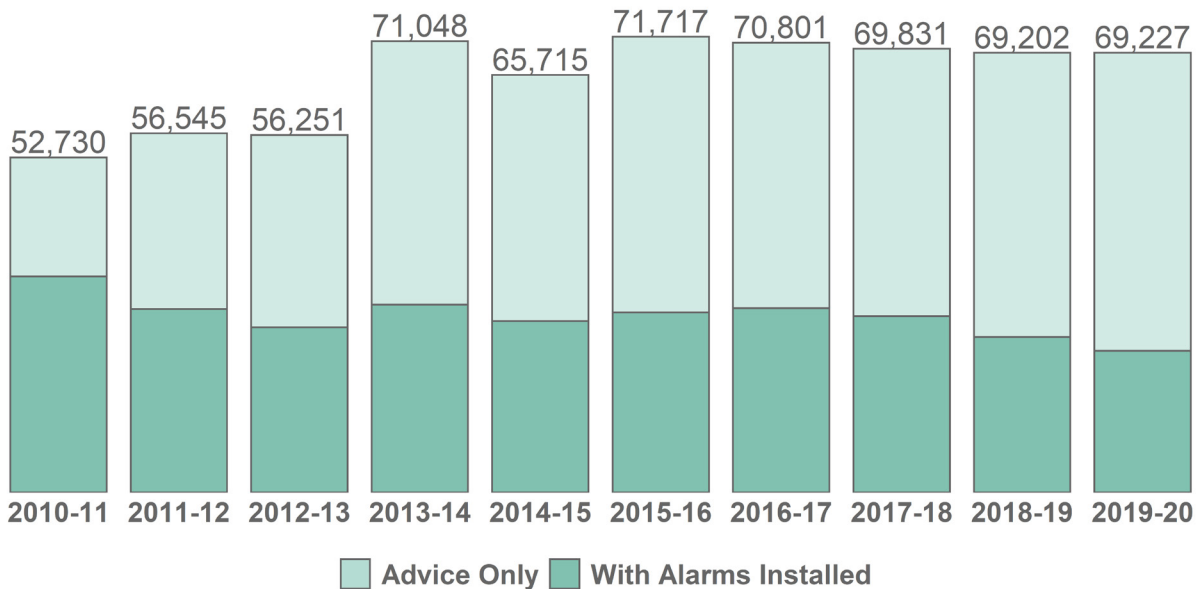


Figure 12: Home Fire Safety Visits by outcome

Alarms Installed

While the number of home visits has remained close to 70,000 per year, the number where smoke alarms were installed has reduced over the same timeframe.

There were 22,287 home visits where smoke alarms were installed in 2019-20, down 8.9% on the previous year and down 21.1% in the last five years.

32.2% of home visits in 2019-20 involved the installation of alarms, down from 41.1% five years ago.

The total number of smoke alarms installed dropped 20.9% in the last five years, and 7.8% in the last year alone.

New alarm installations amounted to 69.4% of alarms installed in 2019-20, the remainder were replacement alarms.

Both have reduced in recent years with the biggest drop in replacement alarms at 30.3% in 5 years, compared to 16.7% for new alarms.

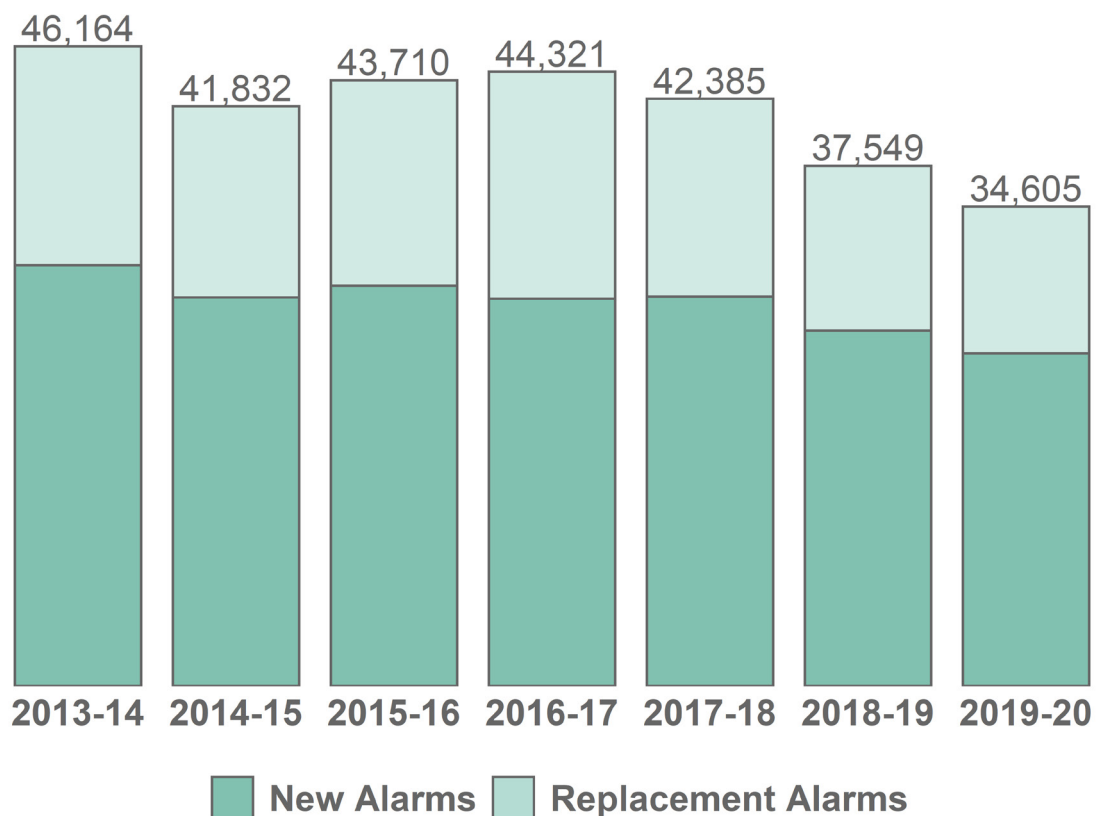


Figure 13: Alarms installed during home fire safety visits

Residents

There were 124,568 people (2.3% of the Scottish population) recorded as living in homes visited in 2019-20.

In total 3.7% of the over 60s in Scotland received a home fire safety visit in 2019-20, and 2.6% of those under the age of 5.

The rate of visits has been consistently higher for households with people aged under 5 years old, and people aged over 60 years old.

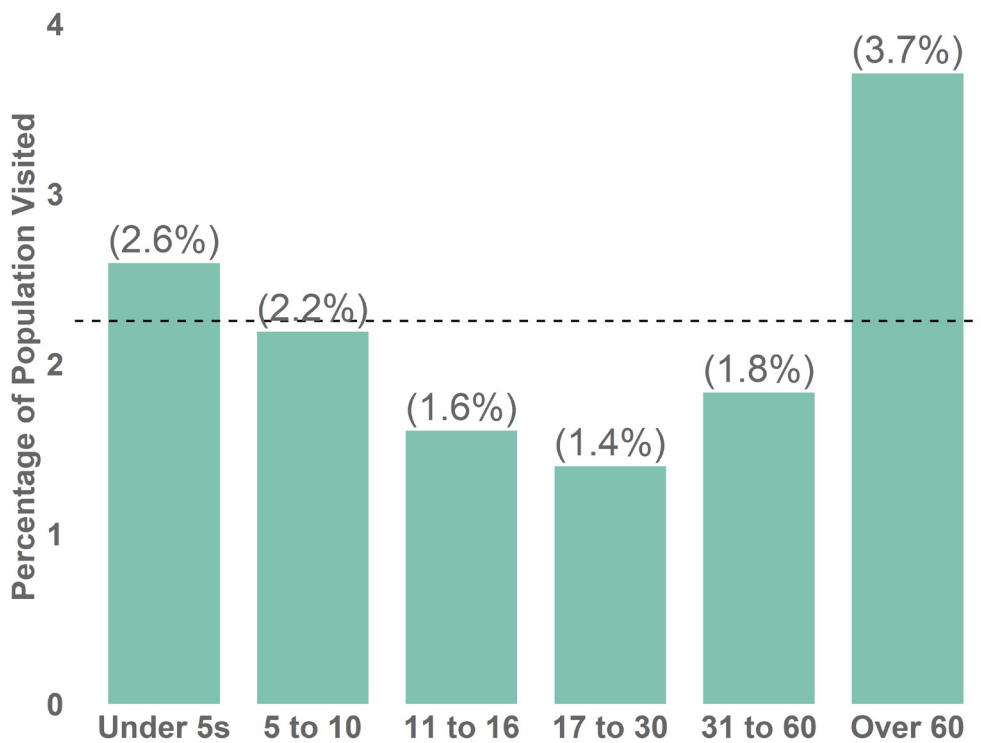


Figure 14: Percentage of population visited in home fire safety visits by age bracket, the Scotland average is 2.3%

Deprivation

The most deprived communities in Scotland have a much greater than average rate of home fire safety visits.

Alarm installations occur less frequently however, with most visits focussing on providing fire safety advice, see figure 16.

Indeed, in the 20% most deprived areas there were 19,687 home visits compared to 8,740 in the least deprived.

This reversed relationship is partly due to a higher proportion of visits to Local Authority housing in the more deprived areas.

When adjusting for the number of occupied dwellings in these areas there is a clear relationship between the number of home visits and deprivation.

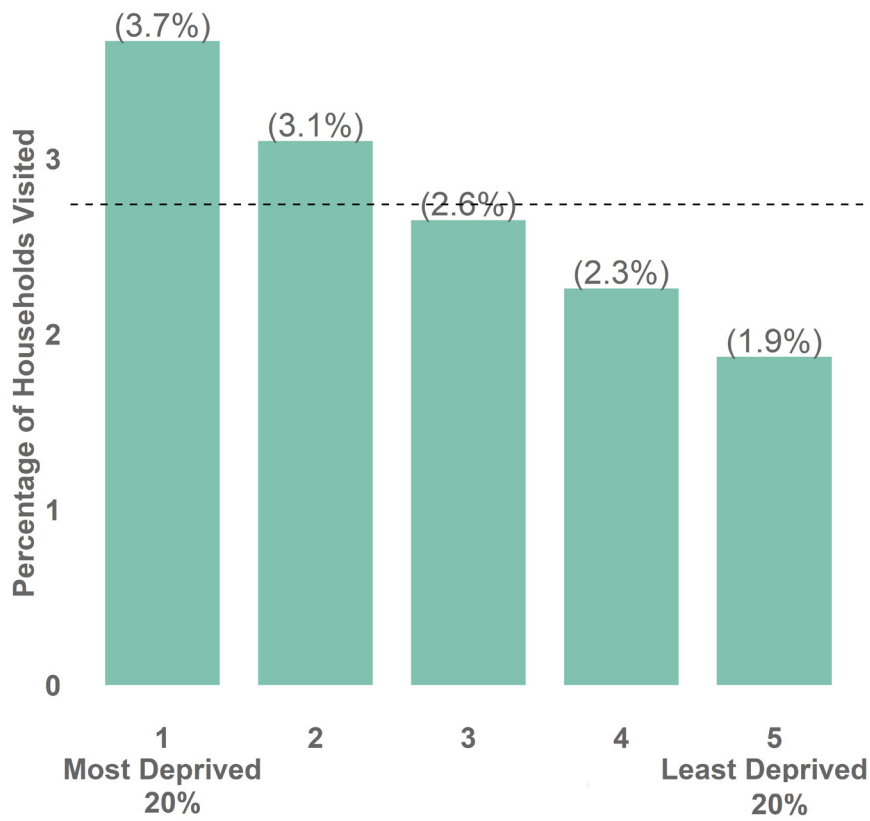


Figure 15: Percentage of households visited, by Scottish Index of Deprivation quintiles. The Scotland average is 2.7%

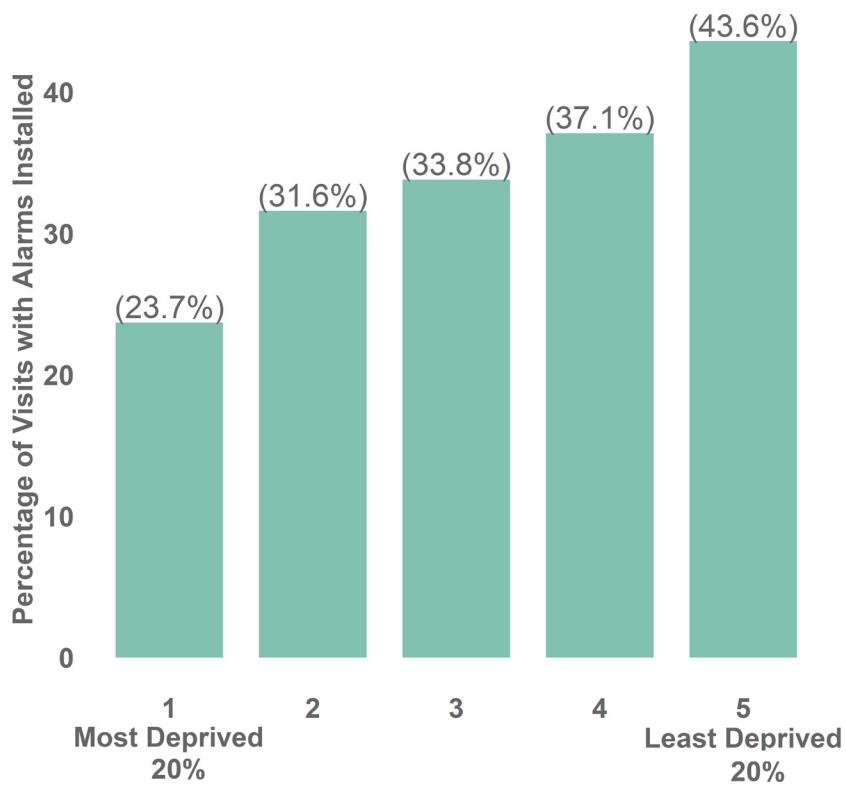
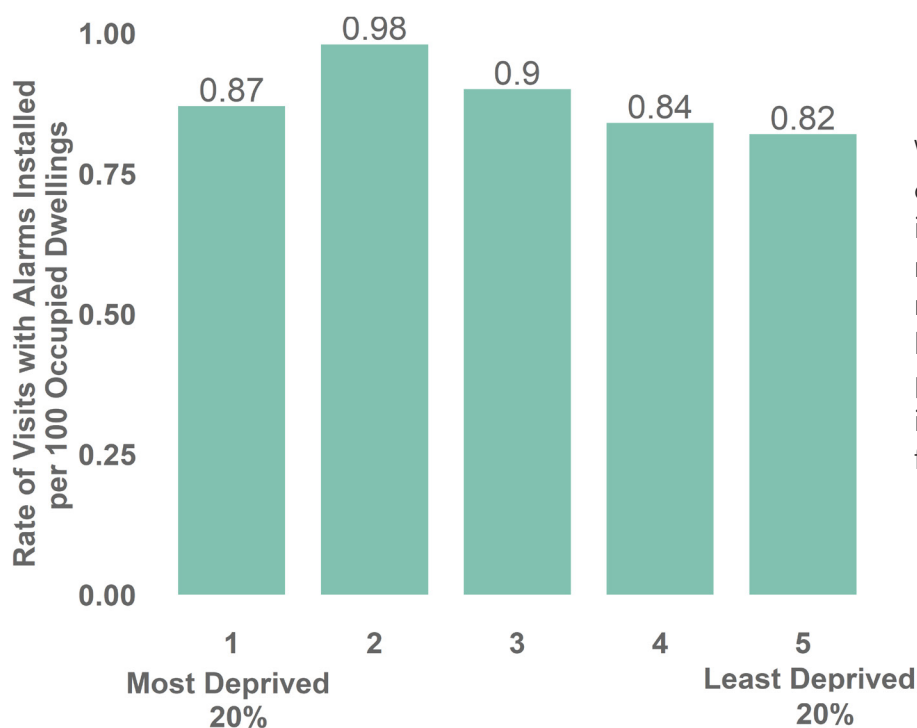
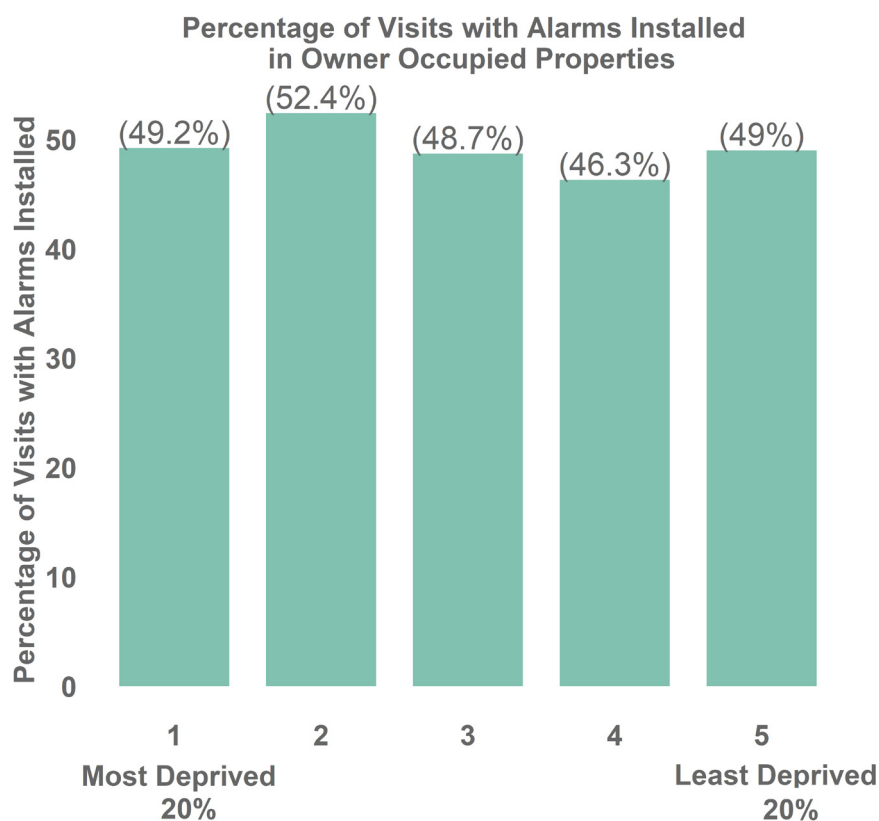


Figure 16: Percentage visited with alarms installed, by Scottish Index of Deprivation quintiles



When looking at the overall rate of alarms installed, the picture is more even as the higher rates of home visits is balanced by the lower percentage of alarms installed per visit, see figure 17.

Figure 17: Rate of alarms installed per 100 Occupied Dwellings, by Scottish Index of Deprivation quintiles



50% of home fire safety visits take place in owner occupied properties, and 49.1% of visits to these properties in 2019-20 involved an alarm installation.

This is much higher than other property tenures such as private rented or local authority housing.

The percentage of visits with alarms installed does not vary much by deprivation, see figure 18.

Figure 18: Percentage of visits with alarms installed in owner occupied properties, by Scottish Index of Deprivation quintiles

The picture has been improving over time though, with reduced alarm installation rates for each deprivation group, see figure 19.

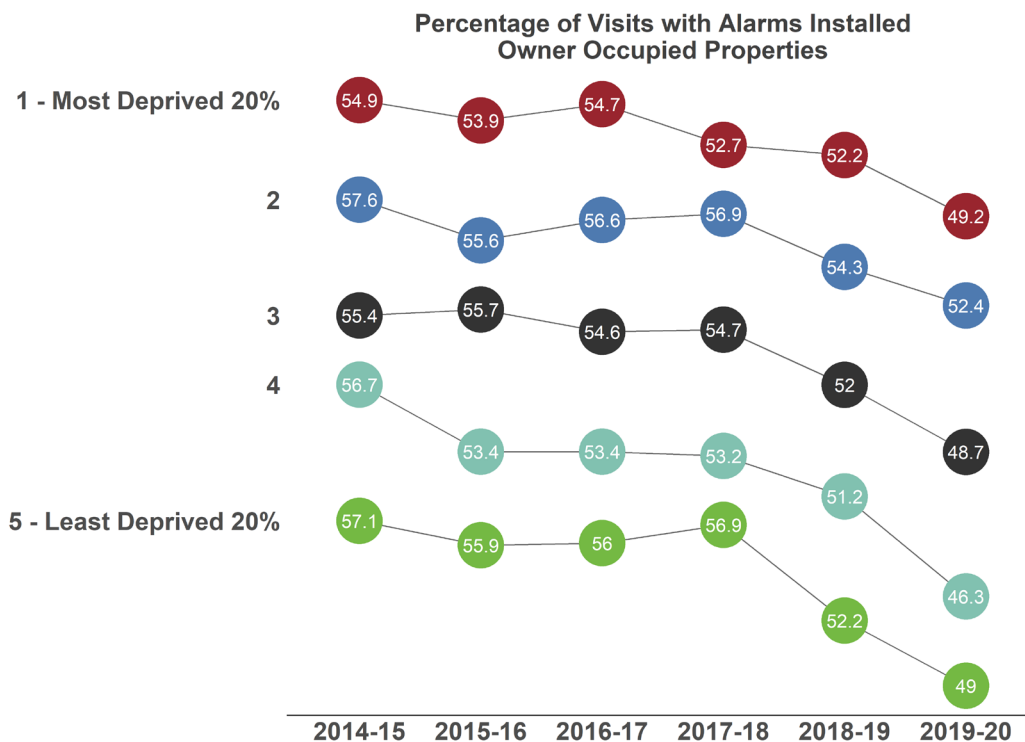


Figure 19: Percentage of visits with alarms installed in owner occupied properties, by Scottish Index of Deprivation quintiles

Urban-Rural

While there is variation in the rates of households visited each year, visits to Other Urban Areas are consistently above average and those in Remote Small Towns are usually above average.

The percentage of households visited in Accessible Rural areas is consistently well below average.

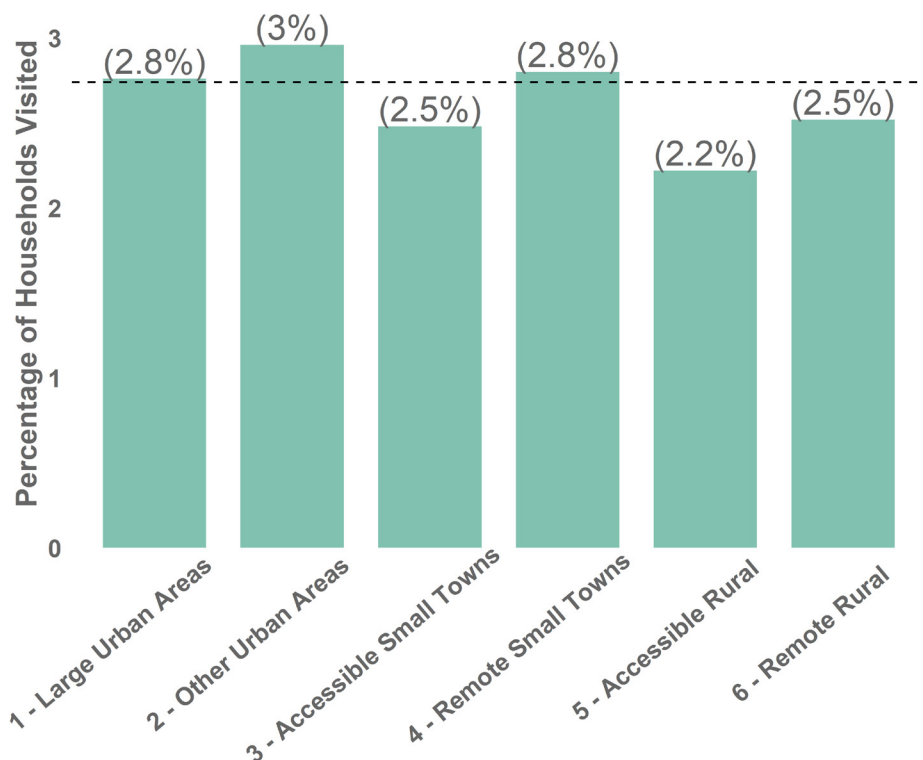


Figure 20: Percentage of households visited by urban-rural classification. The Scotland average is 2.7%

Geography

Glasgow City local authority area had by far the most home visits at 9,941 in 2019-20, with Na h-Eileanan Siar the least at 302.

However, the local authority with the highest percentage of households visited was Shetland Islands (5.5%),

1.5% of households there had alarms fitted by the Scottish Fire and Rescue Service last year.

Scottish Borders at 4.1% has the second highest rate of visits, and 1.6% of households had alarms fitted.

The lowest rate was South Ayrshire at 1.9% of households visited and 0.8% of households had alarms fitted.

Inverclyde had the highest rate of alarms fitted last year, at 1.7% of households.

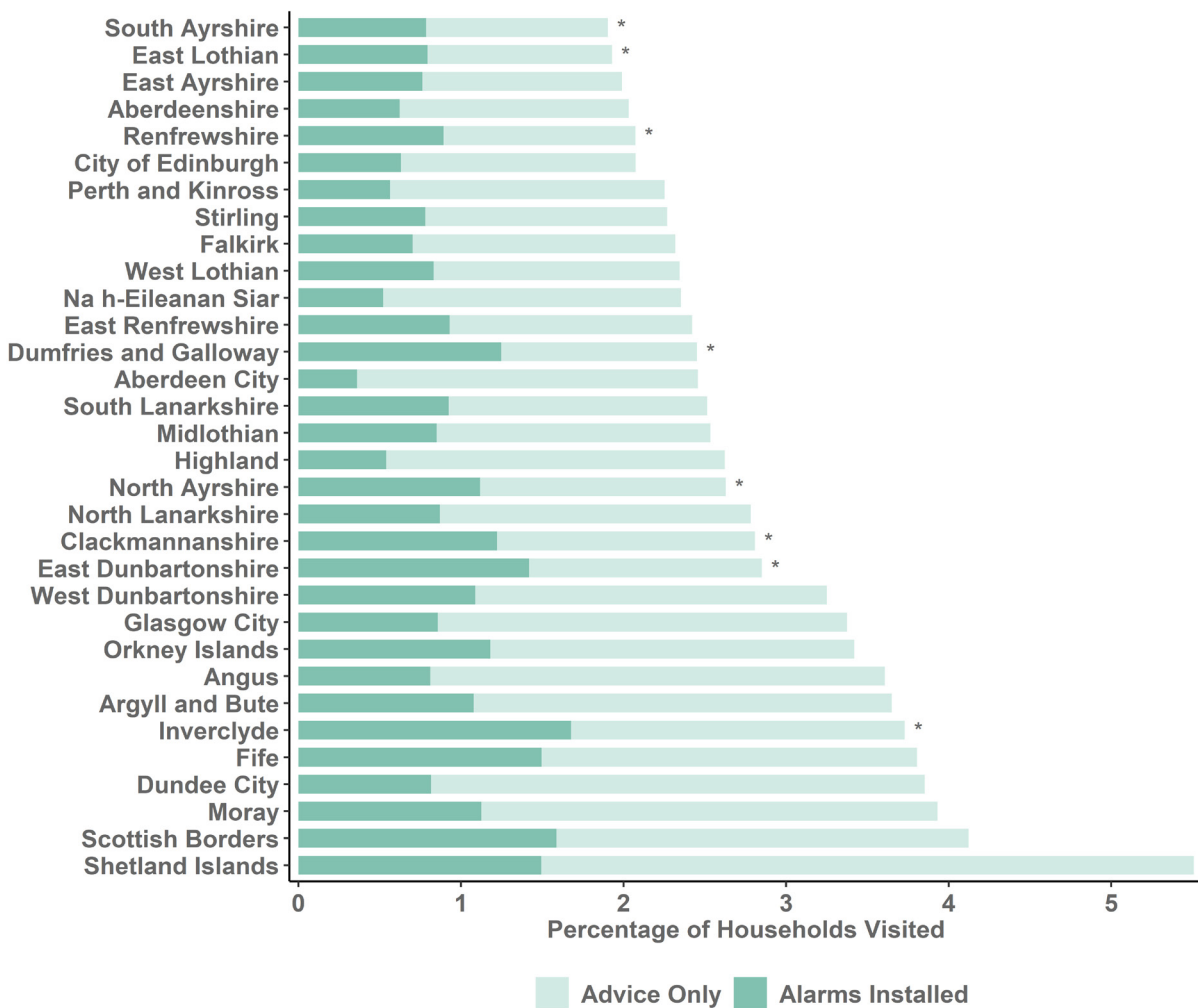


Figure 21: Percentage of households visited in home fire safety visits by local authority area. Local authorities with an asterisk have a higher than 40% alarm installation rate in home fire safety visits.

Rate of Home Fire Safety Visits

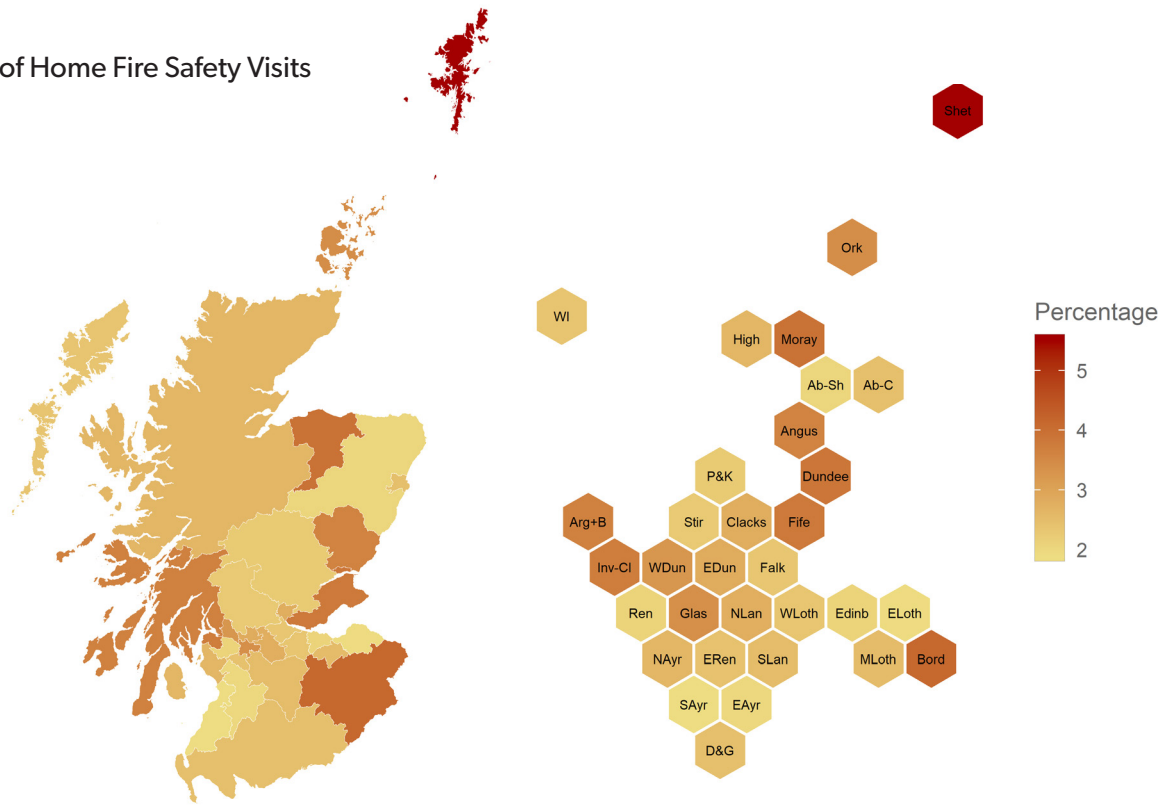


Figure 22: Rate of Home Fire Safety Visits per 100 Occupied Dwellings, choropleth and area normalised cartogram

Rate of Alarms Installed

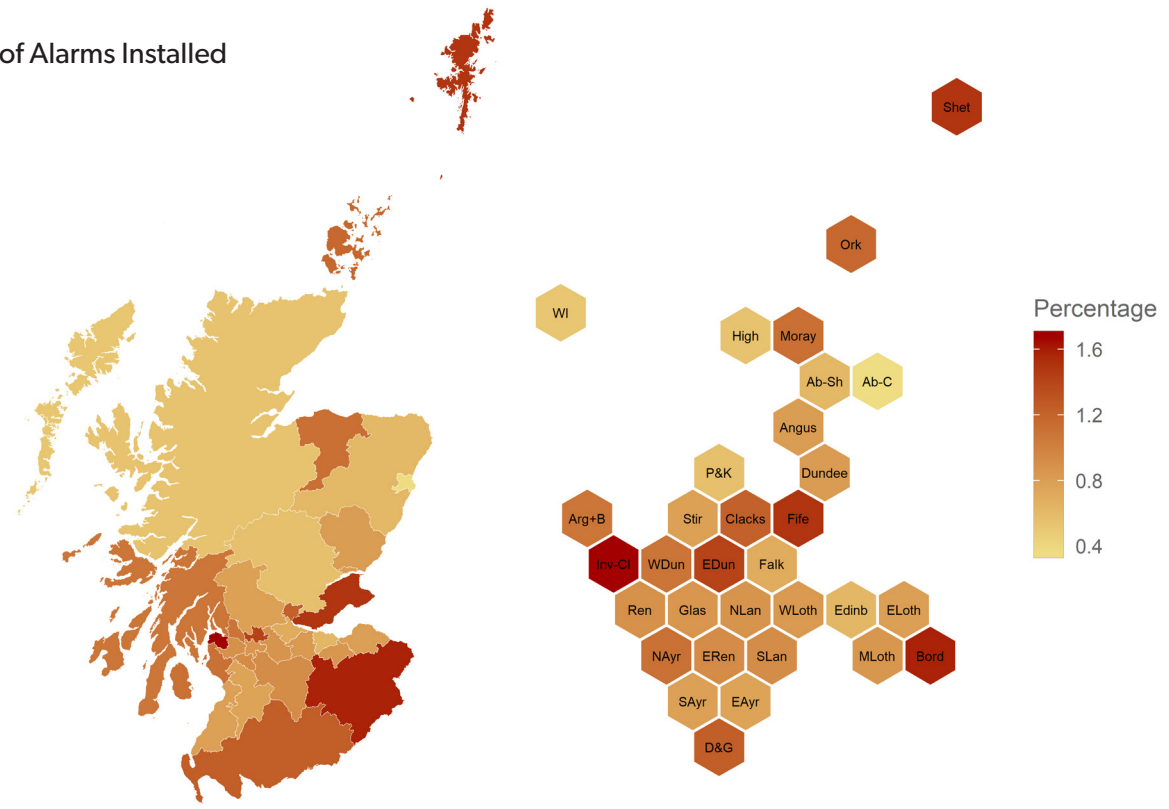


Figure 23: Rate of Home Fire Safety Visits with Alarms Installed per 100 Occupied Dwellings, choropleth and area normalised cartogram

7. Non-domestic Fire Safety

The number of audits completed by enforcement personnel decreased by 611 (7.8%) in 2019-20, while the number of consultations⁴ given reduced 286 (10.4%) to 2,460. The number of site visits decreased 53.5% to 918.

However, two new types of work started last year, a specialist team was created to provide Fire Engineering Consultations for new buildings, there were 324 such consultations.

202 Short Post Fire Audits also took place, these occur when there has been a fire in a premise which has already received a full audit in the last year.

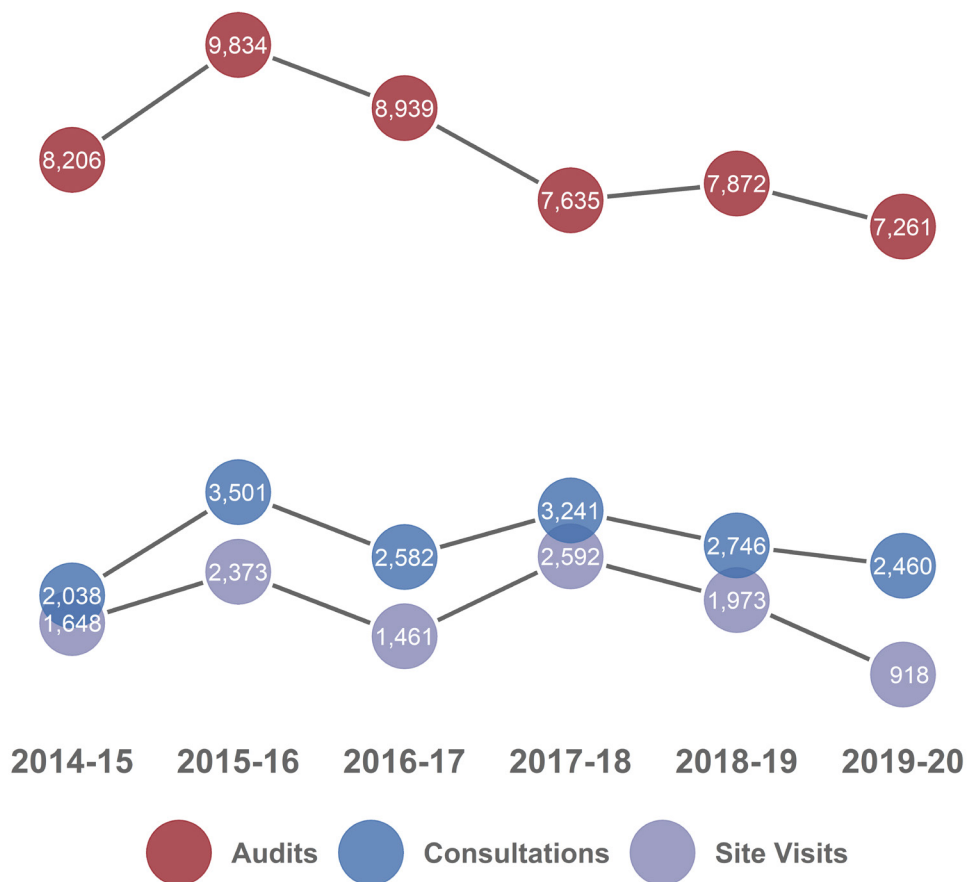


Figure 24: Non-domestic fire safety activity by type. Note that new categories of work initiated in 2019-20 are not shown.

As in previous years, the majority of audits were completed in Houses of Multiple Occupation (26.9%), followed by Care Homes (20.5%) and Hotels (14.9%).

5.4% of audits resulted in the owner being formally notified of the deficiencies.

Hotels and Licenced Premises had the highest proportion where deficiencies were notified (at 10.9% and 10.7% respectively) while Further Education had the lowest rate with no notifications required.

7 legal notices were issued in 2019-20, down from 44 last year.

⁵ As much as a quarter of this decrease may be explained by administrative changes following the introduction of new software. This may be revised next year following further quality assurance.

Enforcement Notices are only issued following a very poor audit rating. It is the most severe outcome and takes a lot longer to complete the full workstream. There were 5 Enforcement Notices issued last year, down from 21.

Prohibition Notices involve or follow a visit to a site where the use of the property is inconsistent with fire safety rules. There were 2 Prohibition Notices issued last year, down from 21.

Alterations Notices prevent changing the use of a property in a way which is known to be unsafe. None were issued last year, down from 2 in 2018-19.

Less than 1% of properties audited received a 'Very High' (VH) risk rating using the SFRS risk heuristic, see figure 25.

7,261

FIRE SAFETY AUDITS COMPLETED

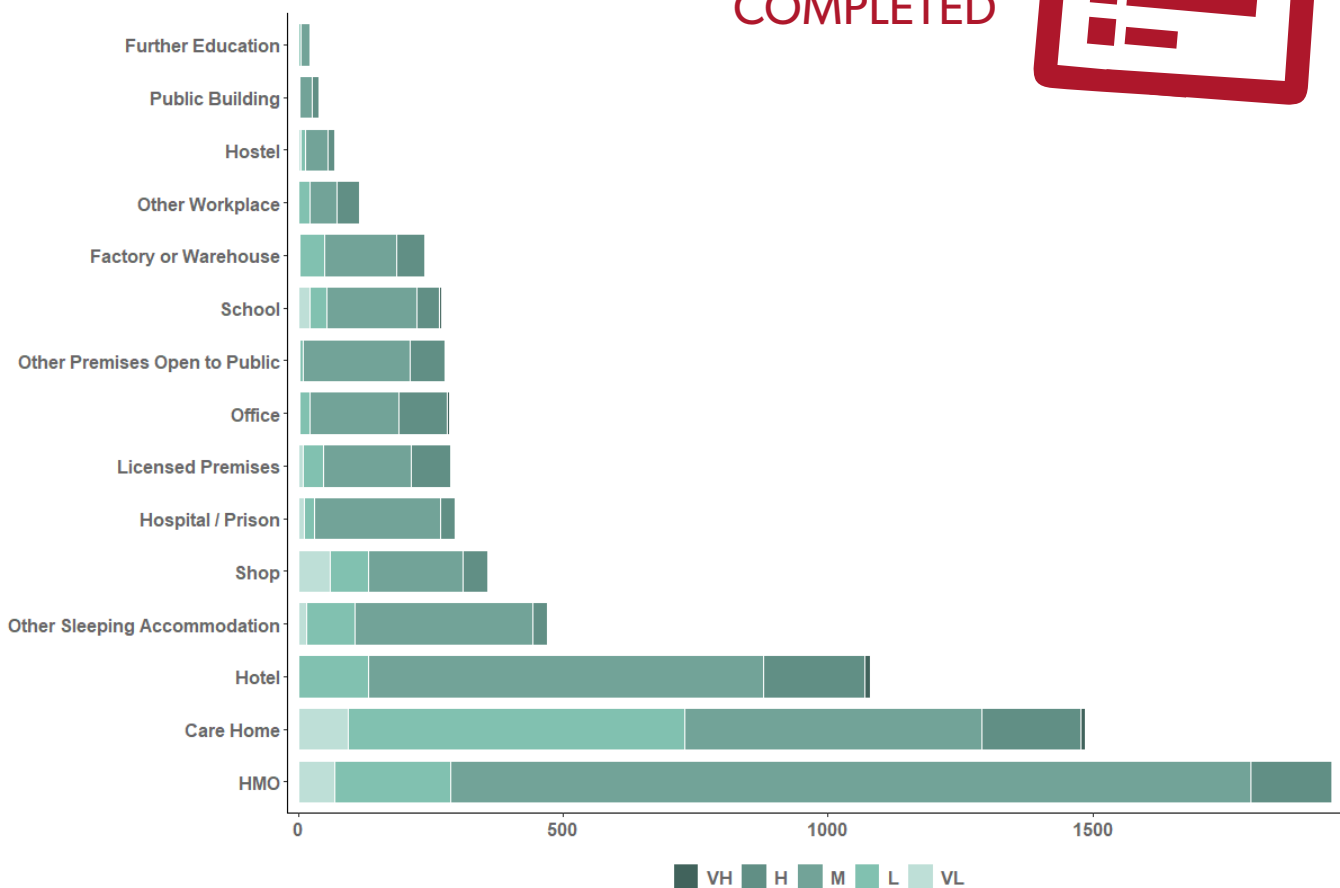
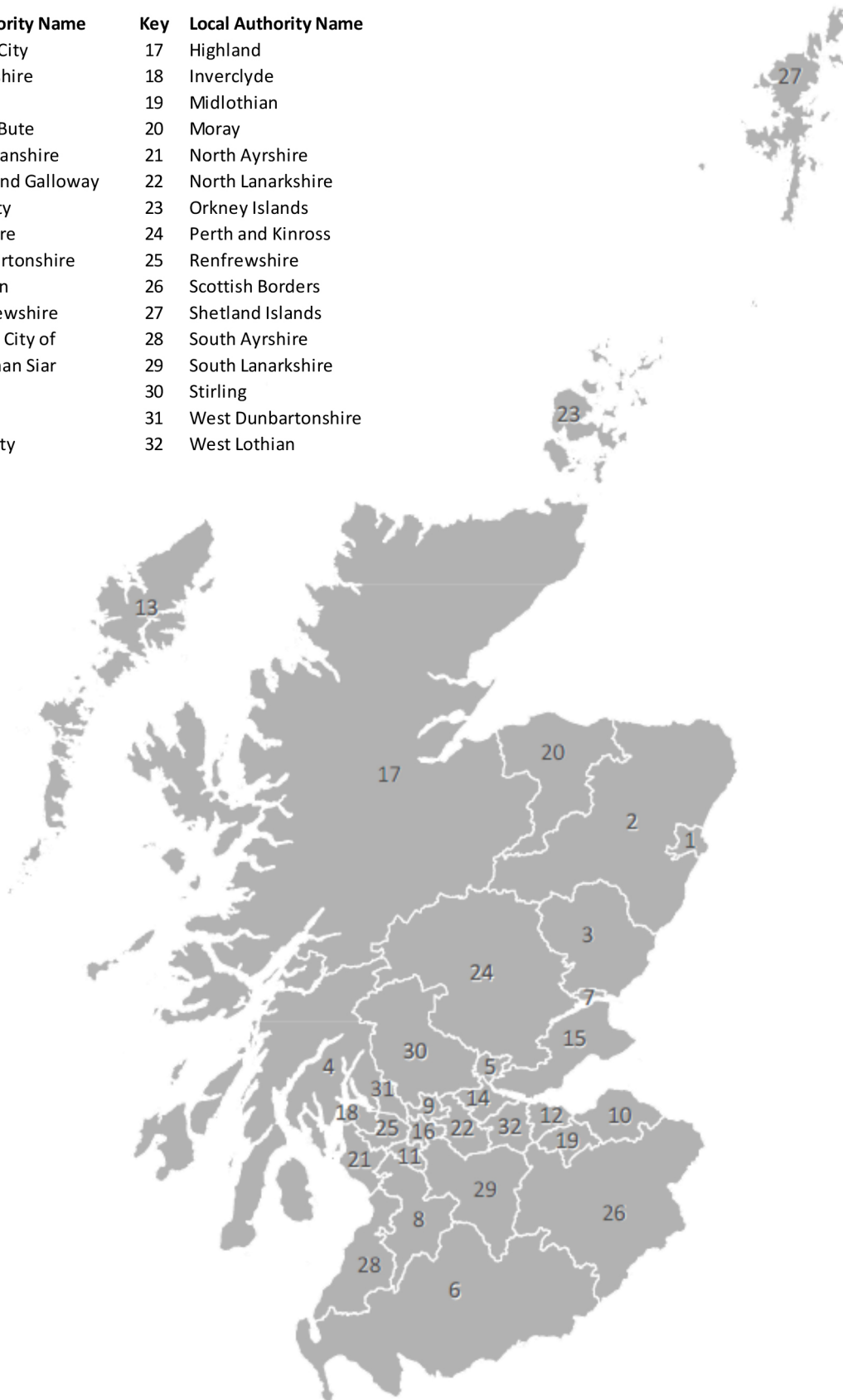


Figure 25: Number of non-domestic premises audited by premises type and risk heuristic rating

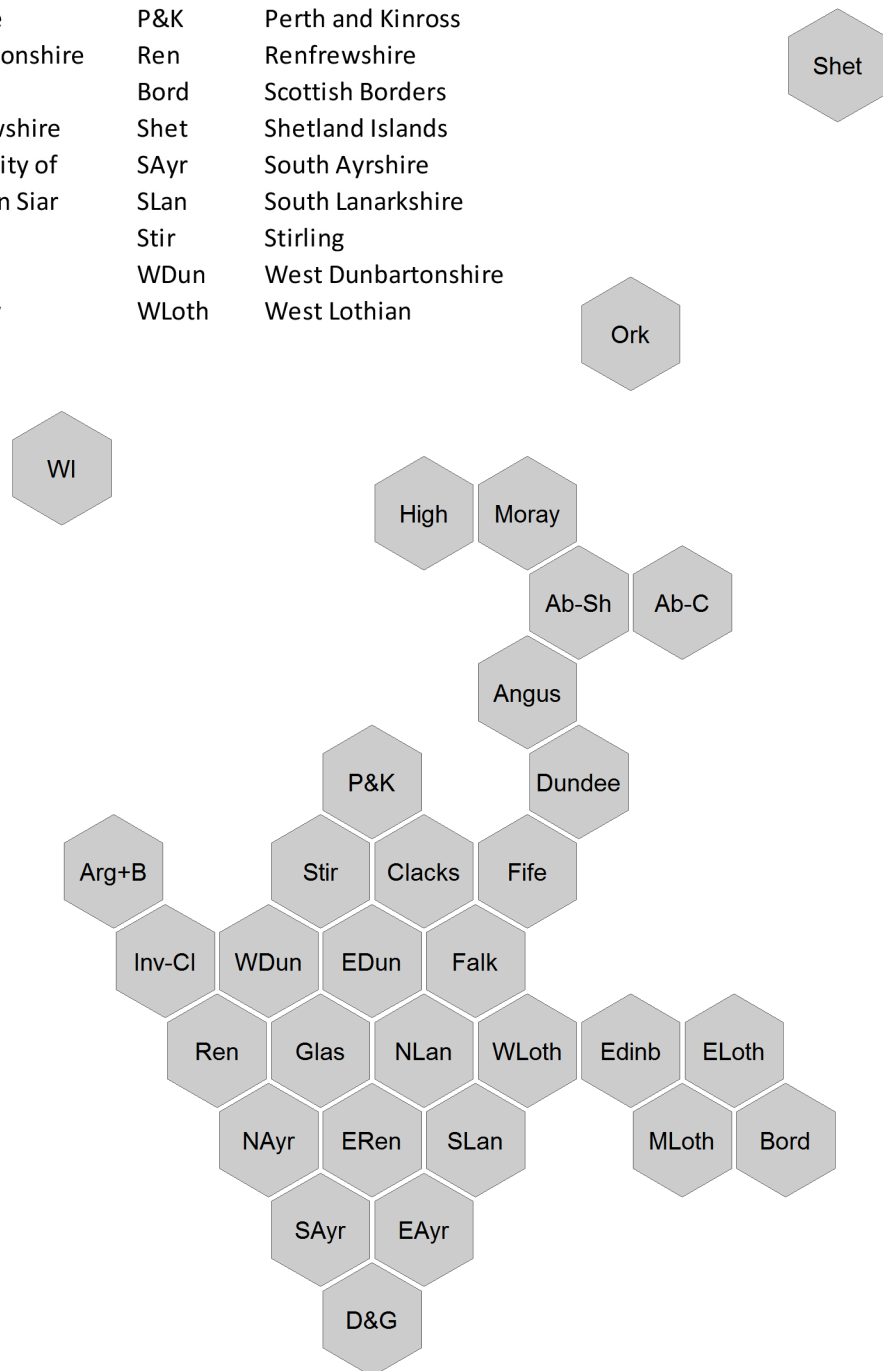
Appendix A

Key	Local Authority Name	Key	Local Authority Name
1	Aberdeen City	17	Highland
2	Aberdeenshire	18	Inverclyde
3	Angus	19	Midlothian
4	Argyll and Bute	20	Moray
5	Clackmannanshire	21	North Ayrshire
6	Dumfries and Galloway	22	North Lanarkshire
7	Dundee City	23	Orkney Islands
8	East Ayrshire	24	Perth and Kinross
9	East Dunbartonshire	25	Renfrewshire
10	East Lothian	26	Scottish Borders
11	East Renfrewshire	27	Shetland Islands
12	Edinburgh, City of	28	South Ayrshire
13	Na h'Eileanan Siar	29	South Lanarkshire
14	Falkirk	30	Stirling
15	Fife	31	West Dunbartonshire
16	Glasgow City	32	West Lothian



Cartogram Local Authority Key

Shortform	Local Authority Name	Shortform	Local Authority Name
Ab-C	Aberdeen City	High	Highland
Ab-Sh	Aberdeenshire	Inv-CI	Inverclyde
Angus	Angus	MLoth	Midlothian
Arg+B	Argyll and Bute	Moray	Moray
Clacks	Clackmannanshire	NAyr	North Ayrshire
D&G	Dumfries and Galloway	NLan	North Lanarkshire
Dundee	Dundee City	Ork	Orkney Islands
EAYr	East Ayrshire	P&K	Perth and Kinross
EDun	East Dunbartonshire	Ren	Renfrewshire
ELoth	East Lothian	Bord	Scottish Borders
ERen	East Renfrewshire	Shet	Shetland Islands
Edinb	Edinburgh, City of	SAYr	South Ayrshire
WI	Na h'Eileanan Siar	SLan	South Lanarkshire
Falk	Falkirk	Stir	Stirling
Fife	Fife	WDun	West Dunbartonshire
Glas	Glasgow City	WLoth	West Lothian



An Official Statistics Publication for Scotland

Official Statistics are produced to high professional standards set out in the Code of Practice for Official Statistics. They are produced free from any political interference.

Crown Copyright

© Scottish Fire and Rescue Service, 2020

This information is licensed under the Open Government Licence v3.0.

To view this licence <http://www.nationalarchives.gov.uk/doc/open-government-licence>

Correspondence and enquiries

Lead statistician for this bulletin and associated documents:

Gregor Welsh

For enquiries or feedback please contact:

National.Statistics@firescotland.gov.uk

The next edition of Fire Safety and Organisational Statistics bulletin and associated documents is scheduled for release on 31st August 2021.



SCOTTISH
FIRE AND RESCUE SERVICE

Working together for a safer Scotland

www.firescotland.gov.uk

SFRS Fire Safety and Organisational Statistics 2019-20
Version 1.0 - 31 August 2020